



OLD DOMINION UNIVERSITY

ASSOCIATE VICE PRESIDENT FOR RESEARCH SECURITY AND COMPLIANCE
OLD DOMINION UNIVERSITY
NORFOLK, VIRGINIA

ABOUT THE OPPORTUNITY

Old Dominion University (ODU) invites applications and nominations for its Associate Vice President for Research Security and Compliance (AVP-RSC) and Chief Research Compliance Officer. This is an important opportunity to join Virginia's forward focused, public R1 doctoral research institution in this inaugural role, newly created to manage compliance structures across a growing research ecosystem. ODU seeks a research compliance subject matter and best practice expert to serve as a trusted advisor and counsel to university and research leadership and individual investigators. The AVP-RSC will lead a growing research compliance office, joining an institution that is currently developing a new academic medical center to continue its already impressive growth trajectory.

Reporting to the Vice President for Research and serving as the University's Chief Research Compliance Officer, the AVP-RSC will play a critical role within the Division of Research and across the University. They will be charged with developing and maintaining a best-in-class research compliance program, ensuring that policies, processes, and procedures are responsive and supportive of faculty and evolve with changing sponsor and regulatory imperatives. The AVP-RSC will supervise the Assistant Vice President for Research Security and the Director of Research Compliance and a total current team of eight. They will lead policy and administrative support for the University-wide and College-specific committees that provide compliance reviews of research protocols, including IRB, IACUC, IBC, and College Human Subjects Review Committees. In 2023, ODU engaged in more than \$73 million in total research and development. The Eastern Virginia Medical School (EVMS), a separate organization with \$22 million in sponsored research, will integrate with ODU effective July 1, 2024. In this context, the AVP-RSC will be an important university stakeholder in ensuring successful integration from a research compliance perspective.

Successful candidates will have progressive experience developing and administering a best-in-practice research compliance function in an academic research setting, preferably with an academic medical component. They will have a collaborative leadership style and a customer service focus with investigators and colleagues. The AVP will be an engaged administrator, proactive in safeguarding the university's best interests within an ever-changing regulatory landscape.

Old Dominion University has retained the national executive search firm Isaacson, Miller to conduct this critical search. Please direct all confidential inquiries, nominations, and applications to the firm as indicated at the end of this document.

ABOUT THE DIVISION OF RESEARCH

The ODU research ecosystem is a growing enterprise. In FY2023, the university received \$62 million in sponsored research. Eastern Virginia Medical Center, which will merge with ODU on July 1, 2024, received an additional \$22 million in sponsored research. The coming merger and resultant expanded research footprint will propel the ODU research community toward the next important discoveries and treatments. ODU conducts research across its academic divisions, receiving a significant [amount of its current sponsored funding](#) from the NSF. [The Division of Research](#) is dedicated to supporting the work of faculty researchers across the breadth of its seven academic colleges, three schools, and numerous research centers in a wide range of funded research sponsored by federal agencies, the state, and industry. Current strategic initiatives include bio-electrics & biomedical research, coastal resilience, cybersecurity, entrepreneurship, maritime, modeling & simulation, spaceflight, and STEM education. Research grant administration is conducted by the [Old Dominion University Research Foundation](#) (a separate entity from the university). Their services include pre- and post-award grant and contract administration as well as hiring and human resource management for funded projects. The Executive Director of the foundation reports directly to the Vice President of Research and collaborates closely with university investigators and other research stakeholders to support a compliant, robust, leading-edge research ecosystem.

The Division of Research is led by the Vice President for Research Dr. Kenneth J. Fridley, PhD. Since joining ODU in 2022 as Dean of the Batten College of Engineering and Technology, he has proven to be a visionary leader and active partner with a focus on teaching, research, and service. From a scholarly and research perspective, Dr. Fridley is recognized as a leading expert in engineered wood construction, performance, and hazard mitigation. He has published 65 peer-reviewed journal papers and co-authored the leading wood engineering design textbook, "Design of Wood Structures." Dr. Fridley has been responsible for more than \$14.4 million in sponsored research, which is supported by a wide variety of federal, state, and industry sources. Much of his research has directly impacted the civil engineering profession, resulting in changes in national design specifications, standards, and codes. Dr. Fridley has extensive experience in academic and research administration. Prior to joining Old Dominion University in July 2022, Dr. Fridley served for eight years as the Senior Associate Dean for Administration at The University of Alabama's College of Engineering. He also was the Interim Dean of the Honors College for one year and Head of the Department of Civil, Construction, and Environmental Engineering for 12 years. In these roles and during his 20-year tenure at The University of Alabama, he built a culture of innovation, entrepreneurship, and readiness for change, in addition to his long-standing history of grant activity.

Please see the appendix at the end of this document for additional institutional information.

ROLE OF THE ASSOCIATE VICE PRESIDENT FOR RESEARCH SECURITY AND COMPLIANCE

The Associate Vice President for Research Security and Compliance reports to the Vice President of Research and is a key member of the VPR's senior team. They play an essential role in the university's research and growth strategy. The University's Chief Research Compliance Officer and a strategic advisor to research leadership and individual investigators, the AVP-RSC supervises a team that currently includes the Assistant Vice President for Research Security, the Director of Research Compliance, and a current total office of eight. This is a new position within the university charged with developing and leading the Office of Research Security and Compliance, hiring new FTEs currently budgeted, and ensuring that the operational structure supports an efficient, best-practice research compliance function. They work across the university to establish and maintain effective research compliance programs, proactively anticipating and addressing regulatory needs, and coordinating university-wide research compliance activities in a customer-focused, consultative manner. The AVP-RSC implements and monitors the University Research Conflicts of Interest Policy (COI). They work closely with the ODU Research Foundation on compliance and COI issues to ensure compliance with sponsor and regulatory requirements. They provide education and training programs that support faculty and staff needs relative to research compliance and COI, and evaluate university policies and federal regulations to ensure the support and function of the university's Research Security and Export Control Program.

The AVP-RSC oversees policy and administrative support to University and College committees that provide compliance reviews of research protocols. These committees include the IRB, IACUC, IBC, and College Human Subjects Review Committees. They oversee the routine function of the IRB, IACUC, and IBC to ensure coordination of scheduled meetings, preparation of accurate and professional meeting minutes and agendas, and that faculty are informed of the status of pending research protocols in a timely manner. The AVP-RSC provides direct policy and administrative support to the IRB, supporting individual investigators with protocol submission by interpreting policies and procedures and ensuring compliance with federal and commonwealth guidelines. They independently review and report on changes in federal and commonwealth regulations related to research compliance. The AVP-RSC supervises the Director of Research Compliance who works directly with the IACUC and IBC.

KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE VICE PRESIDENT FOR RESEARCH SECURITY AND COMPLIANCE

The Associate Vice President for Research Security and Compliance will be entering a dynamic environment. ODU has experienced a strong growth trajectory for many years. It recently grew its sponsored research to a level to earn an R1 – Very High Research Activity designation by the [Carnegie Classification](#), and the addition of an academic medical complex will be the platform for additional research and discovery. It is within this context that the AVP-RSC will:

Strengthen the culture of research compliance at ODU

The AVP-RSC will be responsible for engaging with the research community at ODU to advance a culture of research compliance. ODU has experienced a significant and sustained period of growth in all measures, from student, faculty, and staff populations to its basic charge and mission. With the recent attainment of an R1 designation and the development of an academic medical center at the university, research compliance will continue to be an important university strategic imperative. The AVP-RSC will engage in a collaborative process that supports the needs of the university via a transparent, supportive, best-practice research compliance function.

Serve as ODU's Subject Matter Expert for research compliance

The AVP-RSC will be ODU's subject matter expert for research compliance and the associated regulatory landscape and will serve as a trusted advisor and advocate to leadership and investigators. The AVP-RSC is the Chief Research Compliance Officer for the university, with an important portfolio of policies. With EVMS assimilating with ODU, the university has positioned itself as an essential research partner to federal, commonwealth, regional, and local agencies. The increasing research opportunities that will be available because of the new academic medical center and the continued growth of the entire research enterprise will necessitate a leader with a deeply developed understanding of and expertise in research compliance.

Develop a more robust, data-centric research compliance apparatus

The AVP-RSC is responsible for creating a research compliance apparatus that is data-centric and supports the needs of the ODU research community, including via the administration of effective online systems, the development of a consultative and responsive customer-service-focused office, and educational programming that supports research innovation while maintaining compliance within an ever-changing regulatory environment. They will provide documentation, training programming, and communication channels that support a compliance-forward research ecosystem that has appropriate safeguards to support leading-edge research. They will be an engaged leader of the Office of Research Security and Compliance, advocating for the needs of the office and supporting individual staff members in their professional growth and service to the university. The AVP-RSC will imprint data-centricity throughout the research compliance eco-system enabling more responsive and strategically useful reporting for sponsors and leadership.

Serve as an essential leadership stakeholder as EVMS merges with ODU

Eastern Virginia Medical Center is [integrating](#) with Old Dominion University effective July 1, 2024. In a sense, the work will then just be beginning in terms of the enculturation process that will necessarily need to occur because of this union. The AVP-RSC will be seen as an essential stakeholder in this process. They will strategically engage with leadership across the university to support assimilation from a compliance

perspective and to ensure that the compliance structures are in place to support present research needs and anticipated future growth.

Work collaboratively with all stakeholders

Given the complexity of the merger between ODU and EVMS and the diversity of research across the university, the AVP-RSC must work collaboratively—at the intersections between research compliance and research development, research security, or commercialization. The AVP-RSC will work closely with colleagues and stakeholders to address major issues collectively and provide ODU with insightful advice and service.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an experienced administrator of a rigorous research compliance program, likely in an academic research setting. They will have a track record of effective leadership in a complex research enterprise and a collaborative, service-oriented work style. Other desired skills, experiences, and personal qualities include:

- 8-10+ years of professional work experience and progressively senior supervisory experience in a research compliance environment.
- Comprehensive knowledge of federal regulations related to the conduct of a wide variety of university-based research.
- Ability to analyze written material and apply what is learned to an analysis of current University policy and/or a review of a pending proposal.
- Ability to develop compliance-related policies and implement these policies within the University community.
- A track record of productive, collaborative relationships with a diverse community of researchers, executives, and staff.
- Ability to communicate effectively in oral, presentation, and written form with a range of audiences including university administrators, faculty, federal and other state agencies, industry representatives, and other individuals interacting with the university research enterprise.
- A master's degree is required; a JD or PhD is preferred.
- Experience working in a university research environment is strongly preferred.

- Prior experience as a research investigator and/or certification as a research professional is preferred.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Confidential inquiries, nominations/referrals, and applications (including resumes and letters of interest responding to the opportunities and challenges outlined above) should be sent electronically to the Isaacson, Miller executive search team via the link below.

Dan Rodas, Partner
Tim Lanigan, Senior Associate

Isaacson, Miller

<https://www.imsearch.com/open-searches/old-dominion-university/associate-vice-president-research-compliance>

As an affirmative action and equal opportunity employer, ODU promotes the full realization of employment opportunity for all persons, including minorities, women, individuals with disabilities, and veterans. ODU bases all employment decisions only on job requirements. These efforts apply to all employment actions, including but not limited to recruitment, selection, hiring, promotion, and compensation.

APPENDIX

UNIVERSITY LEADERSHIP

Dr. Brian O. Hemphill | President

President Brian O. Hemphill, PhD assumed his role as Old Dominion University's 9th president on July 1, 2021. President Hemphill's road to ODU has taken him from the University of Arkansas-Fayetteville, a flagship university, where he served as Associate Vice Chancellor and Dean of Students, to Northern Illinois University, a large, public, research university, where he served as Vice President for Student Affairs and Enrollment Management and Associate Professor for eight years; West Virginia State University, a public, land-grant, research university, where he served as the 10th President and Professor for four years; and, most recently, Radford University, a comprehensive university, where he served as the seventh President and Professor for five years. While at Radford University, President Hemphill built lasting relationships with many entities and officials throughout the commonwealth and beyond as the institution experienced historic growth and success in programmatic diversification and expansion, infrastructure improvements, and philanthropic giving. President Hemphill earned a PhD in Higher Education Administration and Policy Studies from the University of Iowa, a Master of Science in Journalism and Mass Communication from Iowa State University of Science and Technology, and a Bachelor of Arts in Organizational Communication from Saint Augustine's University.

STRATEGIC PLAN

In January 2023, Old Dominion University adopted its 2023-2028 strategic plan, [Forward-Focused: Where Innovation Meets Possibilities](#). The title reflects the bold and innovative goals and strategies brought forth by those directly involved in thinking and rethinking the future of Old Dominion University. The ODU Board of Visitors approved the strategic plan in late 2022, culminating in more than a year of work by campus stakeholders to chart a course for the University. The information gathered by the Office of Institutional Effectiveness and Assessment and nearly 300 individuals who contributed to the plan's development helped to identify 30 goals and 103 strategies across seven focal areas. The [seven focal areas](#) of the strategic plan include Academic Excellence; Branding, Marketing, and Communication; [Corporate/Community Partnerships and Economic Development](#); Philanthropic Giving and Alumni Engagement; [Research Growth](#); Strategic Enrollment Growth; and Student Engagement and Success.

ACADEMICS

Old Dominion University offers an impressive array of academic programs, a diverse, committed, and accessible faculty, and sophisticated facilities. On-campus, ODU offers more than 90 undergraduate degree programs and 66 graduate programs at the master's, education specialist, and doctoral levels, plus a wealth of certificate and professional development programs across its different colleges and schools:

College of Arts and Letters, Strome College of Business, Darden College of Education and Professional Studies, Batten College of Engineering & Technology, College of Health Sciences, College of Sciences, School of Cybersecurity, School of Continuing Education, School of Data Science, School of Nursing, School of Supply Chain, Logistics, & Maritime Operations, the Perry Honors College, and The Graduate School.

The institution's educational mission is supported by over 800 faculty members. Faculty members are talented teachers and productive scholars who interact closely with their students inside and outside the classroom. The student-faculty ratio is 16:1, with classrooms and modern buildings equipped with state-of-the-art teaching technology.

Accredited by the Southern Association of Colleges and Schools, the institution is ranked as "A Best National University" by *US News & World Report* and is among "America's Top Colleges" by *Forbes*. As a military-friendly institution, ODU is ranked in the top "Best for Vets" among public higher education in Virginia by *Military Times*. Learn more about ODU's Facts & Figures [here](#).

COASTAL VIRGINIA REGION & THE HAMPTON ROADS

Old Dominion University's waterfront campus is in the heart of vibrant Coastal Virginia - a prime place to learn, work and play. Approximately 1.75 million people live in the region, which is home to the cities of Chesapeake, Hampton, Newport News, Norfolk, Portsmouth, Suffolk, and Virginia Beach. Each city has its unique attractions, events, and activities.

Norfolk, a metropolitan city, is home to the world's largest naval base and the North American Headquarters for NATO (North Atlantic Treaty Organization). From internship opportunities with some of the world's top companies to great shopping and dining to beautiful beaches, there's always something new to discover. Colonial Williamsburg and NASA Langley, the birthplace of the US space program, are also a short distance from the University.

One of the most notable characteristics of the Hampton Roads is its connection to water. Located on the Eastern Coast of the United States, the region borders the Chesapeake Bay and the Atlantic Ocean. The Roads also have a strong military presence with 15 military bases in the area representing every branch of the United States Military.

Old Dominion University is approximately a four-hour drive from the District of Columbia or a 50-minute flight and 15 minutes from Norfolk International Airport.

STUDENT BODY AND CAMPUS LIFE

Old Dominion University is one of Virginia's largest and most diverse universities. ODU has a time-honored tradition of providing a diverse and welcoming community where students, faculty, and staff learn from different backgrounds, cultures, and experiences.

Old Dominion University continues to raise the bar in both academic standards and adaptability to modern educational needs. The University has long been a place of academic distinction, and this year's first-year student profile strongly underscores this reputation. With the Fall 2023 semester underway, ODU is proud to spotlight the exceptional caliber of its incoming freshman class. In an intentional move toward further fostering academic rigor and dedication, the University welcomed an unprecedented number of valedictorians and salutatorians this year. With a record 22 of such high achievers joining ODU as first-year students, it's evident that ODU is rapidly becoming a first choice for many of the Commonwealth's brightest students. The incoming class also saw a higher average high school GPA and average SAT and ACT scores.

Currently, ODU has more than 24,000 on-campus and off-campus students and 90% of students hail from the Commonwealth of Virginia. In contrast, the remaining 10% represent the out-of-state population, including more than 500 international students from 90+ countries. 38% of students represent underrepresented ethnic groups, 25% are military-affiliated, and 47% of first-time minority students graduate from ODU within six years.

With over 300 student organizations and 28 fraternities and sororities, ODU fosters student success through campus engagement and experiential learning. Student life can overflow with sports, music, art, culture, and other activities on campus. Residential students are offered various living options and amenities, with 14 housing options divided between first year living communities and upper-class communities located across four neighborhoods on campus. For more information on student life, please visit www.odu.edu/life.

Student-athletes at ODU are recruited by the Department of Athletics, which enables the students to reach their full academic and athletic potential. As members of the Sun Belt Conference, American Athletic Conference, and the BIG EAST Conference, student-athletes and the athletic division enrich the campus experience and help enhance the University's visibility and reputation. For more information on athletics, please visit www.odusports.com.