



**MEETING MINUTES
UNIVERSITY OF MARY WASHINGTON
BOARD OF VISITORS
NOVEMBER 14-15, 2019**

All meetings were held in the Minor Board Room at the Jepson Alumni Executive Center, unless otherwise indicated.

1. THURSDAY, NOVEMBER 14, 2019

**2. 3:00 P.M., GRAND MEETING PLACE, HYATT PLACE – EAGLE VILLAGE,
1241 JEFFERSON DAVIS, HIGHWAY, FREDERICKSBURG, VA**

A. Joint Meeting of the UMW Board of Visitors and UMW Foundation Board

Board of Visitors Members present: Heather Crislip '95, Rector; Devon Cushman '93, Vice Rector; Rhonda S. VanLowe, Secretary; R. Edward (Edd) Houck,, Patricia G. McGinnis '69, At-Large member; Martha G. Abbott '72, Sharon S. Bulova, Edward (Ted) B. Hontz, Leopoldo J. Martínez, Deborah A. Santiago '90, Deirdre Powell White '91

Board of Visitors Member absent: Allida M. Black

UMW Foundation Board Members and Associates present: Edward V. Allison, Jr., Chairman; Abas Adenan '85, Mona D. Albertine '71, Lloyd T. Backstrom '61, F. Eugene Bailey, Robert J. Barry, Esq., Ross H. Bierkan, Sue Bridi '81, Theresa Y. Crawley '77, Dori Eglevsky, Kevin Ely '97, Donna S. Gladis '68, Samuel C. Harding, Jr., Patricia B. Kemp '69, Lee Kelley, Mark R. Kuechler, Carol M. Martel '68, Kathleen S. Mehfoud, Esq. '70, Donald H. Newlin, Ronald A. Rosenfeld, Monecia H. Shelton '81, Anne T. Steen '83, Steve Steinberg, Jeane B. Stone '74, Sean Tuffy '98, H. Conrad Warlick, Jeffrey W. Rountree '91, Chief Executive Officer, UMW Foundation; Troy D. Paino, UMW President; Lisa D. Bowling '89, Vice President for Advancement and University Relations; Paul C. Messplay, Vice President for Administration and Finance, CFO; Gregory A. Branner '85, Chief Financial Officer, UMW Foundation; Shannon Williams, Controller, UMW Foundation; Ann Hodges, Accountant, UMW Foundation; Peggy Simpkins, Executive Assistant to CEO, UMW Foundation

Also present: Jeffrey W. McClurken '94, UMW Chief of Staff and Clerk, Board of Visitors; Audrey Burges, Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Board of Visitors, Susan B. Worrell, Special Assistant to the President, Events and Conferencing; Brent Maier, Managing Director, Baker/Tilly; Kevin Secrist, Senior Manager, Baker/Tilly

Rector Crislip and Foundation Chairman Allison called the joint meeting of the UMW Board of Visitors and UMW Foundation Board to order at 3:03 p.m. All attendees were welcomed.

Rector Crislip noted that she and Foundation Chairman Allison have been in discussion this past year about both Boards working together on projects of concern. In July 2019, the UMW Board of Visitors invited members of the UMW Foundation Board Executive Committee to join them during their annual Board retreat to discuss challenges facing the University and what steps to take to determine consensus best practices regarding the financial and legal relationship between the two entities.

As a result of the July retreat meeting, the UMW Foundation Board invited BOV representatives to join them in a Working Group to focus on the University's current goals, priorities, and obligations. Members of the Working Group were introduced and acknowledged for their work. Members of the Working Group are:

- Ross Bierkan; UMW Foundation Board
- Devon Cushman '93; UMW Board of Visitors
- Dori Eglevsky; UMW Foundation Board
- Rhonda VanLowe; UMW Board of Visitors

Members of the Working Group gave a brief update on the status of their research. Foundation Chairman Allison noted that he and Rector Crislip have been briefed by the Working Group throughout the process.

Mr. Brent Maier of Baker/Tilly and UMW President Troy Paino each provided a presentation. Board members were given the opportunity for discussion about what steps to take in moving forward.

The meeting was adjourned at 4:34 p.m.

**3. 5:15 P.M., SHUTTLES DEPART HYATT PLACE FOR WILLARD HALL TOUR
UMW CAMPUS**

Members of the UMW Board of Visitors and Foundation Board were provided a tour of the newly renovated Willard Hall. Built in 1911, Willard Hall is one of the oldest residence halls on the Mary Washington campus. Students currently residing in Virginia Hall are expected to occupy Willard when it reopens in January 2020.

**4. 6:15 P.M., SHUTTLES DEPART UMW CAMPUS TO KENMORE HOUSE,
1201 WASHINGTON AVENUE, FREDERICKSBURG, VA**

5. 6:30 P.M., RECEPTION/DINNER – FLEMING SMITH ROOM – KENMORE HOUSE

The UMW Foundation Board hosted a reception and dinner in the Fleming Smith Room on the Kenmore House property in Fredericksburg. Members of the Board of Visitors and Foundation Board were also offered tours of the historic Kenmore Mansion.

6. FRIDAY, NOVEMBER 15, 2019

**7. 7:45 A.M., KALNEN INN, BOARD OF VISITORS BREAKFAST
WITH THE PRESIDENT**

Board Members Present: Heather M. Crislip '95, Rector; Devon W. Cushman '93, Vice Rector; Rhonda S. VanLowe, Secretary; Martha G. Abbott '72, Edward (Ted) B. Hontz, R. Edward (Edd) Houck, Patricia G. McGinnis '69, Deborah A. Santiago '90

Board Members Absent: Allida M. Black, Sharon S. Bulova, Leopoldo J. Martínez, Deirdre Powell White '91

Board members gathered for breakfast with President Paino prior to convening the Board of Visitors meeting. No University business was conducted at this event.

8. 8:30 A.M., MINOR BOARD ROOM, BOARD OF VISITORS MEETING CONVENES

Board Members Present: Heather M. Crislip '95, Rector; Devon W. Cushman '93, Vice Rector; Rhonda S. VanLowe, Secretary; Martha G. Abbott '72, Edward (Ted) B. Hontz, R. Edward (Edd) Houck, Patricia G. McGinnis '69, Leopoldo J. Martínez, Deborah A. Santiago '90, Deirdre Powell White '91

Board Member Participating by Teleconference: Allida M. Black

Board Member Absent: Sharon S. Bulova

Also present: Troy D. Paino, President; Jeffrey W. McClurken '94, Chief of Staff and Clerk, Board of Visitors; Lisa J. Bowling '89, Vice President for Advancement and University Relations; Kimberley Buster-Williams, Vice President for Enrollment Management; Sabrina C. Johnson, Vice President for Equity and Access and Chief Diversity Officer; Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Provost; Paul C. Messplay, Vice President for Administration and Finance, CFO; Jeffrey W. Rountree '91, Chief Executive Officer, UMW Foundation; Audrey Burges, Assistant Attorney General, Education Section; Donna S. Gladis '68, President, UMW Alumni Board of Directors; Michael Hubbard, Dahlgren Campus Director; John Wiltenmuth, Associate Vice President for Facilities Services; Gary Hobson, Capital Outlay Program Director; Michael Spencer, Associate Professor and Director, Center for Historic Preservation; Erin Devlin, Assistant Professor of History and American Studies; Cedric Rucker, Associate Vice President and Dean of Student Life; Mark Thaden, Executive Director of Alumni Relations; Susan Worrell, Special Assistant to the President for University Events; Peter Kelly, Dean, College of Education; John Morello, Associate Provost for Academic Affairs; Melissa Jones, Associate Dean, Student Involvement; Brittanie Naff, Assistant Director of Campus Recreation Fitness; Crystal Rawls, Assistant Director of Student Activities; Kelly Shannon, Director of Campus Recreation and Fitness Center; Sandrine Sutphin, Director of Student Activities and Engagement; Julie Smith, Associate Vice President for Finance; Joan Sample, UMW Controller; Davis McCrory, Internal Auditor; Andrew Dolby, Professor of Biological Sciences and University Faculty Council Chair-Elect; Christy Pack, Director, UMW Graduate Admissions and President, Staff Advisory Council; Jason Ford, President, Student Government Association; Taylor Stine, President, Honor Council; Anna Billingsley, Associate Vice President, University Relations; Mark Simpkins, Assistant Director of Events, Audio-Visual; Betsy J. Chinn, Deputy Clerk, Board of Visitors

The Board of Visitors met as a Committee of the Whole for the duration of the meeting.

A. Call to Order

Rector Crislip called the November 2019 University of Mary Washington Board of Visitors meeting to order at 8:41 a.m.

B. Welcome and Introductions

All attendees were welcomed and asked to introduce themselves.

Board member Allida Black participated via teleconference from her home in Arlington, Virginia. Dr. Black stated she was unable to physically attend the Board of Visitors meeting due to an unexpected fall close to the meeting date, resulting in a temporary disability.

C. Approval of Minutes

Draft meeting minutes for the September 12-13, 2019 Board of Visitors meeting and October 16, 2019 Executive Committee meeting were brought before the Board for approval: [Approval of Minutes September 2019 through October 2019](#).

Action Item:

On a motion made by Ms. VanLowe, seconded by Ms. Cushman, the Board of Visitors unanimously approved meeting minutes for September 12-13, 2019, and October 16, 2019, as presented.

Board member Dr. Allida Black added her vote of approval via teleconference.

D. Rector's Report

Rector Crislip addressed the Board. She remarked that the joint meeting, reception and dinner with the UMW Foundation Board went well. Ms. Cushman and Ms. VanLowe will continue their work with the Working Group to explore further legal advice on the best way for both organizations to accomplish their goals.

Rector Crislip highlighted actions taken at the October 16, 2019 Executive Committee meeting:

- Approval of employment of Mrs. Kelly Paino to supervise an elementary education student intern.
- Approval of minor revisions to the Title IX Policy.
- Approval of the loan of two Gari Melchers paintings for exhibition in the American embassy in Austria.
- Discussion on the best way to embark on a process to support Mary Washington's fine arts renovation plans.

E. President's Report

Progress toward tracking goals for the president's 2019-2020 Strategic Vision Goals Update Rubric were discussed.

President Paino noted an excerpt from the Provost's Written Informational Report regarding a new agreement with George Mason University (GMU) that permits UMW approved students to enroll in non-degree coursework during their senior year that will provide an accelerated pathway to a Master of Science degree in engineering from GMU.

The first four months of the fiscal year have been very successful for the Advancement team in their fundraising efforts. The Admissions staff is also seeing a good start to their recruitment efforts for the fall 2020 class.

On November 13, President Paino joined a group from the UMW Legacy Council for a trip to the Capitol in Washington, DC to meet with Congressman John Lewis. The purpose of the meeting was to ask Congressman Lewis if he would come to campus to speak or participate at one of the upcoming events at UMW to celebrate the 100th birthday of Dr. James Farmer. Congressman Lewis was very gracious with his time and anxious to share stories and photos of the Freedom Riders with his guests. The group was very inspired. President Paino pointed out that each visitor will never forget this wonderful trip. Board of Visitors member Allida Black solicited her support in extending the invitation to Congressman Lewis to come to Mary Washington for this memorable occasion.

President Paino announced that Mr. Scott Jones recently retired from his position as Director of UMW's Dahlgren Center for Education and Research. He noted that Mr. Jones did a wonderful job managing the facility. The newly appointed Director, Michael P. Hubbard, was introduced to the Board members and attendees. Mr. Hubbard comes to the University with a wide range of experience and will be an asset in promoting the Dahlgren campus. Mr. Hubbard stated that he was excited to join the UMW family and extended an invitation to all to visit the campus.

Associate Vice President for Facilities Services John Wiltenmuth was asked to present the Capital Outlay Projects report: [Capital Projects Report and Progress Photos BOV November 2019](#).

Associate Vice President Wiltenmuth will retire from the University in January 2020. President Paino gave accolades to Mr. Wiltenmuth for the amazing job he has done to keep the campus in running order for several years and, all the while, with a "can-do" attitude. Members of the Board of Visitors and others attending gave applause to Mr. Wiltenmuth for his service. Mr. Wiltenmuth stated that Director of Capital Outlay Gary Hobson will fill in for his position until a replacement is selected.

The written Capital Projects report was reviewed. Mr. Wiltenmuth noted that construction on the renovation of Seacobeck is expected to restart in January 2020. Revisions were made to the plans following receipt of support authorized from the Virginia Department of Engineering and Buildings. The target date for completion of the project is now spring 2021.

The Battleground Athletic Parking Complex is now open for use. This project was designed to ease parking conditions on Hanover Street during University-hosted athletic events. The University and the City of Fredericksburg partnered to develop and fund this endeavor. A joint ribbon cutting ceremony with the City is scheduled for November 22, 2019.

Virginia Hall renovation is expected to commence in February 2020 with an anticipated completion date of July 2021.

President Paino provided an update on the rebranding efforts. Mindpower is nearing completion of the qualitative portion of this project. A survey sent to the campus community received strong response thus far. The Mindpower team is pleased with the conversations held with the focus groups. The team will attend the February 2020 Board of Visitors meeting to update the Board on their findings. Members of the Board of Visitors will also have an opportunity for direct conversation with the team at that time. President Paino noted that this is a big project led by Vice President for Advancement and University Relations Lisa Bowling and Director of University Marketing Malcolm Holmes.

In closing, President Paino noted that the Board of Visitors will have a chance to respond to recommendations from the Campus Environment Committee at today's meeting. He thanked the Board of Visitors for their leadership with this project and Professor Michael Spencer and his committee for the enormous amount of time put into this project in the last two years. He also thanked the entire campus for their participation in taking this project seriously. There are difficult issues that have deep roots in this country's history. Mary Washington is doing this work because it matters. We want to recognize our history as an institution while adding context that builds a welcoming environment.

We are proud that we have taken on this endeavor and glad that we have a preservation department that can help to tell a richer story now and continue to tell as we move forward.

F. Report from Legal Counsel

A motion to go into closed meeting pursuant to Virginia Code Section 2.2-3711(A)(8) to discuss with legal counsel regarding the provision of legal advice by such counsel pertaining to the UMW Foundation was made by Ms. VanLowe and seconded by Ms. McGinnis.

All present agreed that such a session was necessary and entered closed meeting at 9:31 a.m. All Board members present remained in the closed meeting, along with President Paino, Dr. Jeffrey McClurken, Chief of Staff and Clerk of the Board of Visitors, and Ms. Audrey Burges, Assistant Attorney General, Education Section. Board member Dr. Allida Black participated via teleconference.

At the conclusion of the discussion, Ms. VanLowe moved to reenter open meeting. The motion was seconded by Mr. Houck. All members present approved the motion. The Board re-entered open meeting at 10:15 a.m.

The following motion to certify the closed meeting was made by Mr. Houck and seconded by Ms. Cushman:

WHEREAS, the Board of Visitors has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712.D of the *Code of Virginia* requires a certification by the Board of Visitors that such closed meeting was conducted in conformity with Virginia law;

NOW THEREFORE BE IT RESOLVED that the Board of Visitors hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Board of Visitors.

Roll Call Vote:

AYES: Ms. Abbott, Dr. Black (via teleconference), Ms. Crislip, Ms. Cushman, Mr. Hontz, Mr. Houck, Ms. McGinnis, Mr. Martínez, Ms. Santiago, Ms. VanLowe, Ms. White

NAYS: None

ABSENT DURING VOTE: Ms. Bulova

ABSENT DURING MEETING: Ms. Bulova

There was no action taken by the Board of Visitors following the closed meeting.

G. Written Informational Reports

Rector Crislip thanked Cabinet members and others that contributed to the informational reports. There were no questions from the Board regarding the November reports. [Written Informational Reports BOV November 2019](#).

9. BOARD COMMITTEE MEETINGS COMMENCE

10. ACADEMIC AND STUDENT AFFAIRS

Committee Members Present: Patricia G. McGinnis '69, Chair; Deirdre Powell White '91, Vice Chair; Martha G. Abbott '72, Deborah A. Santiago '90, Heather M. Crislip '95, ex-officio

Committee Member Participating via Teleconference: Allida D. Black

Committee Members Absent: None

Other Board Members Present: Devon W. Cushman '93, Edward (Ted) B. Hontz, R. Edward (Edd) Houck, Leopoldo J. Martínez, and Rhonda S. VanLowe

Board Member Absent: Sharon S. Bulova

Committee chair Patricia McGinnis, led the Academic and Student Affairs Committee meeting. The meeting commenced at 10:19 a.m. In the essence of time, the order of the agenda was altered.

A. (Part I) Campus Environment Committee Final Report

The Campus Environment Committee's Final Report to the Board of Visitors is attached to the BoardDocs agenda: [Campus Environment Committee Report_Final As Submitted to President and BOV November 2019](#).

Ms. McGinnis welcomed Michael Spencer, Associate Professor and Chair for Historic Preservation and Chair of the Campus Environment Committee. Also acknowledged were Campus Environment Committee members in attendance: Assistant Professor of History and American Studies Erin Devlin, Associate Vice President and Dean of Student Life Cedric Rucker, Executive Director of Alumni Relations Mark Thaden, and Special Assistant to the President for University Events Susan Worrell.

Chair Spencer summarized the scope of the committee's work and two-phased approach taken to collect and compile the committee's report and final recommendations. The quantitative phase included an audit of all public displays on campus and analysis of the data that was presented to the Board of Visitors in the fall of 2018. The qualitative phase consisted of six focus groups in the spring of 2019 and two campus forums held in the fall of 2019, as well as the online comments on the draft report. Chair Spencer noted that takeaways from the forums were based mainly around the renaming of Trinkle Hall.

Listed below are 17 recommendations brought before the UMW Board of Visitors for their consideration and endorsement:

1 Year Recommendations (2019-2020):

1. Publish the Campus Environment Presidential Ad Hoc Committee report and disseminate to the entire Campus community ensuring accessibility for all.
2. Hold discussions with Residence Life, including Resident Assistants, to create a "tool kit" for displays used in lobbies of residence halls.
3. Work with university stakeholders to audit temporary, periodic, and or non-historical communications and displays (transitional, underutilized, promotional, digital and third party) and develop guidelines to ensure they reflect the university's values and commitment to diversity and inclusion.
 - a. Develop a series of helpful guidelines and resources to assist various departments.
 - b. Identify ownership and location of transitional and underutilized displays.
 - c. Audit internal promotional literature during regular replacement schedules.
 - d. Audit digital displays during regular updating schedules.
 - e. Audit third party display materials during regular updating schedules.
4. Locate and remove any inaccurate or outdated histories associated with the institution on UMW sponsored web pages.

1-5 Year Recommendations (2019-2024):

5. Create a standing committee to assist in the development of temporary and permanent displays on the University of Mary Washington's three campuses.
6. The committee recommends that the historic Schnellock murals in Monroe and George Washington Halls are contextualized through interpretative signage as well as an on-line presence which describes in detail the murals content and context. Special attention should be paid to ensure that the contexts and interpretations are accessible to all, including those with visual disabilities.

- a. The condition of the murals in Monroe Hall depicting the Virginia founding fathers should be evaluated. Reversible concealment should be explored as an option to:
 - Conserve the deteriorating murals for future interpretation.
 - When last assessed the cost of restoring the murals was prohibitive and therefore it is not recommended that resources be spent on this process at present time.
 - Provide the opportunity for new and inclusive murals focused on UMW as it exists today.
 - b. Concealment of representations such as Robert E. Lee in George Washington Hall.
7. The creation of protocols to assess and address existing building names on campus is necessary and should work in conjunction with the Named Gift Policy (G.2.2) already in place.
8. Reinstitute the full names associated with campus buildings.
9. Brief building namesake biographies should be developed and made accessible online for the entire UMW community, regardless of ability. Such information should also seek to contextualize the history.
10. Disseminate on-line accurate campus histories that focus on untold aspects of the institution's history ensuring accessibility to all UMW community members.
11. Gradually update more permanent photographic display relating to the University of Mary Washington's history with the addition of more recent photographs conveying the composition of the current student body.
12. Audit, assess, and research those University of Mary Washington properties not part of this study including Belmont (Gari Melchers Studio), Brompton, and the James Monroe Museum.
13. Work with library staff and University Relations and Communications to increase accessibility to on-line images and documents pertaining to diversity and inclusion at the University of Mary Washington.
14. Trinkle Hall should be renamed as the values the name embodies run contrary to the University's ASPIRE document and the University's mission as a whole.

Recommendations Implemented on an "as needed basis":

15. Consideration must be given to all groups including, but not limited to, ability, ethnic diversity, gender, and sexual diversity when naming options become available to address the lack of diversity in building name selection on UMW campuses.
16. Strong consideration must be given to naming buildings after people of under-represented groups with strong connections to the UMW community.
17. Installation of new murals and artwork throughout campus representing UMW today and reflecting the UMW community's ASPIRE values.

Chair Spencer indicated that upon completion of the committee's study, it became evident that there is a lack of diverse representation of the University's history.

In summation, Rector Crislip relayed that she is deeply grateful for this work. It speaks a lot to our values and academic expertise and is an asset for the historical record of the University. [The Rector did want to note that the terminology and categories used in the report were based on state and federal demographic information and may not have always represented the most current accepted

terminology.] The Rector had spoken with all members of the Board of Visitors and they are poised to make carefully considered decisions, knowing that they are backed by research. President Paino so eloquently laid out about who we are and aspire to be. The Board agrees on restoration of full names of buildings. We need to make room for new murals in terms of who we are and who we want to be.

The Schnellock murals should be reviewed further to assess and document their current physical condition and the stories they represent. We need an approach to contextualize, remove, or conceal these murals. We must be deliberate and thoughtful. Our Historic Preservation Department is a jewel of the University and the historic preservation faculty have the knowledge, expertise, and professional experience to advise on this work. We value that reputation and expertise.

Mr. Houck inquired about Governor Trinkle and why the building had been named after him. Professor Spencer indicated that further information about why and how these decisions were made may be buried in archives. His committee did not find specific information about this. Professor Devlin added that their research centered around Trinkle's support of women's involvement in higher education.

Ms. McGinnis noted that there are several buildings on campus named after people that don't have a direct connection to Mary Washington. Naming buildings is a great opportunity to bring its identity more in line with our mission and principles. In rebranding, we should consider how we want to present ourselves to others.

Ms. VanLowe stated going forward, she would like to see the president take immediate steps to choose a committee to incorporate this policy on how to name buildings. The timeline of one year to five years should be revised to a three year spread. She would like to see immediate changes. The murals need to go, but the standing committee should provide options to deal with the murals with estimates of various costs.

Ms. McGinnis asked if the murals could be moved to a museum or other site or digitize to preserve what we have. Professor Spencer relayed that the costs to make those changes is likely prohibitively high. The viability of removing the canvas murals, art and artwork would require highly specialized experts.

Mr. Martínez thanked the committee for their work. He suggested that the new environment reflect our history and also to reflect our present and our future. The University already has a Latino population. He offered his services to personally raise resources to make sure names, space, pieces of art, sculpture are connected to Latinos. Prospective Latino students will see that they are included at UMW. There are donors willing to give to this endeavor.

Ms. Abbott noted the urgency to move forward. She attended the second Campus Environment forum. Student comments were extremely articulate about the Board of Visitors making the decision to rename Trinkle Hall. The students are uncomfortable walking by Trinkle Hall, especially with the white supremacist groups posting stickers on campus. She conveyed that the students asked that the Board of Visitors not let them down.

Ms. McGinnis brought forth a draft resolution for the Board's consideration. The draft resolution was read aloud.

Mr. Hontz recommended that the name Trinkle Hall be removed immediately. Mr. Houck agreed.

President Paino relayed that the Rector asked for his thoughts about giving the President's Cabinet a charge of what to do and to be conscious of the process and costs involved.

Ms. VanLowe repeated that they need a definite timeline. She does not want two more years to pass. This needs to be done as soon as practical.

Dr. McClurken provided clarification that the Presidential Ad Hoc Campus Environment Committee's work is done. The Board needs additional expertise if they intend to initiate a new project. The report recommends the creation of a new standing Campus Environment Committee and an ad hoc naming committee to address Trinkle's renaming.

Rector Crislip noted that before the Board votes on the resolution, the suggested changes relating to cost, logistics, specific timeline, and renaming will be incorporated into the document. They will commence with the remainder of the Academic and Student Affairs Committee agenda and will revisit the vote on the recommendations following the lunch break.

The Campus Environment Committee members were again thanked and congratulated for their work. Board members gave a round of applause as the committee members stood for recognition.

B. College of Education – New Program Approval

Associate Provost for Academic Affairs John Morello presented the proposal for a Bachelor of Science in Education Degree (BSEd) in Elementary Education to the Board of Visitors for their consideration and approval. The written proposal can be found on the BoardDocs agenda: [Proposal for a New Bachelor of Science in Education Degree in Elementary Education BOV Nov 2019](#).

The origin of this proposal stems from the Virginia General Assembly's 2018 legislation adopted to respond to the critical need to alleviate the teacher shortage in the Commonwealth.

The new program proposal has been approved by the College of Education, the University Curriculum Committee, The University Faculty Council, and the Provost. The University will need a formal approval by the Board of Visitors in order to be presented on the State Council of Higher Education's March 2020 docket.

Provost Mikhalevsky added that there is a clear plan for moving into the new program by reallocating faculty time. There will be no added cost nor hire of additional faculty.

Chair McGinnis called for a motion to approve the proposed Bachelor of Science in Education Degree in Elementary Education.

Action Item:

On a motion by Ms. Abbott, seconded by Ms. Powell White, the Board of Visitors unanimously approved the proposal for a new Bachelor of Science in Education (BSEd) degree program.

Committee member Dr. Allida Black added her vote of approval via teleconference.

Following the vote, President Paino remarked that Dean Kelly and his team had to prepare this new curricular program at the same time that the College of Education is going through the reaccreditation process. This is a testament to the Dean and faculty of the College of Education.

C. Diversity and Inclusion Updates

The written report from the Vice President for Equity and Access and Chief Diversity Officer is attached to the BoardDocs agenda: [VP for Equity and Access and CDO Report to the Board of Visitors November 2019](#).

Vice President Johnson addressed the Board. Plans for the 2020 year of celebration of James Farmer's legacy have been launched. There has been significant interest from the University and the Fredericksburg community in collaborating ideas for the events being planned. The outcome of these partnerships marks a focus toward the future to reshape and enhance our relationships as stated in the charge provided by the Diversity and Inclusion Task Force in 2018.

Vice President Johnson shared photos from the James Farmer Multicultural Center's Freedom Rides Tour that took place during the UMW Fall Break, October 12-14, 2019. UMW students, faculty, staff, and community members boarded buses to travel the route of the 1961 Freedom Rides that were organized by Dr. James Farmer. Dr. Marion Sanford, Director of Multicultural Affairs, and Dr. Erin Devlin, Associate Professor of History and American Studies, served as faculty consultants and guides. This trip was transformative for the travelers. Photos from the trip and impact statements submitted by the travelers are posted to this November 2019 BoardDocs agenda item.

D. Next Generation of Student Engagement

Vice President for Student Affairs Juliette Landphair and Associate Dean of Student Involvement Melissa Jones provided an overview of student engagement at UMW and emerging trends in higher education student engagement. Student engagement is critical for a positive student experience; it promotes academic success and skills such as time management; it prepares students for post-college life and careers; and, most critically, it connects students with peers, helping them develop friendships that are imperative to student success.

Associate Dean Jones introduced her team of associates that work in depth to bring about student engagement on campus:

- Brittanie Naff – Assistant Director of Campus Recreation Fitness
- Crystal Rawls – Assistant Director of Student Activities & Engagement
- Kelly Shannon – Director, Campus Recreation & Fitness Center
- Sandrine Sutphin – Director of Student Activities & Engagement

There were more than 600 events held on campus between August 21 and October 31, 2019, averaging eight events per day. Seventy-three percent of UMW students have participated in at least one campus event during this time frame. Attendance data for UMW events is collected via student ID swipe. Athletic events and meetings are not monitored for student attendance.

There are six student organization classifications at UMW:

- Multicultural & Faith Based
- Club Sports
- Geek Alliance
- Service
- Academic
- Other

Student Engagement is excited about what they are doing and what statistics are showing. Thirty-seven percent of UMW students participate in at least one student organization and twelve percent serve as a club officer. Based on the 2019 Benchmarking Study, UMW scored the same as other Carnegie Class institutions in the following areas:

- Social outcomes from student activities participation
- Participation in student activities and organizations
- Feeling a sense of belonging on campus due to student activities
- Expanding understanding of different backgrounds due to student activities
- Learning outcomes: UMW has enhanced personal and relationship skills

There was also an overview of Greek life in the broader context of trends in student engagement.

There are four fraternity and sorority councils:

- 1) Intra-fraternity Council
- 2) Multicultural Greek council
- 3) Panhellenic Association
- 4) National Panhellenic Council

UMW does not support Greek Life on campus. In conversation with other schools, we've learned that it is critically important to have at least two full-time staff members to oversee campus fraternity and sorority organizations on campus and that few schools are adding Greek life right now. Membership dues can be expensive and hard for students to keep up with.

In higher education, several student engagement trends are prevalent and show signs of strengthening in the future.

Recreation & Wellness:

In FY19: 70% of UMW students participated in a Campus Recreation activity. There are eight outdoor trips hosted by Campus Recreation each year. They include hiking, caving, paddle boarding, indoor rock climbing and kayaking. Two pre-arrival outdoor recreation/camping trips are also offered.

Esports and Gaming: A growing trend. Prize money is escalating quickly. Many college campuses are getting involved with this. Every institution has some type of esports team.

Civic Engagement & Community Service:

For the Fall 2019 semester, 4,327.25 service hours have been logged by UMW students. Additionally, 66.6% of UMW students voted in the 2016 national election, as compared to the 50.4% student voting rate for all institutions.

Rallies: Rallies typically have a children's theme to promote future college applicants.

Student Employment:

Fifteen hours is the maximum that a UMW student is eligible to work per week. One hundred UMW students have more than one on-campus job. 16.1% of UMW students have an on-campus job.

Leadership Development:

Leadership training was identified as something that UMW can improve on. There are three leadership opportunities currently offered to UMW student leaders within an academic year. More formal leadership development opportunities are planned for the future. UMW is also exploring the idea of involvement coaches.

The floor was opened for questions. Ms. Powell White asked how UMW students feel about Greek life at UMW. Associate Dean Jones responded that the student body has mixed feelings in this area. The interest tends to ebb and flow, particularly regarding the cost.

Chair McGinnis thanked the presenters for the information shared. She announced that the Academic and Student Affairs Committee would break for lunch and reconvene at approximately 1:00 p.m. to continue with their agenda.

Rector Crislip recessed the meeting at 12:04 p.m.

11. LUNCH: RECTORS' GALLERY/ INVITED GUESTS: FINE ARTS STUDENTS

Board Members Attending: Heather M. Crislip '95, Rector; Devon W. Cushman '93, Vice Rector; Rhonda S. VanLowe, Secretary; Martha G. Abbott '72, Edward (Ted) B. Hontz, R. Edward Houck, Patricia G. McGinnis '69, Leopoldo J. Martínez, Deborah A. Santiago '90, Deirdre Powell White '91

Board Members Absent: Allida J. Black, Sharon S. Bulova,

Fine Arts Students Present:

Art: Riley Gildea, Laura Link, Samantha Van Heest

Music: Hailey Amick, Morgan Freeman, Javon Jones, Lydia Laake, Shawn Mitchell, Kassie Phillips, Ivy Sanders

Theatre: Nia Blondell, Jessica Elkins, Tommy Kelleher, Savannah Lunger, Madison Neilson, Lizzy Rader, Olivia Whichelow, Rachel Williamson

The Board of Visitors enjoyed lunch and conversation with students representing the UMW fine arts departments.

10. ACADEMIC AND STUDENT AFFAIRS COMMITTEE CONTINUES –

The Academic and Student Affairs Committee reconvened at 1:10 p.m.

E. Personnel Docket

Provost Mikhalevsky introduced the November 2019 Personnel Docket for Teaching and Instructional Faculty. She noted that there was nothing controversial on this docket. There being no questions from the Board of Visitors, Chair McGinnis called for a motion to approve the Personnel Docket, as presented.

Action Item:

On a motion by Ms. Abbott, seconded by Ms. White, the Board of Visitors unanimously approved the Personnel Docket for Teaching and Instructional Faculty, as presented.

Committee member Dr. Allida Black added her vote of approval via teleconference.

10. A. (Part II) Campus Environment Committee Final Report

At 1:13 p.m., the Board of Visitors reconvened for Academic and Student Affairs Committee Agenda Item A: Campus Environment Committee Final Report.

Rector Crislip read aloud the proposed Resolution of Approval, including edits made during the first portion of the committee meeting:

The Board hereby:

Endorses all the recommendations of the Campus Environment Presidential Ad Hoc Committee and wishes that they be implemented to ensure that our campus reflects our campus diversity and places history in context while cultivating opportunities for new expressions of our identity.

Requests that the administration convene a Presidential ad hoc committee to engage a process for determining a new name for Trinkle Hall in 2020, utilizing this opportunity for celebration, positive growth, and affirmative identity of the campus.

Requests more definition in the timeframe for the recommendations to be implemented within three years.

Convene the Standing Committee on the Campus Environment and charge it appropriately with the continuing implementation of the recommendations, in particular interest and priority of the Board would be:

- Continuing to explore the avenues of contextualization, concealment, or moving of the Schnellock murals and provide information on costs and logistics regarding the murals.
- Reinstitute the full names associated with campus buildings, and proceed with new signage as the opportunity of rebranding will allow.

- Commission the development of new and inclusive murals focused on UMW as it exists today, including visual representations of our multicultural community.

The Board wishes to convey its gratitude to the committee, which worked diligently over the course of two years to evaluate and analyze the thousands of displays on UMW's three campuses, worked to uncover the history of place and community, and engaged the campus community in discussion of how to make certain that our physical environment represents the best of who we are, and who we wish to be.

Rector Crislip called for a motion to approve the Resolution endorsing the recommendations of the Campus Environment Presidential Ad Hoc Committee.

Action Item:

On a motion by Ms. VanLowe, seconded by Ms. Santiago, the Board of Visitors unanimously approved the Resolution of Approval, as presented.

Board member Dr. Allida Black added her vote of approval via teleconference.

12. BOARD OF VISITORS COMMITTEE MEETINGS RECONVENE

13. ADMINISTRATION, ADVANCEMENT, FINANCE, AND FACILITIES

Committee Members Present: R. Edward (Edd) Houck, Chair; Leopoldo J. Martínez, Vice Chair; Devon W. Cushman '93, Edward (Ted) B. Hontz, Rhonda S. VanLowe, Heather M. Crislip '95 (ex-officio)

Committee Member Absent: Sharon S. Bulova

Other Members Present: Martha G. Abbott '72, Patricia G. McGinnis '69, Deborah A. Santiago '90, Deirdre Powell White '91

Board Member Participating via Teleconference: Allida M. Black

Chair Houck called the meeting of the Administration, Advancement, Finance, and Facilities to order at 1:23 p.m.

A. Donor Terms of Agreement

Vice President for Advancement and University Relations Lisa Bowling was asked to present the November 2019 Donor Terms of Agreement for approval. These resolutions are attached to the BoardDocs agenda: [Donor Terms of Agreement Board of Visitors November 2019](#).

There were two resolutions brought before the committee for approval:

1. Galen F. deGraff Scholarship in Business: Dr. deGraff taught management and business administration at UMW from 1994 to 2015. Through the generosity of friends, colleagues, and former students of Dr. deGraff, the Galen F. deGraff Scholarship was established so that future

generations of Mary Washington students may benefit from an educational experience that Dr. deGraff helped to establish.

2. Gail Madden Shedlick '78 Internship: Edward Paul Shedlick established this internship in memory of his wife, Gail Madden Shedlick '78. This endowed internship will help future generations of students to secure real-world opportunities and experiences to better prepare for their later careers.

Chair Houck called for a motion to approve the proposed endowments, as presented.

Action Item:

On a motion by Ms. VanLowe, seconded by Mr. Houck, the Board of Visitors unanimously approved the proposed endowments, as presented.

Board member Dr. Allida Black added her vote of approval via teleconference.

B. University Debt Management Policy

Associate Vice President for Finance Julie Smith addressed the committee. Supporting documents related to the University Debt Management Policy are attached to the BoardDocs agenda:

[Supporting Documents_UMW Debt Management Policy_BOV November 2019](#)

The University monitored its compliance by using the audited financial statement for fiscal year-ending June 30, 2018. Ms. Smith reviewed the debt ratios with the committee. The FY18 reports provided are in compliance with all metrics.

The committee discussed debt ratio historical trends, how the ratios are set and how they compare with other universities. The debt ratios used by the University of Mary Washington are comparable to ratios used at other public universities in Virginia.

C. Budget Performance Report (Quarterly Update)

Vice President for Administration and Finance and CFO Paul Messplay reviewed the budget performance report for the first quarter of FY20: [September 2019 Quarterly Budget Performance Report BOV Nov 2019](#). Vice President Messplay explained that the quarterly reports compare actual revenues and expenditures to budget for the current quarter and with the same quarter of the previous year.

Highlights of the quarterly report were reviewed. UMW implemented a number of new budget strategies that are reflected in the September 2019 Quarterly Budget Report. These changes reflect actions taken by the Board in the adoption of the 2019-20 budget.

The key change reflected in the Educational and General (E&G) Programs section of the budget report is the elimination of the E&G Comprehensive Fee, which is now classified as tuition. This action increase the tuition revenue line by about \$10 million. The other change in the E&G section is the inclusion of a separate line item for institutional aid, which is budgeted at \$9.6 million. In prior

years, institutional aid was included as part of a larger budget expense category rather than as a stand-alone item.

The budget report now includes additional detail for Auxiliary Enterprises based on each areas funding streams. Program areas for housing, dining, and parking are now reported separately and include the associated revenues and expenditures for each. As noted in the report, housing and dining currently generate revenues in excess of expenditures. The “profit” for these areas are redirected to subsidize other auxiliary programs as presented in the “Auxiliary Enterprises – Other” section of the report. The subsidized programs include Intercollegiate Athletics, the Health Center, Fitness Center, Recreation and other student programs.

Although housing and dining programs generate revenues above expenses, the University’s parking operations do not and currently require a subsidy from housing and dining revenues. A parking committee is looking into various options on how to bring in revenue to cover operating costs and to begin to set aside a pool of funds to address longer term parking needs.

There have been no structural changes to the Dahlgren Campus and Museums and Cultural Services categories. These entities are on track as of the same time last year.

Vice President Messplay opened the floor for questions from the Board members.

D. Annual Financial Report (Unaudited Statements)

Associate Vice President for Finance Julie Smith addressed the Board. She introduced University Controller, Joan Sample.

The FY19 Unaudited Financial Report and supporting documents are attached to the BoardDocs agenda: [Annual Financial Report \(Unaudited Statements\) BOV Nov 2019](#).

Ms. Smith noted that a separate document is included with the agenda materials that may help to identify items of interest within the financial report. She provided the Board members with a summary of the unaudited report for fiscal year ended June 30, 2019, and answered questions.

Mr. Hontz commented that the notes of interest were very useful in navigating the lengthy report.

Mr. Houck expressed concern regarding the five year comparison of the impact of the Virginia Retirement System Pension and Other Post-Employment Benefit transactions. He asked how the increase in operating expenses is going to impact the students. President Paino explained that cuts have been made every year to control expenses. Looking at the last four years, increases in expenses have been less than five percent. The University is very sensitive to students and families that are carrying the cost burden. This comparison tells a powerful story of cost increases given fixed costs the university had to address. He wishes that the State would support the University even more. There being no further business to come before the Administration, Advancement, Finance and Facilities Committee, the meeting was adjourned at 1:55 p.m.

14. AUDIT COMMITTEE

Committee Members Present: Rhonda S. VanLowe, Chair; Edward (Ted) B. Hontz, R. Edward (Edd) Houck, Patricia G. McGinnis ‘69, Heather M. Crislip ’95, ex-officio

Committee Member Participating via Teleconference: Allida M. Black, Vice Chair

Committee Member Absent: None

Other Board Members Present: Martha G. Abbott '72, Devon W. Cushman '93, Leopoldo J. Martínez, Deborah A. Santiago '90, Deirdre Powell White '91

Board Members Absent from Meeting: Sharon S. Bulova

Chair VanLowe called the Audit Committee to order at 1:56 p.m.

A. Update on the Procurement/Contract Management Audit

Internal Auditor Davis McCrory reported to the Board on the ongoing status of this audit.

B. IT Systems Audit Discussion

Virginia regulations require that all IT systems which include sensitive data must be audited at least every three years. Mary Washington has management letter finding from the Auditor of Public Accounts addressing this issue. In response to the Auditor's findings, Mary Washington stated that completion of this audit will take place within a three-year time period.

Following a meeting with Chief Information Officer Hall Cheshire, the Internal Auditor recommended that Mary Washington complete this audit in two years rather than three. The UMW IT Department has concurred and agreed on the following systems identified:

- Infrastructure: (includes Network, Email, Firewall, MS File/Print Server, and DLP)
- Banner Production
- UMW Website
- Laserfiche

The committee agreed with this recommendation. The audits are expected to commence after the holidays.

Ms. VanLowe adjourned the Audit Committee meeting at 2:05 p.m. Rector Crislip called for a recess.

15. NOMINATING AND GOVERNANCE COMMITTEE

Committee Members Present: Martha G. Abbott '72, Vice Chair; Devon W. Cushman '93, Leopoldo J. Martínez, Deirdre Powell White '91, Deborah A. Santiago '90, Heather M. Crislip '95, ex-officio

Committee Member Absent: Sharon S. Bulova, Chair

Other Board Members Present: Edward (Ted) B. Hontz, R. Edward (Edd) Houck, Patricia G. McGinnis '69, Rhonda S. VanLowe

Board Member Participating via Teleconference: Allida M. Black

Vice Chair Abbott called the Nominating and Governance Committee meeting to order at 2:30 p.m.

A. SCHEV New Board Member Orientation Review

Board of Visitors member Deborah Santiago and Chief of Staff and Clerk of the Board of Visitors Jeffrey McClurken attended the State Council of Higher Education for Virginia New Board Member

Orientation on October 22-23, 2019, in Richmond, Virginia. Ms. Santiago provided a synopsis of her experience at this event.

Governor Ralph Northam attended the session and provided good comments on higher education and board service. He also stayed for the reception. UMW Rector Heather Crislip represented her alma mater well as a speaker on a panel for Best Practices of Effective Public Boards: Governing Change-averse Institutions in a Fast-paced World. Ms. Santiago noted that she was somewhat disappointed that there were some lost opportunities for interactive discussion about specific board roles and responsibilities as there is great value in that.

B. Association of Governing Boards National Conference

The Association of Governing Boards National Conference on Trusteeship will be held April 5-7, 2020, at National Harbor in Washington, D.C. Board members who have an interest in attending should contact the Deputy Clerk no later than Friday, December 13.

Link to 2020 AGB Conference website: <https://agb.org/future-proof-national-conference-on-trusteeship-2020/>.

There being no further business to come before the Nominating and Governance Committee, Vice Chair Abbott adjourned the meeting at 2:41 p.m.

Board member Dr. Allida Black dropped off of the teleconference at 2:44 p.m.

16. LIAISON REPORTS

A. University Faculty Council Liaison Report

The University Faculty Council Liaison written report is attached to the BoardDocs agenda: [University Faculty Council Liaison Report BOV November 2019](#).

Dr. Andrew Dolby, Professor of Biological Sciences and Vice Chair of the University Faculty Council addressed the Board. He discussed the current issues for faculty and indicated that he was glad that the Mindpower engagement had included the faculty in its process. There was some discussion with board members about the nature of that interaction and about the faculty's support for stating the case for UMW more publicly to prospective students and their families, as well as legislators and the general public.

B. Staff Advisory Council Liaison Report

The Staff Advisory Council (SAC) Liaison written report is attached to the BoardDocs agenda: [Staff Advisory Council Liaison Report BOV November 2019](#). Staff Advisory Council President Christy Pack reviewed recent Council activities and events:

Each year, the Staff Advisory Council presents the Larry R. Atkins Service Award to UMW employees from three different categories: wage, classified, and administrative professional faculty. The award winners are announced at the annual Employee Appreciation Luncheon. Recipients of the award are nominated by their teammates and fellow co-workers on the basis of their can-do attitude

and exceptional work ethic. Final selection is made by the Staff Advisory Council. The 2019 award winners are: 1) Wage: David Ludeker, Building & Grounds Assistant, Gari Melchers Home & Studio; 2) Classified: Breece Melkonian, Laboratory Specialist Senior – Biological Sciences; and 3) AP Faculty: John Symonds, Application Database Administrator.

The SAC Executive Committee participated in the October focus groups with Mindpower. The group was able to contribute diverse feedback from different areas of the campus.

Ms. Pack reported that the relationship between faculty and staff was important and that there is work being done to develop a strategy to become more inclusive, all of which speaks to the ASPIRE statement of values. Ms. Abbott commented that she is impressed with this integrated program within our campus community.

C. Student Government Association Liaison Report

The Student Government Association (SGA) Liaison written report is attached to the BoardDocs agenda: [Student Government Association Liaison Report BOV November 2019](#).

Student Government Association President Jason Ford discussed two important topics that have the attention of the student body. The Patriot Front stickers found on campus have been concerning. Police Chief Hall and a number of administrators have spoken with the students to answer their questions about boundaries and safety.

Secondly, students have expressed that they would like to expedite the name change of Trinkle Hall rather than wait one to five years as recommended by the Campus Environment Committee.

Mr. Ford had the opportunity to travel to Washington, D.C. with President Paino and other UMW personnel on November 13 to visit with Congressman John Lewis. Mr. Ford stated that this was a “phenomenal” experience, one that will never be forgotten.

D. Honor Council Liaison Report

The Honor Council Liaison written report is attached to the BoardDocs agenda: [Honor Council Liaison Report BOV November 2019](#). Honor Council President Taylor Stine addressed the Board. Ms. Stine provided updates from her written report. Currently, there are 16 open cases. Nine of these cases will likely be referred and a few will undergo the expedited process. These cases consist mainly of plagiarism and cheating incidents.

In October, nine UMW students, plus their faculty advisor attended the International Center for Academic Integrity (ICAI) Conference at West Virginia University. The students enjoyed interacting with other schools and to learn about other systems and how they operate. Mary Washington’s system is unusual in that it is student run.

Honor Week was held prior to mid-terms in an effort to make the Honor Council more visible on campus. Another mini-Honor Week is planned prior to finals in hopes to lessen their caseload. Ms. Santiago asked about the number of caseloads that would carry over to the next semester. Provost Mikhalevsky stated that the Honor Council is currently handling more expedited cases.

In closing, Ms. Stine remarked that the Honor Council is doing well and she believes they will see improvement as the academic year continues.

Announcements:

Dr. McClurken reminded Board members of upcoming meeting dates. Mr. Houck asked if Board members have suggestions for agenda topics for the Administration, Advancement, Finance and Facilities Committee to please contact him or Vice Chair Martínez. Ms. McGinnis added that she would also welcome agenda topics for the Academic and Student Affairs Committee.

There being no further business to come before the Board of Visitors, Rector Crislip declared the meeting adjourned at 3:04 p.m.

**MEETING MINUTES APPROVED
UNIVERSITY OF MARY WASHINGTON
BOARD OF VISITORS
FEBRUARY 21, 2020**