



**MEETING MINUTES  
UNIVERSITY OF MARY WASHINGTON  
BOARD OF VISITORS  
FEBRUARY 16-17, 2017**

All meetings were held in the Minor Board Room of the Jepson Alumni Executive Center unless noted otherwise.

**1. THURSDAY, FEBRUARY 16, 2017**

**2. 12:00 P.M., RECTOR'S GALLERY, OPTIONAL LUNCH**

An optional lunch was held in the Rectors' Gallery at the Jepson Alumni Executive Center for Board members and other guests prior to commencement of the Board of Visitors meeting. No University business was conducted at this event.

**3. BOARD OF VISITORS MEETING**

**Board Members present:** Fred M. Rankin III, Rector; Kenneth J. Lopez '92, Vice Rector; Heather M. Crislip '95; Secretary, Sharon Bulova, Holly T. Cuellar '89, Edward (Ted) B. Hontz, R. Edward Houck, Lisa D. Taylor '85, Rhonda S. VanLowe, Deirdre Powell White '91

**Board Members absent:** Carlos Del Toro, Davis C. Rennolds '06

**Also present:** Troy D. Paino, President; Martin A. Wilder, Jr., Chief of Staff; Kimberley Buster-Williams, Vice President for Enrollment Management; Sabrina V. Johnson, Associate Vice President of Human Resources and Affirmative Action; Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Acting Provost; Richard R. Pearce, Vice President for Administration and Finance; Jeffrey W. Rountree '91, Chief Executive Officer, UMW Foundation; Anna Billingsley, Associate Vice President for University Relations; Kenneth Steen, Associate Vice President University Advancement for Alumni Relations; P. Anand Rao, University Faculty Council Representative; Alexander W. Clegg, Student Government Association President; Kathleen S. Mehfoud '70, Chairman, UMW Foundation Board; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Board of Visitors; Susan Worrell, Special Assistant to the President for Special Events; Zafeer Mobashar, Audio Visual Technician; Lindley Estes '12, Reporter, *The Free Lance-Star*

Other faculty, staff, and members of the public were also present.

**A. Call to Order**

Rector Fred Rankin called the meeting to order at 1:00 p.m.

**B. Welcome and Introductions**

All individuals present introduced themselves.

**C. Approval of Minutes**

**Action Item:**

On a motion by Ms. Taylor, seconded by Ms. Bulova, the Board of Visitors approved minutes of the following meetings, as presented:

- Meeting Minutes UMW Board of Visitors, November 17-18, 2016
- Meeting Minutes UMW Board of Visitors Audit Committee, January 18, 2017
- Meeting Minutes UMW Board of Visitors Nominating and Governance Committee, January 18, 2017
- Meeting Minutes UMW Board of Visitors Executive Committee, January 18, 2017

**D. Rector's Remarks**

Mr. Rankin reviewed the agenda for the current Board meeting, noting changes from the prior meeting format to ensure that reports of the faculty and student representatives would be heard by the full Board. Mr. Rankin also provided a recap of the January 18, 2017 Executive Committee meeting. He then called upon Ms. Cuellar, who is serving as co-chair of the Inauguration Steering Committee, to provide an update on plans for the April 21 Inauguration of President Troy D. Paino.

**E. President's Report**

President Paino distributed copies of his activities report for the period of November 18, 2016 through February 15, 2017. A copy of the report is attached to BoardDocs.

Dr. Paino provided an update on the current General Assembly session. He provided information on the status of budgets recommended by the Governor and passed by the Senate and the House of Delegates. Items from each budget and their potential impact upon UMW were discussed and contrasted. President Paino and UMW's legislative liaison, Mr. Chris Whyte, continue to be actively engaged in advancing the University's interests regarding state budgetary support.

President Paino next provided a brief enrollment update. He noted that applications for fall enrollment are down slightly from last year, but remain significantly ahead of the previous year. Offers of admission are similar to last year; however the academic profile is trending upward and deposits are steady.

The President reported that the process for selecting a firm to partner with UMW on a new marketing campaign is moving forward. Potential partners have submitted proposals and finalists have made presentations. It is hoped that a contract with the preferred firm will be established soon.

Dr. Paino noted that the search for UMW's next Vice President for Advancement and University Relations is moving forward on schedule. A very impressive group of semifinalists has been

identified and first interviews have been scheduled. The search is being supported by Mr. Martin Baker from the firm of Buffkin/Baker. Mr. Baker also is assisting with the search for a new Dean of the College of Education.

The President informed the Board of a recent incident on campus involving the posting of a highly offensive and hateful message on a public bulletin board. The incident has been reported in the Blue and Gray Press and has raised concerns among students and other members of the UMW community. Dr. Paino asked Dr. Juliette Landphair, Vice President for Student Affairs, to outline the status of the University's response and actions regarding this incident. Dr. Landphair provided a timeline of notification and response, the work of the UMW Threat Assessment Team, and the investigation by UMW Police, state and local police, and the FBI. Efforts are ongoing to gain information about the perpetrator and to provide support to students who feel threatened by this violation of community values.

President Paino noted that each of his nine priorities for the year is being worked on. Progress reports on many of the areas will be made throughout the course of the meeting. Dr. Paino chose to focus his current report on the status of budget development. As the budget for FY18 is developed, it is likely that state funds will decrease between \$900,000 and \$1.2 million, depending upon the budget that is adopted. Other costs that will impact the budget include fixed cost increases for financial aid, debt service, annualizing faculty salary increases, utilities, health insurance, etc. The result is a potential budget gap of \$3.9-\$4.2 million. Added to that total are the costs of strategic investments in areas including marketing and web design, building reserves, faculty and staff market-based salary adjustments, computer replacement, building continuing education programs, cloud migration, funding the approved strategic enrollment plan, instructional design, and physical plant needs. Those items bring the total budget gap to approximately \$6.5 million.

Dr. Paino hopes to reduce this gap by funding a number of one-time expenses from current fiscal year revenues that are being achieved through effective budget management. Nevertheless, this is likely to remain a \$5 million need that will have to be met through a combination of budget cuts and increased revenue. The current plan is to achieve this with \$2 million in cuts and \$3 million in new revenue.

In order to raise \$5 million in revenue, the administration is exploring tuition and fee increase scenarios of 3, 4, and 5 percent. It is also considering possible user fees for certain services and differential fees based upon program costs. At this time, these are only options being discussed and no specific plan is being advanced.

Next, President Paino discussed several drivers that have impacted, and continue to impact, the costs of higher education in the country. He noted that UMW is not immune to these forces. The following factors were outlined:

- A fifteen-year trend in declining state funding for public higher education
- Increased need for student services, particularly in areas such as mental health, physical health, disability services, and student academic support
- Unfunded mandates from both the state and federal levels, such as Title IX compliance

- Auxiliary spending in areas such as intercollegiate athletics, student activity centers, fitness facilities, etc., to meet student and parent expectations
- Human capital expenses, especially in increased benefit costs
- Maintenance of infrastructure and facilities, particularly in aging campuses
- Technology support, including equipment, software, and staffing
- Maintaining relatively small size, particularly small classes, at an institution that derives no economies of scale
- Costs of staying current, including retraining of staff and adapting to change
- Pursuit of rankings, in order to gain prestige and recognition in a market place where consumers are driven by such factors and the resulting “high cost/high aid” financing model

Dr. Paino noted that, despite these financial pressures, UMW has remained a relatively low-cost institution. The University’s average student debt is significantly below the national average and the UMW student default rate is extremely low. Only about one-half of UMW students graduate with student debt. Therefore, Mary Washington is not one of the big offenders in higher education. Nevertheless, the legislature seems increasingly intent upon getting involved in the enrollment management and tuition setting for public institutions.

Rector Rankin called for a break at 2:31 p.m. The meeting resumed at 2:46 p.m.

#### **F. UMW Foundation Report**

Ms. Kathleen Shepard Mehfoud ’70 serves as chairman of the UMW Foundation Board. Ms. Mehfoud reviewed the purpose of the Foundation in providing support to the University in achieving its goals and noted the positive working relationship that has existed between the Foundation and the Board of Visitors. She reviewed the various projects and activities in which the UMW Foundation is engaged and demonstrated the level of support that comes to the University from the work of the Foundation.

#### **G. Report on 2017-18 Room and Board Charges**

Dr. Landphair outlined the efforts being made to encourage more students to live in University housing and to enhance the residential experience for students, both at the first-year level and as upper class students. Efforts appear to be impacting student choice, as 145 more upper class students have applied to live in University housing for next fall.

One proposal that is before the Board of Visitors for consideration is to standardize the room rate for first-year students. Heretofore, rates varied considerably based upon the particular residence halls and their condition and amenities. The proposed standardization is intended to reduce confusion and to ensure that students select first-year residential seminars for sound educational reasons, rather than in order to live in certain residence halls. Additionally, this is intended to promote diversity and inclusion by removing the perception of inequality based upon the ability to pay higher costs for certain residence halls.

Mr. Pearce discussed the rationale for proposed increases in room and board rates. He noted that the entire increase in room rates is designed to build reserve funds for upcoming residence hall

renovations and improvements. Proposed increases in board rates are tied to increased labor, benefits, and food costs.

The room and board proposal will be discussed by the Academic and Student Affairs Committee and the Administration, Advancement, Finance, and Facilities Committee. The Academic and Student Affairs Committee will concentrate its discussion on the programming changes being proposed and the Administration, Advancement, Finance and Facilities Committee will concentrate its discussion on the budget drives and the rationale for the proposed rate increase. The Board of Visitors will be asked to approve the recommendation on Friday.

#### **H. Report from Legal Counsel**

Ms. Carrie Nee, Senior Assistant Attorney General, Education Section, provided a written report to the Board. No member of the Board had questions regarding the report; therefore, a closed meeting with legal counsel was not required.

#### **I. Special Awards/Recognition**

The Board chose not to enter a closed meeting for discussion of this item. Mr. Rankin noted that the proposed resolution is to commend Dr. Stephen Farnsworth on his selection for the State Council of Higher Education for Virginia (SCHEV) Outstanding Faculty Award.

#### **Action Item:**

On a motion by Ms. Van Lowe, seconded by Ms. Bulova, the Board approved the resolution, as presented. The resolution will be presented to Dr. Farnsworth at the Board dinner Friday evening, where he will be the guest of honor.

#### **J. Written Informational Reports**

Several informational reports prepared by cabinet members are attached to BoardDocs. There were no questions from Board members regarding the reports. Ms. Cuellar noted that she appreciated receiving the report from the Staff Advisory Council and feels it is important for the Board to understand the activities and interests of that important group of employees.

Rector Fred Rankin declared the Board in recess at 4:25 p.m.

### **4. 5:30 P.M., RAPPAHANNOCK BALLROOM**

#### **A. Simpson Circle Event and Recognition of Former Board Members (Invited)**

Current members of the Board of Visitors and President's Cabinet attended a reception and program with the Simpson Circle, a group comprised of former members of the UMW Board of Visitors. Special recognition was presented by Rector Rankin to Board members who completed their terms of service in 2016, Ms. Tara C. Corrigan '82, Dr. Theresa Y. Crawley '77, and Mr. Mark S. Ingrao '81. There was no Board action taken at this event.

**5. 7:30 P.M., GEORGE WASHINGTON HALL, DODD AUDITORIUM**

**A. Great Lives Lecture, “Douglas MacArthur” (Invited)**

Several members of the Board of Visitors and President’s Cabinet attended the William B. Crawley Great Lives Lecture Series program, “Douglas MacArthur.” The speaker for the program was Walter R. Borneman, author of *MacArthur at War*. No University business was conducted at this event.

**6. FRIDAY, FEBRUARY 17, 2017**

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

**A. Informal Discussion with the President**

Board members attended breakfast with President Paino prior to convening of committee meetings. President Paino reviewed and answered questions about issues that had been raised about tenure. President Paino committed that he would provide the Board with a comprehensive review of the tenure process at the April meeting. No Board action was taken.

**8. BOARD COMMITTEE MEETINGS**

**9. ADMINISTRATION, ADVANCEMENT, FINANCE & FACILITIES COMMITTEE**

**Committee Members present:** Kenneth J. Lopez ’92, Chair; Sharon Bulova, R. Edward Houck, Deirdre Powell White ’91, and Fred M. Rankin III, ex-officio

**Committee Members absent:** Carlos Del Toro

**Also present:** Troy D. Paino, President; Martin A. Wilder, Jr., Chief of Staff; Richard R. Pearce, Vice President for Administration and Finance and CFO; Anna Billingsley, Associate Vice President for University Relations; Kenneth Steen, Associate Vice President for University Advancement for Alumni Relations; Jeffrey W. Rountree ’91, Chief Executive Officer, UMW Foundation; Paul Messplay, Executive Director for Budget Financial Analysis; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Kathleen S. Mehfood ’70, Chairman, UMW Foundation Board; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Susan Worrell, Special Assistant to the President for University Events and Conferencing; and Mark Simpkins, Audio Visual Technician

Other faculty, staff, and members of the public were also present.

Chairperson Lopez called the committee meeting to order at 8:36 a.m., in the Rappahannock Ballroom at the Jepson Alumni Executive Center. All present introduced themselves.

**A. December 31, 2016 Financial Report**

The written report is attached to BoardDocs. Mr. Pearce noted that the budget is in good shape, with revenues tracking ahead due to enrollment. The committee engaged in discussion of adjustments to the tuition and fees budget, which was done to account for the increased revenues. That revenue was used toward the salary increases last fall. Expenditures are tracking a little lower than expected, due to efforts to keep expenses down. The anticipated increase in the financial aid budget for next year will be the final allocation to the plan that has been underway for three years. The committee discussed the discount rate and the competitive environment in which UMW must recruit students.

**B. FY18 Budget and Fees Development/Approval Timeline**

A draft budget development timeline is attached to BoardDocs. The Board may approve the tuition and fees schedule at its May meeting, although ideally this may come forward at the April meeting if the state budget is finalized in time.

**C. Budget Drivers for FY18**

Mr. Pearce noted that the overview of budget drivers had been presented by President Paino at the previous day's meeting. Attached to BoardDocs is a chart that goes into greater detail about the drivers. Mr. Pearce walked the committee through the chart, including the potential tuition and fees scenarios. He then reviewed the debt ratios trend chart, showing the impact of various recent projects on institutional debt. Finally, Mr. Pearce provided information regarding UMW's costs, relative to other four-year public universities in Virginia.

**D. 2017-18 Room and Board Charges Discussion**

Subsequent to the Board's previous discussion of room and board rate proposal, Mr. Pearce distributed information regarding the intended use of any increased funds. He also reviewed the charts that are attached to BoardDocs, including an analysis of the numbers of students who would be impacted by the recommended rate changes. It was the administration's recommendation that the plan proposed by Student Affairs and Finance be approved.

**Action Item:**

Following discussion by the committee regarding the rationale and impact of the plan, a motion was made by Ms. Bulova, seconded by Ms. White, to recommend adoption of the plan, as presented. The motion was approved by the committee, with Mr. Houck abstaining.

Prior to a vote by the full Board, the Rector will determine that this committee recommendation is in alignment with the discussion being held by the Academic and Student Affairs Committee.

**E. Board Involvement in Development of New Six-Year Plan**

The Board has expressed its desire to engage with the Six-Year Plan development earlier in the process. Mr. Pearce presented a planning calendar that is attached to BoardDocs. Mr. Lopez led

discussion of the Board's involvement. It was agreed by consensus that the Rector will appoint an ad hoc committee or work group for this purpose, to include membership of members from the Academic and Student Affairs Committee and the Administration, Advancement, Finance, and Facilities Committee.

**F. Partnership with City of Fredericksburg on Parking Study**

Mr. Pearce briefly noted that UMW has partnered with City officials in an effort to study parking issues and needs. Mr. Pearce is serving as the University's representative on the project.

**G. Discussion of UMW/UMWF Memorandum of Understanding**

Chairman Lopez introduced Ms. Kathy Mehfoud '70, chairman of the UMW Foundation Board, and Mr. Jeff Rountree '91, CEO of the Foundation. He also introduced Mr. Cameron O'Brien, Assistant Attorney General.

Mr. Lopez discussed the process outlined for regular review of the Memorandum of Understanding (MOU). He noted that the committee had discussed this process in November and that subsequently a working group had been established to begin the review. That group included President Paino, Rector Rankin, and Mr. Lopez from UMW and Mr. Rountree, Ms. Mehfoud, and Mr. Ed Allison from the Foundation. Mr. Lopez further indicated that the MOU represents not simply a document, but a relationship between two entities with common interests. He noted that the UMW Foundation is one of the most valuable assets to the University of Mary Washington.

Ms. Mehfoud recapped the history of the MOU, which was initiated in 2007 to respond to a push from the state to make foundations independent of the universities. The Association of Governing Boards (AGB) was used to guide negotiations, along with the Office of the Attorney General (OAG). The initial MOU was signed in 2008. In 2012, significant revisions were made to the MOU, with guidance from Ms. Carrie Nee, Assistant Attorney General. Ms. Mehfoud noted that it is good practice to review the MOU every five years. The present MOU is viewed as a model and, in her view, needs very little revision currently.

Mr. Rountree distributed a document, a copy of which is attached to BoardDocs. This document provides detailed responses to each of the following four questions:

- Why is there a Foundation?
- How does the Foundation function?
- What does the Foundation do for the University?
- How does the Foundation know it's doing a good job?

Next, Mr. O'Brien commended the Board for its commitment to reviewing the MOU. He agreed that the agreement is in good shape, but it could be tweaked. It is important to strike a balance of control to prevent any trouble from arising. Potential issues could arise when a university is in complete control. These may include FOIA concerns, a conflict of interest arising from shared employees, or possible share liability. He observed that UMW and the UMW Foundation do a good



job of maintaining separation to avoid such problems. Despite the separation, it is important that both entities share a common goal. Items for consideration include the following:

- What is the responsibility of the University to the Foundation?
- Do Foundation goals align with those of the Board and the University?
- How are money and other assets transferred from the University to the Foundation?

Next steps in this process are for the working group to continue its work on the draft revisions of the MOU, with input from Board of Visitors members, and with a goal of approving the new agreement in April.

#### **H. Resolutions for Donor Terms of Agreement/Naming Opportunities**

Mr. Ken Steen, Associate Vice President for Advancement, presented resolutions for the following endowments, which have been funded by an initial gift of \$25,000 or more and will be permanently endowed in the UMW Foundation. According to the established policies of the UMW Foundation and the University of Mary Washington, the criteria for each endowment is specified in individual "terms of agreement" which are attached to BoardDocs. These are:

- Richard George Allgaier Scholarship
- College of Business Endowed Fund
- E. Boyd Graves Endowment for Historic Preservation
- Marceline Weatherly Morris '50 Musical Theatre Scholarship

In addition, a resolution to name the Sheehan Conference Room in the Hurley Convergence Center in recognition of the support of Steve and Donna Sheehan Gladis '68 was presented. The proposed naming resolution is attached to the BoardDocs agenda.

#### **Action Item:**

The committee discussed terms of the Richard George Allgaier Scholarship, and determined that that resolution should be tabled, pending additional information.

On a motion by Mr. Houck, seconded by Ms. White, the committee voted to recommend to the Board approval of the remaining resolutions.

There being no further business before the committee, Mr. Lopez adjourned the committee at 11:00 a.m.

## 10. ACADEMIC AND STUDENT AFFAIRS COMMITTEE

**Committee Members present:** Heather M. Crislip '95, Chair; Holly T. Cuellar '89, Edward (Ted) B. Hontz, Davis C. Rennolds '06, Lisa D. Taylor '85, Rhonda S. VanLowe

**Committee Members absent:** None

**Also present:** Jarod Kearney, Curator, James Monroe Museum; Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Acting Provost; Kimberley Buster-Williams, Vice President for Enrollment Management; Christine Porter, Director of Residence Life and Commuter Student Services; David Fleming, Associate Director of Residence Life for Residential Education; Hunter Rauscher, Associate Director of Housing and Operations; Richard Finkelstein, Dean, College of Arts and Sciences; Cedric Rucker '81, Associate Vice President and Dean of Student Life; P. Anand Rao, Associate Director of Communication and Director of Speaking Intensive Program; Teva Zukor, Director, Talley Center for Counseling Services; Betsy J. Chinn, Deputy Clerk; Zafeer Mobashar, Audio Visual Technician; Lindley Estes '12, Reporter, *The Free Lance-Star*

Other faculty, staff, and members of the public were also present.

Chairperson Crislip called the committee meeting to order at 8:35 a.m., in the Minor Board Room. All present were asked to introduce themselves.

### A. James Monroe Museum Approval of Historic Properties Bequest of Artifacts and Loan Authorization

James Monroe Museum Curator Jarod Kearney provided background information to the Committee regarding approval of the historic properties bequest of artifacts and loan authorizations as presented in BoardDocs. The following proposed resolutions are attached to the BoardDocs agenda:

- 1) Acceptance of bequest of artifacts related to James Monroe and his family from the estate of Camilla Hoes Pope
- 2) Approval of the loan of a Keith Pitzer portrait of James Monroe and lithograph of Fredericksburg by E. Sachse & Company to the City of Fredericksburg for the period of one year
- 3) Approval of the loan of James Monroe's bicorn hat to the Connecticut Historical Society for the period April 14-October 21, 2017

#### Action Item:

A motion was made by Ms. Cuellar, seconded by Mr. Hontz, that the Academic and Student Affairs Committee recommend to the Board of Visitors approval of the proposed acquisition and loan of historic properties as presented.

### B. Residence Life Strategic Vision and 2017-18 Room and Board Charges Discussion

The Residence Life and Housing Report is attached to the BoardDocs agenda. Vice President Landphair highlighted current strategies that the administration is employing in order to encourage more students to move back on campus. The long term vision of capital improvement projects in the Master Plan for residence hall renovation, parking, and athletic facilities will intersect with the value of living and learning that is deeply influential to our students and will last a lifetime.

The proposed campus vision for first year residential students is to make extensive renovations to older residence halls located in the center of campus. First year residential students are required to have a roommate to encourage relationship and development skills. As students progress to sophomore and junior status, the vision is for them to locate further from the center of campus with more autonomy. A “senior village” is envisioned for the south end of campus, encouraging upper class students to engage more with the outside community.

The committee discussed key elements to support retention by utilizing the living and learning experience and understanding ways in which learning happens inside and outside of the classroom. The University would like to build onto the First-Year Seminar (FSEM) by adding on a two-year living learning program in which sophomores may participate. If successful, this could be a huge retention tool, giving students reason to stay and become invested in a co-curricular program and to also acquire a more in-depth engagement in the campus community. Master planning will determine the outcome of this proposal strategic vision.

Dr. Landphair reviewed the proposed 2017-18 room and board rates and explained the rationale for the rate standardization. Administrators present indicated their support of the proposed rates. Following discussion and inquiries by the committee, Chairman Crislip called for a motion in support of the proposed room and board fee schedule.

#### **Action Item**

A motion was made by Mr. Hontz, seconded by Ms. VanLowe that the Academic and Student Affairs Committee recommend to the Board of Visitors approval of the 2017-18 Room and Board rates as presented. All members present were in favor of the motion.

#### **C. Talley Center for Counseling Services Report**

A written report from the Talley Center for Counseling Services is attached to the BoardDocs agenda. Tevya Zukor, Director of the Talley Center, and Cedric Rucker, Associate Vice President and Dean of Student Life, led discussion about the continuing high student demand for counseling services and the need for crisis appointments on college campuses today. The University of Mary Washington is consistent with national statistics, with one in five students seeking services before they graduate.

The Talley Center works closely with the Office of Disability Resources, directed by Dr. Sandra Fritton. This office has also seen a steady increase in clients in recent years. Ten percent of UMW’s undergraduate students are registered with Disability Resources, resulting in staffing challenges for the office. Acting Provost Mikhalevsky stated that a comprehensive update on Disability Resources is being planned for presentation to the Board in the spring.

The committee discussed challenges and cost drivers for the Talley Center as well as ways in which the campus and broader community could better serve to promote mental health awareness. The Center works closely with Campus Recreation as a prescription for wellness. Group therapy programs have been beneficial as well as outreach and prevention efforts.

#### **D. Personnel Docket**

##### **Action Item:**

By consensus, the committee determined that there was no need to hold a closed meeting to discuss the personnel docket. Therefore, a motion was made by Ms. VanLowe, seconded by Ms. Taylor, that the Academic and Student Affairs Committee recommend to the Board of Visitors approval of the Personnel Docket, as presented. All committee members present approved the motion.

Ms. Crislip adjourned the Academic and Student Affairs Committee meeting at 10:46 a.m.

#### **11. DIVERSITY AD-HOC COMMITTEE**

**Committee Members present:** Rhonda S. VanLowe, Chair; Holly T. Cuellar '89, Edward (Ted) B. Hontz, Lisa D. Taylor '85, Deirdre Powell White '91, and Fred M. Rankin, ex-officio

**Committee Members absent:** Carlos Del Toro

**Other Board Members present:** Sharon Bulova, Heather M. Crislip '95, R. Edward Houck, Kenneth J. Lopez '92, Davis C. Rennolds '06

**Also present:** Troy D. Paino, President; Martin A. Wilder, Jr., Chief of Staff; Sabrina V. Johnson, Associate Vice President for Human Resources and Affirmative Action; Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Acting Provost; Kimberley Buster-Williams, Vice President for Enrollment Management; Debra Schleef, Interim Assistant Provost for Institutional Effectiveness; Nora Kim, Assistant Professor, Sociology and Anthropology; P. Anand Rao, University Faculty Council Representative; Alexander Clegg, Student Government Association President; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Zafeer Mobashar, Audio Visual Technician; Lindley Estes '12, Reporter, *The Free Lance-Star*

Other faculty, staff, and members of the public were also present.

Chairperson VanLowe called the Diversity Ad Hoc Committee meeting to order at 11:03 a.m.

#### **A. Campus Climate Study**

Dr. Debra Schleef led the committee through a review of the results of a climate study that had been conducted with UMW students. The presentation is attached to BoardDocs.

Dr. Nora Kim discussed next steps in following up on information from the survey. She noted that a series of focus groups will be held with specific groups of students. Additional data will be available in the spring. This process will yield greater insight on areas of concern identified in the survey data.

There being no further business to come before the committee, Ms. Van Lowe adjourned the meeting at 12:00 noon.

## 12. RAPPAHANNOCK BALLROOM, LUNCH WITH STUDENTS

The Diversity Ad Hoc Committee and the Task Force on Diversity and Inclusion had arranged for a diverse group of UMW students to join the Board of Visitors for lunch. Each lunch table included four students, Board members, a member of the Task Force, and a cabinet member. Discussion questions had been prepared by the Task Force and were used to guide the discussion of key diversity and campus climate issues. Task Force members served as group discussion facilitators and maintained notes from the discussions, which will be used to help guide the Task Force as it moves forward.

## 13. BOARD OF VISITORS MEETING RECONVENES

**Board Members present:** Fred M. Rankin III, Rector; Kenneth J. Lopez '92, Vice Rector; Heather M. Crislip '95; Secretary, Sharon Bulova, Holly T. Cuellar '89, Edward (Ted) B. Hontz, R. Edward Houck, Davis C. Rennolds '06, Lisa D. Taylor '85, Rhonda S. VanLowe, Deirdre Powell White '

**Board Members absent:** Carlos Del Toro

**Also present:** Troy D. Paino, President; Martin A. Wilder, Jr., Chief of Staff; Kimberley Buster-Williams, Vice President for Enrollment Management; Sabrina V. Johnson, Associate Vice President of Human Resources and Affirmative Action; Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Acting Provost; Richard R. Pearce, Vice President for Administration and Finance; Anna Billingsley, Associate Vice President for University Relations; Kenneth Steen, Associate Vice President University Advancement for Alumni Relations; P. Anand Rao, University Faculty Council Representative; Alexander W. Clegg, Student Government Association President; Jacqueline Khawand, Honor Council President; Tiffany W. Oldfield, Title IX Investigator, Diversity and Inclusion; Marissa Miller, Associate Coordinator, Judicial Affairs, Carrie S. Nee, Senior Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Board of Visitors; Susan Worrell, Special Assistant to the President for Special Events; Zafeer Mobashar, Audio Visual Technician; Lindley Estes '12, Reporter, *The Free Lance-Star*

Other faculty, staff, students, and alumni were also present.

Rector Fred Rankin reconvened the meeting of the Board of Visitors at 1:38 p.m. He asked everyone present to introduce themselves.

## 14. FACULTY AND STUDENT REPORTS

### A. Faculty Representative Report

Dr. Anand Rao, Chair of the University Faculty Council (UFC) and faculty representative to the Board provided a written report, which is attached to BoardDocs. In his presentation, he chose to emphasize the following three elements of particular concern for faculty:

- Compensation and Faculty Support. Dr. Rao expressed gratitude for last fall's faculty raises and the support for addressing critical salary issues. He noted that work on the faculty salary adjustment model is nearing completion.

- Course Delivery. Dr. Rao discussed the process for online course approval, noting that quality assurance is particularly important. He further discussed issues regarding the rationale and the role of online learning at UMW.
- Public Advocacy. Dr. Rao noted the importance of faculty involvement in advocacy efforts for higher education. UMW is hosting a meeting on April 8, sponsored by the Faculty Senate of Virginia and the AAUP on the issue of faculty with disabilities.

## **B. Student Government Association Report**

Mr. Alex Clegg, SGA president and student representative to the Board, had provided a written report, which is attached to BoardDocs. He thanked the Board of Visitors, indicating that the current meeting will be his last. Rector Rankin, on behalf of the Board, thanked him for his service.

Mr. Clegg noted that student engagement in the UMW Student Senate is improving. SGA is working to increase participation in the upcoming elections. He also expressed thanks that beer and wine have been added for purchase at the Underground.

Mr. Clegg then distributed a packet of information regarding concerns over pricing by dining services for catering at student events. Mr. Rankin asked that President Paino consider this matter and provide a report back to the Board at its April meeting how this matter was resolved.

Mr. Clegg then raised an issue regarding a tenure decision from the 2015-2016 academic year. He distributed a packet of letters and information concerning Dr. Mark Snyder. Student Senate had passed a resolution of support for Dr. Snyder and Mr. Clegg asked an alumna, Ms. Becky Brown, to speak to the matter. Ms. Brown discussed the matter, speaking on behalf of an assembled group of UMW students and alumni. Finally, Mr. Clegg asked the Board to reconsider or re-review the tenure decision. Mr. Rankin opened the door for discussion. There were no questions from Board members and Mr. Rankin thanked those who came to the meeting.

## **C. Honor Council Report**

Ms. Jackie Khawand had submitted a written report, which is attached to BoardDocs. She indicated that the Honor Council is working through its case load. There has been a rise in the number of cases this year, with 52 allegations so far, compared with 56 for all of the previous academic year. She believes this is attributable to increased reporting as a result of educational and awareness efforts, rather than an actual spike in honor violations.

# **15. COMMITTEE REPORTS AND BOARD ACTIONS**

## **A. Administration, Advancement, Finance and Facilities**

### **I. Report from Chairperson Lopez**

Mr. Lopez, committee chair, provided a recap of the committee meeting earlier in the day, which he described as robust. There were two action items coming forward to the Board from the meeting:

## **II. 2017-18 Room and Board Rates**

On behalf of the committee, Mr. Lopez made a motion for approval of the 2017-2018 room and board rates as presented. Ms. Crislip noted that the Academic and Student Affairs Committee concurred with the recommendation.

Following discussion, the motion passed by majority vote of the Board, with Mr. Houck voting against the motion.

## **III. Approval of Donor Resolutions and Named Gift Policy Actions**

On behalf of the committee, Mr. Lopez made a motion to approve the following donor terms of agreement and naming opportunity:

- College of Business Endowed Fund
- E. Boyd Graves Endowment for Historic Preservation
- Marceline Weatherly Morris '50 Musical Theatre Scholarship
- Sheehan Conference Room

The motion was passed by unanimous vote of the Board.

## **B. Academic and Student Affairs**

### **I. Report from Chairperson Crislip**

Ms. Crislip, committee chair, provided a summary of the committee meeting which was held earlier in the day. She particularly noted the committee's concurrence with the philosophical approach to residence life which was presented. She further noted the concerns over the growth of needs in the Talley Counseling Center and the Office of Disability Resources.

The following two action items came forward from the committee:

### **II. Approval of Historic Properties Bequest of Artifacts and Loan Authorization**

On behalf of the committee, Ms. Crislip made a motion for approval of the following requests from the James Monroe Museum:

- Acceptance of the bequest of artifacts from the Estate of Camilla Hoes Pope
- Loan of works of Art to City of Fredericksburg
- Loan of a Monroe Bicorn Hat to the Connecticut Historical Society

The motion was passed by unanimous vote of the Board.

### **III. Approval of Personnel Docket for Teaching and Instructional Faculty**

On behalf of the committee, Ms. Crislip made a motion for approval of the teaching and instructional faculty docket, as presented.

The motion was passed by unanimous vote of the Board.

### **C. Audit**

#### **I. Report from Chairperson Taylor**

Ms. Taylor noted that the Audit Committee had held a very short meeting on January 18, 2017. She further noted that the work of the Internal Auditor is on track and that she is also looking into some additional matters that have been brought forward.

### **D. Nominating and Governance**

#### **I. Report from Committee**

In the absence of Chairperson Del Toro, Rector Rankin asked Ms. VanLowe to give the Nominating and Governance Committee report. Due to recent changes in the Board's committee structure, and as part of its regular review process, the Nominating and Governance Committee met in January to review and edit the Board's Bylaws. Proposed revisions to the bylaws were posted to BoardDocs for review prior to the February meeting. Ms. Nee stated that the clarification of technical language complies with FOIA.

#### **II. Approval of Revisions to the Board of Visitors Bylaws**

On behalf of the committee, Rector Rankin made a motion for approval to accept revisions to the bylaws as presented.

The motion was passed by unanimous vote of the Board.

### **E. Diversity Ad-Hoc Committee**

#### **I. Report from Chairperson VanLowe**

Ms. VanLowe, committee chair, reported on the Climate Study discussion. Additional data is being gathered by the Diversity and Inclusion Committee and other subcommittees with the anticipation of a recommendation to President Paino in the spring and culminating with Board discussion at the summer retreat.

Several Board members commented on the success of the student diversity luncheon and indicated that they would like to have the opportunity to chat with students again on a variety of topics.

Rector Rankin called for a break at 3:17 p.m. The meeting resumed at 3:33 p.m.



## **16. BOARD TRAINING SESSION**

### **A. Title IX Training**

Title IX is a federal statute that prohibits sexual discrimination in education. Tiffany Oldfield, UMW Title IX Investigator, and Marissa Miller, Associate Coordinator for Judicial Affairs, discussed efforts being made to educate and help students and other UMW community members regarding Title IX issues and processes. They noted the positive impact that Title IX has made on student's lives and community life on campus.

A summary of UMW's Policy on Sexual or Gender-Based Harassment and Other forms of Interpersonal Violence was provided, including an outline of resources and support available should someone experience or become impacted by sexual violence. An informational presentation is also attached to the BoardDocs agenda.

Mr. Hontz recommended that the Title IX Investigator provide an oral or written summary report to the Board at the end of the academic year.

## **17. ADJOURNMENT**

Rector Rankin provided a brief wrap up of matters brought before the Board during the February meeting. There being no further business to come before the Board, Rector Rankin adjourned the meeting at 4:40 p.m.

## **18. 6:00 P.M., BROMPTON DINNER**

Members of the Board of Visitors, President's Cabinet, and other guests dined at Brompton, home of the UMW President. Dr. Stephen Farnsworth, winner of the 2017 State Council of Higher Education's Outstanding Faculty Award was invited as an honored guest and was presented with a commending resolution passed by the Board of Visitors. There was no Board action taken at this event.

**FEBRUARY 16-17, 2017  
MEETING MINUTES APPROVED  
UNIVERSITY OF MARY WASHINGTON  
BOARD OF VISITORS  
APRIL 20, 2017**