



**MEETING MINUTES
UNIVERSITY OF MARY WASHINGTON
BOARD OF VISITORS
APRIL 20-21, 2017**

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

1. THURSDAY, APRIL 20, 2017

2. 7:45 A.M., RECTORS' GALLERY, BREAKFAST

Breakfast was held in the Rectors' Gallery for members of the Board of Visitors and other guests prior to convening 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, Carlos Del Toro, Edward (Ted) B. Hontz, Davis C. Rennolds '06, Lisa D. Taylor '85, Rhonda S. VanLowe, Deirdre Powell White '91
Board Member absent: R. Edward (Edd) Houck

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; Paul Messplay, Executive Director for Budget and Financial Analysis; Christopher J. Whyte '94, Government Affairs Manager, Vectre Corporation; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Angela Mills '01, President, Alumni Association Board of Directors; Betsy J. Chinn, Deputy Clerk, Board of Visitors; 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 8:32 a.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 meeting minutes, as presented, for the following:

- UMW Board of Visitor Meeting, February 16-17, 2017
- UMW Board of Visitors Six-Year Plan Ad Hoc Committee, March 22, 2107
- UMW Board of Visitors Diversity Ad Hoc Committee, March 22, 2017
- UMW Board of Visitors Nominating and Governance Committee, March 22, 2017
- UMW Board of Visitors Executive Committee, March 22, 2017

D. Rector's Remarks

Mr. Rankin reviewed the agenda for the current Board meeting. He also shared with the Board a thank you note for condolences extended to a former Board member and her family.

E. President's Report

President Paino expressed thanks to all who were involved in planning the presidential inauguration events and activities. He briefly reviewed the various events of the week, including the musical concert and the 5K glow run, which attracted approximately 400 runners.

Dr. Paino then introduced Mr. Chris Whyte of the Vectre Corporation, who serves as a government affairs representative for UMW in Richmond. Mr. Whyte, an alumnus of Mary Washington, does an excellent job advocating for UMW and ensuring that the President meets with all key legislators, staff, and executive branch officials annually.

Mr. Whyte provided a report regarding the recent legislative session. His presentation is attached to BoardDocs. Mr. Whyte outlined the University's legislative priorities and successful outcomes for the 2017 session. He further discussed major higher education legislation of the past session and predictions for future legislative actions.

President Paino continued his report by sharing his most recent activities report. He then noted that he would provide a full report of progress on his nine major priorities of the 2016-2017 year at the summer retreat. This report will focus on such items as the dashboard indicators, the revised master plan, and outcomes from the task force on diversity and inclusion.

Dr. Paino noted that he is excited that Ms. Kimberly Young has been hired as the new Executive Director of Continuing and Professional Studies and will begin her work at UMW in July. Ms. Young comes with an exceptionally strong background and record of success.

President Paino provided a brief enrollment report, noting that May 1 is approaching and is a critical date in the admissions calendar. He noted the intense competition for students among Virginia universities. Dr. Paino commented that the applicant pool remains robust, although slightly smaller than last year's. The academic profile of applicants is up, selectivity has increased, and deposits are currently running close to last year's number. Figures are on pace to hit the first-year target of 950 students. Registrations for First-Year Seminars and orientation are ahead. Transfer deposits are slightly ahead of last year and the biggest challenge is having sufficient seats in upper-level classes for transfers.

Dr. Paino gave credit to cabinet members for the information reports that are contained in BoardDocs. He cited examples of items in those reports, including the new 3+3 law program with George Mason University, the success of the Mary Washington giving day, the successful efforts to retain more upper class students in University housing, the ambitious list of planned summer projects, the employee wellness focus, and UMW's #1 ranking in Virginia for student loan repayment rate.

Finally, the President entertained questions and comments from Board members. Topics included follow-up regarding Sodexo catering of student events, the success of the "New Guy" video series produced by University Relations, and the recent AGB conference attended by Board members Hontz and White.

The Board recessed at 9:55 a.m. and reconvened at 10:17 a.m.

President Paino added two additional items to his report. He noted that Ms. Lisa Bowling '89 has been hired as Vice President for Advancement and University Relations. She is an outstanding and experienced leader who will begin work at UMW on August 1. Dr. Paino also noted that the Padilla agency has been contracted to provide marketing services and has begun its work at UMW.

F. Budget Development Presentation

President Paino thanked Board members for their time in meetings to discuss the budget development process. Dr. Paino and Mr. Pearce had met with each individual Board member to outline the budget and to receive comments and questions to address.

Dr. Paino then presented several documents containing information about the budget. These documents are attached to BoardDocs. They include budgetary impacts from prior years, budget reductions that have been implemented, cost comparisons, budget allocations, and budget planning estimates. Information also showed the allocation of reductions for the upcoming year's budget.

FY18 budget and tuition and fees recommendations will be presented to the Board in May. Dr. Paino noted that, with \$2 million in cuts having already been made, he is not comfortable with further cuts or budget reductions, as these would negatively impact quality. Dr. Paino then invited questions or comments from Board members. Topics included strategic investment returns, ways to augment revenues, and possible alternate scenarios or options. President Paino noted that additional narrative would be added to the budget presentation for May and that materials will be provided to the Board at least a week prior to the May meeting.

G. Report from Legal Counsel

The Board did not enter a closed meeting to discuss legal matters. There were no questions or comments regarding this item.

H. Written Informational Reports

There were no questions or comments from Board members regarding the reports, which are attached to BoardDocs.

Mr. Rankin offered an opportunity for Mr. Hontz and Ms. White to report on their attendance at the recent Association of Governing Boards (AGB) conference. Mr. Hontz noted the value of learning about higher education issues and commended the high quality of the conference sessions. The conference confirmed that the issues facing UMW are similar to those faced by other institutions. Ms. White commented on the value of sessions she attended on topics of innovative practices, politics and world events impacting higher education, institutional collaborations, and partnerships with historically Black colleges and universities (HBCU's).

The Board recessed at 11:33 a.m. in order to attend the student leadership recognition luncheon.

4. 12:00 P.M., RAPPAHANNOCK BALLROOM, LUNCH

A. Student Leadership Recognition Luncheon

Elected student leaders of the SGA Executive Cabinet for 2016-17 and 2017-18 were invited to lunch with the Board of Visitors and President's Cabinet. Rector Rankin recognized the outgoing leadership by presenting them with Board resolutions commending each for their valuable service to the University.

The following students were recognized for their individual contributions in 2016-17:

Alexander W. Clegg: Student Government Association President
Ethan P. Carter: Student Government Association Vice President/Student Senate President
Jacqueline C. Khawand: Honor Council President, Fredericksburg Campus
Hayley K. French: Academic Affairs Chair
Caitriona N. Cobb: Class Council President
Laura I. Gilchrist: Commuter Student Association President
Danielle C. Howard: Diversity and Unity Coordinating Committee Chair
Zaire K. A. Sprowal: Finance Committee Chair
Lauren E. Rainford: Inter-Club Association President
Lanieta M. Budi: Judicial Review Board President
Sophia M. Hamdan: Legislative Action Committee Chair
Katelynn R. Matragrano: Association of Residence Halls President

5. BOARD COMMITTEE MEETINGS

6. ADMINISTRATION, ADVANCEMENT, FINANCE & FACILITIES COMMITTEE

Committee Members present: Kenneth J. Lopez '92, Chair; Sharon Bulova, Carlos Del Toro, Fred M. Rankin III (ex-officio)

Committee Members absent: R. Edward (Edd) Houck, Deirdre Powell White '91

Also present: Martin A. Wilder, Jr., Chief of Staff; Richard R. Pearce, Vice President for Administration and Finance and CFO; 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; Paul Messplay, Executive Director for Budget and Financial Analysis; Carrie S. Nee, Senior Assistant Attorney General, Education Section

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

Chairperson Lopez called the committee meeting to order at 1:30 p.m., in the Rappahannock Ballroom at the Jepson Alumni Executive Center.

A. Budget Performance Report as of March 31, 2017

Mr. Pearce presented the quarterly financial report. The materials are attached to BoardDocs. UMW is in a solid position, with revenues ahead of budget and expenditures lower than projected. General Assembly actions resulted in a \$50,000 reduction of funds, by taking back credit card rebates and interest. In addition, the required VRS repayment equals \$318,000 in FY17 and another \$209,000 for FY18. These reductions have been offset by extra tuition revenues. Any additional surplus funds for the current fiscal year will go into reserve accounts.

B. Flow of Funds from UMWF to UMW

Mr. Pearce noted the differentiation of foundation funds between scholarships and non-financial aid purposes. He then described the process for accessing foundation funds and outlined the internal controls on both the foundation and the University sides that ensure compliance with the terms for use of such funds.

C. Resolutions for Donor Terms of Agreement/Naming Opportunities

Mr. Steen detailed terms of agreement for two proposed scholarships and three naming resolutions.

Action Item:

On a motion by Mr. Del Toro, seconded by Ms. Bulova, the committee voted to recommend to the Board approval of the following terms of agreement, as presented.

- Elizabeth S. '49 and Ralph F. deBedts Scholarship
- Helen Walsh Kramer Scholarship
- Gourley Living Room in honor of Lynne Gourley Farrell '62
- Kelly Conference Room in honor of Peter and Sally Monroe Kelly '68
- Richardson Team Room in honor of Woody and Lynne Richardson

D. UMW/UMWF Memorandum of Understanding

Mr. Lopez noted that the process of reviewing the Memorandum of Understanding (MOU) began six months ago. It is recommended that the MOU be revisited every five years and one recommendation from the current process is to add structure around that process for the benefit of future boards.

Mr. Lopez commended the passionate and generous people who comprise the UMW Foundation Board. He noted that all of them give to the University, at minimum, at the President's Council level. He noted that, in working through the MOU review process, he had gained even greater understanding and appreciation of the critically important role the Foundation plays in supporting the goals of UMW. Work on the MOU has brought the two entities even closer together.

Mr. Lopez then presented two documents for approval, both of which are attached to BoardDocs.

Action Item:

On a motion by Ms. Bulova, seconded by Mr. Del Toro, the committee voted to recommend approval by the Board of the Proposed Five-Year Review Process of the Relationship and Agreement between the University of Mary Washington and the University of Mary Washington Foundation, as presented.

Action Item:

On a motion by Ms. Bulova, seconded by Mr. Del Toro, the committee voted to recommend approval by the Board of the revised Memorandum of Understanding, as presented.

Mr. Lopez thanked Mr. Rankin for his leadership and work in the MOU revision process.

The committee adjourned at 2:26 p.m.

7. 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: Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Acting Provost; Timothy M. O'Donnell, Associate Provost for Academic Engagement and Student Success; Sandra Fritton, Director, Disability Resources; Richard Finkelstein, Dean, College of Arts and Sciences, John Morello, Associate Provost for Academic Affairs; P. Anand Rao, University Faculty Council Representative; Angels Mills '01, President, Alumni Association Board of Directors; Betsy J. Chinn, Deputy Clerk, Board of Visitors; 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 1:30 p.m., in the Minor Executive Board Room at the Jepson Alumni Executive Center.

A. Disability Resources Report

Dr. Mikhalevsky introduced Dr. Timothy O'Donnell, Associate Provost for Academic Engagement and Student Success, and Dr. Sandra Fritton, Director of Disability Resources. The Office of Disability Resources (ODR) report and presentation is attached to the BoardDocs agenda.

Since 2009, there has been a steady increase in the number of students who register with the ODR and are eligible for accommodations. Compared to other Virginia public institutions, UMW ranks highest in percentages of enrollment and student-to-staff ratios.

Challenges that UMW and other institutions currently face are:

- Advocacy shift from high school to college.
- Educational supplies and new assistive technologies to promote student growth.
- Push to satisfy legal requirement to obtain comfort animal policy.
- Buildings and grounds present challenges for student access and accessibility requirements.
- Accessible communications such as readers for .pdf documents and pictures are a hindrance for the blind.
- Course accessibility and program development.
- Testing accommodations to reduce demands on faculty and to meet the growing need for testing and note taking for students.

Dr. Mikhalevsky added that the university has developed creative ways to use funds to install a lift in the swimming pool and to provide a full-time assistive technologist for digital learning and a research person in ODR to help lower the student-staff ratio.

B. Approval of the UMW Emergency Operations Plan

Dr. Landphair noted that the UMW Comprehensive Emergency Management Plan (CEMP) is updated and revised every four years for formal adoption by the Board of Visitors as required by Section 23-9.2:9 of the Code of Virginia. She summarized slight revisions that were incorporated into the 2017 Plan.

Action Item:

On a motion by Ms. Taylor, seconded by Mr. Hontz, the committee voted to recommend to the Board approval of the UMW Comprehensive Emergency Operations Plan and the accompanying resolution of adoption, as presented.

C. Approval of Faculty Handbook Changes

Associate Provost for Academic Affairs John Morello outlined procedural changes made to the University Faculty Handbook. There were four changes, the most significant of which are revisions to membership or duties of faculty committees.

Action Item:

On a motion by Ms. VanLowe, seconded by Ms. Cuellar, the committee voted to recommend to the Board approval of the Faculty Handbook Changes, as presented. If approved, changes will take effect in August 2017.

D. Personnel Docket

By consensus, the Academic and Student Affairs Committee determined there was no need to hold a closed meeting to discuss the personnel docket and special award recommendation from the president.

Action Item:

On a motion by Mr. Hontz, seconded by Ms. Taylor, the Academic and Student Affairs Committee voted to recommend to the Board of Visitors approval of the Personnel Docket for Teaching and Instructional Faculty, as presented.

Action Item:

On a motion by Mr. Rennolds, seconded by Ms. Taylor, the Academic and Student Affairs Committee voted to recommend to the Board of Visitors approval of special recognition granting Mr. David Berreth administrative and professional emeritus status upon his retirement from the University.

In other business, Ms. Crislip discussed possible topics of discussion for future Academic and Student Affairs Committee meetings.

Chairperson Crislip adjourned the Academic and Student Affairs Committee meeting at 2:29 p.m.

8. AUDIT COMMITTEE

Committee Members present: Lisa D. Taylor '85, Chair; Sharon Bulova, Ken Lopez '92, Fred M. Rankin III (ex-officio)

Committee Member absent: Deirdre Powell White '91

Board Members present and participating: Holly T. Cuellar '89, Edward (Ted) B. Hontz, Rhonda S. VanLowe

Also present: Martin A. Wilder, Jr., Chief of Staff; Tera Kovanes, Director of Internal Audit; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Board of Visitors; Zafeer Mobashar, Audio Visual Technician

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

Chairperson Taylor called the Audit Committee meeting to order at 2:33 p.m.

A. Risk Management Rubric

Ms. Kovanes presented the draft risk management rubric, a copy of which is attached to BoardDocs. She explained how this rubric will be developed going forward and noted her appreciation of the support for this effort by President Paino. It was noted that the rubric was developed based on a template provided by the Association of Governing Boards (AGB), with input from members of the President's Cabinet intended to identify the highest potential risk areas in each of the University's divisions. The rubric contains risk categories and administrative responsibilities for compliance.

Ms. Kovanes also noted that her five-year required outside peer review will take place in the coming week. The results of that review will be provided to the Board.

There being no further business to bring before the Audit Committee, Chairperson Taylor adjourned the meeting at 2:45 p.m.

9. DIVERSITY AD HOC COMMITTEE

Committee Members present: Rhonda S. VanLowe, Chair; Holly T. Cuellar '89, Carlos Del Toro, Edward (Ted) B. Hontz, Lisa D. Taylor '85, Fred M. Rankin III (ex-officio)

Committee Member absent: Deirdre Powell White '91

Board Members present and participating: Heather M. Crislip '95, Kenneth J. Lopez '92, Davis C. Rennolds '06

Also present: Martin A. Wilder, Jr., Chief of Staff; Kimberley Buster-Williams, Vice President for Enrollment Management; Juliette Landphair, Vice President for Student Affairs; Nina Mikhalevsky, Acting Provost; Sabrina Johnson, Associate Vice President of Human Resources and Affirmative Action; Kimberley Buster Williams, Vice President for Enrollment Management; Melissa Yakabouski, Director of Undergraduate Admissions; Marion Sanford, Director, Multicultural Affairs; Malcolm Holmes, Director of University Marketing; Abby Brethauer, Senior Lecturer, Athletics, Heath, Physical Education; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Angels Mills '01, President, Alumni Association Board of Directors; Betsy J. Chinn, Deputy Clerk, Board of Visitors; Zafeer Mobashar, Audio Visual Technician; Lindley Estes '12, Reporter, *The Free Lance-Star*

Several members of the UMW Admissions Office staff were also present.

Chairperson VanLowe called the Diversity Ad Hoc Committee meeting to order at 2:53 p.m., in the Minor Executive Board Room at the Jepson Alumni Executive Center.

Ms. Van Lowe thanked the attendees, including the members of the President's Task Force on Diversity and Inclusion, for their engagement with the work of this committee.

A. Diversity in Student Recruitment and Retention

Acting Provost Mikhalevsky, co-chair of the President's Task Force, noted that the various subcommittees are working, gathering data, and beginning to formulate recommendations. The co-chairs will take the subcommittee reports and draft a comprehensive document with recommendations for consideration by the President. Once the President has approved a draft document, it will be shared with and discussed by the Board of Visitors at its summer retreat.

The committee then heard a report from the Education and Prevention Subcommittee, presented by Dr. Marion Sanford. Dr. Sanford's presentation is attached to BoardDocs.

Next, the committee received a report on student recruitment and admission, presented by Ms. Kimberley Buster-Williams and Ms. Melissa Yakabouski. Members of the undergraduate admission staff were introduced. Items discussed included staff responsibilities in diversity recruitment, strategic and targeted recruitment activities, outreach to community organizations and

special groups, and application fee waiver strategies. Early results for the current cycle indicate more diversity in offers of admission and deposits in most diverse populations. Future plans were also discussed briefly.

Ms. Abby Brethauer discussed diversity recruitment efforts in intercollegiate athletic programs. She noted that diversity among student athletes is slightly lower than among the UMW student body as a whole. In part, this is due to the mix of sports offered at UMW. It is not uncommon in Division III athletic programs to have disproportionality in sports teams; however, this does alter the responsibility to work to alleviate this disparity. Ms. Brethauer added that the Athletics Department is working to establish a strategic plan to include retention of diverse students.

Mr. Malcolm Holmes gave a report on behalf of the Bias and Incident Report subcommittee. He noted that a grid has been created for making an annual report on bias incidents. In addition a form is being created for bias incident reporting by faculty and staff. Recent workshops have focused on the issues of hidden biases. Desired outcomes are improved data collection and reporting, along with greater follow-up on reported incidents.

In conclusion, Dr. Mikhalevsky reported that the Task Force remains on schedule for producing draft reports in May and is planning a full-day retreat for the subcommittees. A finished draft will be provided to the President and then to the Board's Diversity Ad Hoc Committee. Dr. Mikhalevsky observed that it has been surprising to learn how much work is being done across the University around matters of diversity and inclusion; yet such efforts are not always visible and are not very well coordinated.

Ms. Van Lowe thanked everyone for their work and commitment to this undertaking and for the reports presented at this meeting. The meeting was adjourned at 3:56 p.m.

10. NOMINATING AND GOVERNANCE COMMITTEE

Committee Members present: Carlos Del Toro, Chair; Davis C. Rennolds '06, Rhonda S. VanLowe, Fred M. Rankin III (ex-officio)

Committee Members absent: None

Board Members present and participating: Sharon Bulova, Heather M. Crislip '95, Edward (Ted) B. Hontz, Kenneth J. Lopez '92

Also present: Martin A. Wilder, Jr., Chief of Staff; Nina Mikhalevsky, Acting Provost; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Board of Visitors; 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 Del Toro called the Nominating and Governance Committee meeting to order at 3:58 p.m.

A. Board of Visitors Self-Assessment Process

Mr. Del Toro noted that a draft self-assessment form has been provided to Board members and is posted on BoardDocs. This is a version of the form that was developed in 2014 that has been revised based on discussion at the previous meeting of the committee. Board members were encouraged to send any additional comments or suggestions for improvement of the survey to Mr. Del Toro. When completed, the survey will be given to Board members for discussion of results at the annual retreat.

B. Board of Visitors Summer Planning Retreat

Mr. Rankin observed that there will be no shortage of topics for the annual retreat. There was discussion of possibly adding an additional session at the beginning of the retreat if needed. Suggestions were made for possible topics at the retreat. These included UMW Foundation finances, the faculty tenure process, and the Board's role in curriculum approval. Board members were asked to send any additional suggestions to Mr. Del Toro or Rector Rankin. Mr. Del Toro noted that the Rector and President will work together to formulate the agenda for the retreat, taking into account suggestions by Board members and topics that the President believes most relevant.

The Committee adjourned at 4:20 p.m.

11. RECTORS' GALLERY, DINNER WITH THE PRESIDENT

Board Members present: Fred M. Rankin III, Rector; Kenneth J. Lopez '92, Vice Rector; Heather M. Crislip '95, Secretary; Holly T. Cuellar '89, Carlos Del Toro, Davis C. Rennolds '06, Lisa D. Taylor '85, Rhonda S. VanLowe

Board Members absent: Sharon Bulova, Edward (Ted) B. Hontz, R. Edward (Edd) Houck, Deirdre Powell White '91,

Also present: Troy D. Paino, President; Carrie S. Nee, Senior Assistant Attorney General, Education Section

The Board of Visitors met at 5:00 p.m. for a reception and dinner in the Rectors' Gallery at the Jepson Alumni Executive Center. At dinner, the Board discussed tuition and the financial needs of the institution. The Board also discussed University contracting, procurement, and risk management.

Dinner concluded at 6:43 p.m.

**12. 7:00 P.M., DODD AUDITORIUM, GEORGE WASHINGTON HALL,
INAUGURATION WEEK EVENT: PANEL DISCUSSION –
HIGHER ED IN THE DISINFORMATION AGE**

Board members were invited to attend a panel discussion on the historical context and current challenges of today's political communication as part of Inauguration Week events.

Dr. Stephen Farnsworth, UMW distinguished political scientist moderated the event. No University business was conducted at this affair.

13. FRIDAY, APRIL 21, 2017

14. 7:45 A.M., RECTORS' GALLERY, BREAKFAST

Board members attended breakfast with the President's Cabinet and other guests prior to reconvening committee meetings. No Board action was taken.

15. 8:30 A.M., 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, Carlos Del Toro, Edward (Ted) B. Hontz, Davis C. Rennolds '06, Lisa D. Taylor '85, Rhonda S. VanLowe

Board Members absent: Sharon Bulova, R. Edward (Edd) Houck, Deirdre Powell White '91

Also present: Troy D. Paino, President; Martin A. Wilder, Jr., Chief of Staff; Kimberley Buster-Williams, Vice President for Enrollment Management; 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; Susan Worrell, Special Assistant to the President for Special Events; P. Anand Rao, University Faculty Council Representative; Ethan Carter, Vice President, Student Government Association; Jacqueline Khawand, Honor Council President; Angela Mills '01, President, Alumni Association Board of Directors; Carrie S. Nee, Senior Assistant Attorney General, Education Section; Betsy J. Chinn, Deputy Clerk, Board of Visitors Zafeer Mobashar, Audio Visual Technician; Lindley Estes '12, Reporter, *The Free Lance-Star*

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

Rector Fred Rankin reconvened the meeting of the Board of Visitors at 8:05 a.m. He asked that everyone present introduce themselves.

A. Review of Inauguration Activities

Ms. Worrell briefed the Board on the inauguration ceremony logistical details. She also presented Board members with copies of the program booklet for the installation ceremony.

16. FACULTY AND STUDENT REPORTS

A. Alumni Association Update

Ms. Mills provided an oral report on activities of the UMW Alumni Association. She noted that the Alumni Board is very actively engaged in a number of strategic initiatives. Ms. Mills briefly outlined six areas of activity: young alumni engagement; faculty involvement; reunion weekend; networking and professional development; strategic composition of the Alumni Board; and admissions recruitment and yield.

Ms. Mills also discussed her involvement in the search for the Vice President for Advancement and University Relations. She talked with all of the final candidates and found them to be excellent.

She noted her excitement at the selection of Ms. Lisa Bowling '89 for this post. Ms. Bowling will bring a strong ability to lead connection and integration of the functions of advancement, alumni affairs, and university relations. In conclusion, Ms. Mills noted that the Alumni Association is open to thoughts and input from the Board of Visitors and values the important collaboration of the two boards.

B. Faculty Representative Report

Dr. Rao provided a written report, which is attached to BoardDocs. In addition, he commented on the progress in faculty governance over the past two years. A priority has been on rebuilding trust. In addition, the UMW faculty has been more involved in statewide activities of the Faculty Senate of Virginia.

The University Faculty Council has worked on six priorities in the current year. These include the following: communications and transparency; faculty compensation; class format; academic calendar; faculty workload; and morale issues. Dr. Rao expressed appreciation for the commitment of the Board of Visitors and the President to addressing salary and compensation issues. A continuing concern of the faculty concerns resource and support disparities across the University.

Dr. Rao noted that this is his last meeting as UFC chair and thanked the Board for its work. Rector Rankin likewise thanked Dr. Rao for his service, his candor in expressing faculty concerns, and his spirit of collegiality in working with the Board.

C. Student Government Association Report

Mr. Ethan Carter, Vice President of the SGA presented the report. A copy of the written report is attached to BoardDocs. Mr. Carter noted that there was a very good voter turnout for elections in March. New officers were installed recently at a special ceremony. The new SGA president is Sarah Karwowski. Mr. Carter also discussed progress on a new tampon distribution service on campus. Finally, he commented on students' preparation for upcoming final exams. Rector Rankin presented a Board of Visitors citation to Mr. Carter, thanking him for his service over the past year.

D. Honor Council Report

Ms. Jacqueline Khawand updated the Board on honor cases. She noted that the Honor Council had received ninety reports of possible violations, which is significantly higher than last year's number. This may be due to the greater level of faculty engagement in the honor system. Also, more minor infractions have been reported due to the expedited sanctioning process and the greater number of options for sanctions. Most offenses are cheating or plagiarism, despite efforts to educate students about these issues.

E. Approval of Revisions to the Honor Constitution

Six changes to the constitution were proposed to the Board. These have received approval by the students as required. Two of the proposed changes are the most significant. One would allow honor code cases from the Stafford Campus to be heard by a panel on the Fredericksburg Campus.

This was discussed by the Board and it was determined that this should be an interim step, with the policy to be revisited later.

The second major recommended change would allow students other than Honor Council members to sit for cases, when a sufficient number of unbiased persons are unobtainable. These individuals would have to be trained and knowledgeable. This would only be used in rare instances as a backup plan.

Action Item:

On a motion by Ms. Van Lowe, seconded by Mr. Lopez, the committee voted to recommend to the Board of Visitors approval of the honor constitution changes, as presented, and acknowledging comment and feedback. Mr. Rankin thanked Ms. Khawand for her service this year.

The Board recessed at 9:20 a.m.

17. COMMITTEE REPORTS AND BOARD ACTIONS

The Board reconvened at 9:30 a.m.

A. Administration, Advancement, Finance and Facilities

I. Report from Chairperson Lopez

Mr. Lopez reported that the financial report for the quarter looks good and is ahead of plan in many regards. The committee also heard about the flow of funds from the UMW Foundation to the University.

II. Approval of Donor Resolutions and Naming Opportunities

Action Item:

On a motion from the committee, the Board approved the resolutions, as presented.

III. Approval of UMW/UMWF Memorandum of Understanding Language and Review Process

Mr. Lopez commented on the good work of the UMW Foundation and the importance of, and appreciation for, the very positive relationship that exists between the Foundation and the University. He and Mr. Rankin briefly reviewed the MOU changes, the goals for the revision, and the process in which the working group had engaged.

Action Item:

On a motion from the committee, the Board approved the language of the revised Memorandum of Understanding with the UMW Foundation, as presented.

Action Item:

On a motion from the committee, the Board approved the process for future review of the Memorandum of Understanding, as presented.

B. Academic and Student Affairs

I. Report from Chairperson Crislip

Ms. Crislip reported on the presentation by the Office of Disability Resources (ODR) that was given by Drs. O'Donnell and Fritton. There will be training for all faculty and staff in August to support them in working with students with disabilities. A total of 11% of UMW students currently receive accommodations through ODR.

The following action items came forward from the committee:

II. Approval of the Comprehensive Emergency Management Plan (CEMP)

Action Item:

On a motion from the committee, the Board approved the Comprehensive Emergency Management Plan (CEMP), as presented.

III. Approval of Faculty Handbook Changes Effective August 2017

Action Item:

On a motion from the committee, the Board approved the Faculty Handbook changes effective August 2017, as presented.

IV. Approval of Personnel Docket for Teaching and Instructional Faculty and Administrator Emeritus

Action Item:

On a motion from the committee, the Board approved Part 1 of the Personnel Docket for Teaching and Instructional Faculty and Administrator Emeritus status for Mr. David Berreth, as presented.

Ms. Crislip then enumerated a number of topics that may be considered by the Academic and Student Affairs Committee in the future. These topics include the following: faculty tenure process; curriculum and faculty governance; student retention; career services; first-year seminar program; program offerings and desired programs; student athletes and academic success; understanding faculty workload issues; and graduate programs.

C. Audit

I. Report from Chairperson Taylor

Ms. Taylor reported on the preliminary risk management rubric or matrix that is a work in progress. She noted that Ms. Kovanis would be undergoing the regular outside review. Finally, she indicated that nothing has been received yet from the state auditors but a report should be forthcoming at the Board's September meeting. There were no recommended action items from the committee.

D. Diversity Ad Hoc

I. Report from Chairperson VanLowe

Ms. VanLowe reported that the President's Task Force on Diversity and Inclusion is working and is on track in preparing recommendations for the President's consideration. The committee heard several subcommittee reports. There is much going on in this arena, but there needs to be greater coordination and communication between various units of the University.

E. Nominating and Governance

I. Report from Chairperson Del Toro

Mr. Del Toro reported on the committee's progress on the Board self-assessment survey and invited any suggestions or recommendations from Board members. He also reported on the retreat discussion, noting that an additional work session might be added to the agenda. Topics may include progress on the President's nine major priorities for the year, consideration of the strategic plan, consideration of recommendations for increasing diversity and inclusion, and understanding the faculty tenure process. There were no recommended action items from the committee.

F. Six-Year Plan Ad Hoc

I. Report from Rector Rankin

Mr. Rankin noted that formal guidance from the state has not yet been issued. The committee had a productive meeting in March and gave guidance to staff for the preliminary draft plan. Those recommendations have been incorporated into the preliminary draft, which is attached to BoardDocs. The current version links priorities to the institution's strategic initiatives, removes any completed items, provides updates or status reports on initiatives in progress, and prioritizes the items. Once instructions are received from the state, staff will formulate a draft plan for consideration and further input from the ad hoc committee. The draft plan will then be submitted by the anticipated July 1 deadline.

18. ADJOURNMENT

There being no further business to come before the Board, Rector Rankin adjourned the meeting at 10:45 a.m.

**19. 12:00 P.M., BALL CIRCLE, INAUGURATION WEEK EVENT:
PRISM DAY OF SILENCE**

The Day of Silence brings awareness to the silencing effects of anti-LGBTQ name-calling, bullying and harassment in schools. Members of PRISM (People for the Rights of Individuals of Sexual Minorities) and allies led a moment of silence on Ball Circle in recognition of the Day of Silence.

20. 12:15 P.M., UNIVERSITY CENTER, LUNCH (OPTIONAL)

**21. 4:15 P.M., DODD AUDITORIUM, GEORGE WASHINGTON HALL
INSTALLATION CEREMONY FOR DR. TROY D. PAINO**

Members of the Board of Visitors participated in the inauguration ceremony for Dr. Troy D. Paino, tenth president of the University of Mary Washington. Rector Fred M. Rankin III presided over the ceremony and retired Fredericksburg Judge J. Martin Bass administered the oath of office. Former UMW President Richard V. Hurley adorned President Paino with the presidential collar, with assistance from Holly T. Cuellar '89, former rector of the Board of Visitors. Presenters for the ceremony included Virginia Speaker of the House Bill Howell, Fredericksburg Mayor Mary Katherine Greenlaw, Mary Washington Healthcare Executive Xavier Richardson, UMW Alumni Association President Angela Mills '01, University Faculty Council Chair Anand Rao, Staff Advisory Council President Julie Smith, and Student Government Association Vice President Ethan P. Carter.

22. UNIVERSITY CENTER, CELEBRATION OF THE UMW COMMUNITY

**MEETING MINUTES APPROVED
UNIVERSITY OF MARY WASHINGTON
BOARD OF VISITORS
MAY 12, 2017**