

MINUTES

Meeting of the Board of Visitors
The College of William and Mary in Virginia

February 5-6, 2004

The Board of Visitors of The College of William and Mary in Virginia met in the Board Room in Blow Memorial Hall on the campus in Williamsburg on Thursday and Friday, February 5-6, 2004.

On Thursday, February 5, the Richard Bland College Committee, the Committee on Buildings and Grounds and the ad hoc Committee on Restructuring met in the Board Conference Room, and the Committees on Development and Alumni Affairs and Student Affairs met in the Board Room.

Those present were:

Thomas E. Capps	Jeffrey L. McWaters	
J. Peter Clements	Anita O. Poston	
John W. Gerdelman	L. Clifford Schroeder, Sr.	
Sarah I. Gore	Barbara B. Ukrop	
Paul C. Jost	Henry C. Wolf	
Susan A. Magill, Rector	Student representatives:	Brian R. Cannon
Suzann W. Matthews		George A. Dodge

Absent: Hunter B. Andrews
William P. Barr
Lawrence S. Eagleburger
Joseph J. Plumeri, II
Michael K. Powell

Others present were:

Timothy J. Sullivan	Edward C. Driscoll, Jr.
P. Geoffrey Feiss	Michael J. Fox
Dennis W. Cross	Jackson N. Sasser
Stewart H. Gamage	Michael L. Stump
Samuel E. Jones	William T. Walker, Jr.
Anna B. Martin	Richard A. Williamson
W. Samuel Sadler	Sandra J. Wilms

Also present were members of the William and Mary Faculty and Student Liaison Committees.

Rector Susan Magill convened the Board in the Board Room as a committee of the whole at 3:35 p.m.

In his opening remarks, President Sullivan commented on faculty salaries and funding, in light of the faculty survey, noting the survey makes the case for salaries. He stated that 48% of the current faculty were hired since 1993. He noted that the \$5.00 fee recently passed by William and Mary students specifically to support faculty was a first in the nation and expressed his thanks to Board members Suzann Matthews and Cliff Schroeder for establishing the Board of Visitors fund in support of faculty salaries. The President noted the increase in donor support of the Campaign for William and Mary, and an emerging supportive attitude in Richmond, stating that the Governor took a major step with his budget proposal and Senator Chichester and Delegate Callahan had

proposed their own plans. He commented on the hope that this session of the General Assembly would put new money into higher education and fund faculty salaries.

At 3:45 p.m. the **Committee on Student Affairs** convened. Ms. Matthews presided as chair.

Vice President for Student Affairs Sam Sadler provided an update on Career Services, noting the success of the Wall Street and MetroLink DC consortium programs. Mr. Sadler advised that the Student Health Center had just filed their application for accreditation, and noted that the process will take two and one-half years to complete.

Mr. Sadler provided background information on the *Student Housing in Colonial Williamsburg* program, and introduced the two students currently living in the William Randolph lodgings on East Nicholson Street as house mates under this program B Jacob Rooksby and Scott Phelps. Mr. Rooksby and Mr. Phelps discussed their experiences and the creation of The Civic Series discussion group, which was designed to involve students, faculty, administration and community members to promote discourse on a variety of relevant civic issues and create opportunities for change on campus and in the surrounding area. A brief discussion ensued regarding the Colonial Williamsburg housing program.

Brian Cannon, Kirk Anderson, Lena Munasifi reported for the Student Liaison Committee. Mr. Anderson discussed The Road to Richmond and student lobbying efforts at the General Assembly.

Ms. Munasifi reported that she had interviewed fellow students regarding concerns they would like to share with the Board of Visitors, and videotaped their responses. Among the topics of concern were the budget crisis effects, the loss of talented and experienced professors and the need for a main information system. A brief discussion ensued, with the suggestion by Mr. McWaters that at some point the Board might want to address the specific concerns expressed on the video.

Ms. Matthews commented that this gives a good feel for student life and requested the Board members keep students in mind during their deliberations.

At 4:45 p.m. in the absence of Mr. Barr, the Rector introduced Provost Feiss. The Provost thanked Board members for their response to Mr. Schroeder=s initiative and advised that he will be talking with the deans on how best to utilize the funds. He announced that two faculty members had been selected as SCHEV outstanding faculty winners: John Graves of VIMS and Biology and Chi-Kwong Li of Mathematics. He noted that Professors Talbot Taylor and Tamara Sonn had been named as co-chairs of the College Scholars program and reviewed the progress to date. Provost Feiss reported on the Arts and Sciences dean search, noting that it was on schedule and there were four very strong finalists. Noting that Vice Provost Gary Kreps would be retiring from his position, he express his thanks for his work managing resources in service of faculty research as well as management of Project MAST, and advised that there would be an internal search for his successor.

Provost Feiss introduced Professor Katherine Kulick to report on part one of the Faculty Survey from Fall 2003. Professor Kulick reviewed the survey which focused on highlights of the job and job satisfaction and faculty priorities for future. She noted there was a 62% response rate, the highest of any survey, and discussed the method, noting that the survey had been done before the Board of Visitors funding initiative was announced. She thanked the members of the Board for

funding research, noting the faculty are keenly aware of these efforts and grateful for the support.

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Professor Kulick noted the survey concluded that 78% of the faculty were satisfied; 69% have seriously considered leaving; and 29% have actually applied for another position. She reported that the faculty are fortunate to be able to share the survey data with the Board and noted they are not alone in these dire circumstances, but that other staff and administrators do not have the benefit of a survey. Professor Kulick reported that the fall survey results were available on line and noted that part two would be conducted in the spring and available on line as well. Comments and questions were made by the Board and a brief discussion ensued.

The committees recessed at 5:32 p.m.

On Friday, February 6, the Ad Hoc Bylaws/Meeting Review Committee and Committee on Honorary Degrees met in the Rector's Office, the Committees on Audit and Academic Affairs met in the Board Conference Room, and the Committees on Financial Affairs, Public Affairs and Economic Development, and Athletics met in the Board Room, prior to the full Board meeting.

At 10:40 a.m. the Rector convened the Board as a committee of the whole.

Those present were:

Hunter B. Andrews	Suzann W. Matthews
Thomas E. Capps	Jeffrey L. McWaters
J. Peter Clements	Anita O. Poston
John W. Gerdelman	L. Clifford Schroeder, Sr.
Sarah I. Gore	Barbara B. Ukrop
Paul C. Jost	Henry C. Wolf
Susan A. Magill, Rector	Student representative: Brian R. Cannon

Absent: William P. Barr
Lawrence S. Eagleburger
Joseph J. Plumeri, II
Michael K. Powell

Others present were:

Timothy J. Sullivan	Carolyn R. Cook
P. Geoffrey Feiss	Edward C. Driscoll, Jr.
Dennis W. Cross	Michael J. Fox
Stewart H. Gamage	Michael L. Stump
Samuel E. Jones	William T. Walker, Jr.
Anna B. Martin	Richard A. Williamson
W. Samuel Sadler	Sandra J. Wilms

Also present were Richard Bland College President James B. McNeer and Dean of Administration and Finance Russell E. Whitaker, Jr.; College of William and Mary Dean of University Libraries Connie McCarthy, Interim Dean of Faculty of Arts and Sciences Barbara Watkinson, Dean/Director of the School of Marine Science/Virginia Institute of Marine Science L. Donelson Wright, and Faculty Liaison Committee member Professor Katherine Kulick.

In the absence of Mr. Powell, Ms. Magill convened the **Committee on Public Affairs and Economic Development** at 10:40 a.m.

Vice President for Public Affairs Stewart Gamage provided an update on the General Assembly and briefly discussed revenue enhancements and key messages. She reported on the relationship with Richmond and the unified amendment as well as research projects, noting additional financial requests for emergency preparedness and graduate financial aid. Ms. Gamage discussed the restructuring proposal, noting the hope for development of draft legislation in 2004, and General Assembly approval in 2005. In response to questions, Ms. Gamage reviewed the restructuring proposal process and results to date regarding proposed budget language, General Assembly targets and time lines. Ms. Gamage reported on federal initiatives in applied sciences, Courtroom 21, the geriatric center and VIMS initiatives.

Mr. Capps raised questions on the possibility of some private funding for faculty salaries. A brief discussion on funding and use of Endowment Association funds ensued. Mr. Jones suggested that he do a funding analysis and advise the chair of the Committee on Financial Affairs accordingly.

In the absence of Mr. Plumeri, Ms. Magill convened the **Committee on Athletics** at 11:07 a.m.

Director of Athletics Terry Driscoll reported on the NCAA Certification process, noting that Vice President for Student Affairs Sam Sadler would serve as chair and Mr. Gerdelman as a member of the College certification committee. It will be a year long process. The report will be submitted in January 2005 and will be presented to the Board.

Mr. Driscoll reported on the activities of the teams for the semester. He introduced Men=s Gymnastics coach Cliff Gauthier and freshman Chris Renjilian. Coach Gauthier displayed a replica of the banner from the shuttle Columbia, noting that it now hangs in the gymnastics gym, and reported on the endowed scholarship established in Captain David Brown=s memory. Mr. Renjilian discussed the student perspective of how athletics are valuable.

Following Mr. Renjilian=s remarks, Mr. Driscoll briefly reviewed upcoming special events and presented a short quiz on athletics facts.

There being no further business the committee adjourned at 11:35 a.m.

Following a short break, Vice Rector Jeffrey McWaters called the meeting of the full Board to order in the Board Room at 11:40 a.m., noting that the Rector was called away to Richmond.

Those present were:

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John W. Gerdelman
Sarah I. Gore
Paul C. Jost
Suzann W. Matthews

Jeffrey L. McWaters
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Absent: William P. Barr
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Others present were:

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Anna B. Martin	Richard A. Williamson
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Also present were Richard Bland College President James B. McNeer and Dean of Administration and Finance Russell E. Whitaker, Jr.; College of William and Mary Interim Dean of Faculty of Arts and Sciences Barbara Watkinson and Faculty Liaison Committee member Professor Katherine Kulick.

The Vice Rector asked for any corrections to the minutes of the meeting on November 20-21, 2003. Hearing none, the Vice Rector asked for a motion to approve the minutes. Motion was made by Mr. Clements, seconded by Mr. Gerdelman and approved by voice vote.

The Vice Rector moved that, pursuant to Section 2.2-3711.A.1., 7., 8. and 10., of the Code of Virginia, the meeting be closed in order to discuss matters pertaining to specific personnel, the consideration of contracts, promotions and tenure; to receive briefings by staff members pertaining to actual or probable litigation; to discuss matters pertaining to gifts, bequests and fund raising activities and contracts for services; and to discuss the consideration of honorary degrees. Motion was seconded by Mr. Wolf and approved by voice vote. The observers were asked to leave the room and the Board went into closed session at 11:41 a.m.

The Board reconvened in open session at 12:11 p.m. The Vice Rector moved adoption of the **Resolution** certifying the closed session was held in compliance with the Freedom of Information Act. Motion was duly seconded and approved by roll call vote of the Board members by Secretary to the Board Michael Fox. (Certification **Resolution** is appended.)

Mr. Clements reported for the Richard Bland College Committee, noting that the College administration continues to work with the General Assembly on the housing proposal.

In his remarks, President McNeer reported on his success establishing additional scholarships and advised that the housing feasibility study had been completed. The survey was sent to high school principals and counselors with a response rate of 67%. It shows that 5500+ students could benefit from a residential two-year institution. The President indicated that meetings with legislators continue and he continues to be very encouraged by the response. Provost McCartan was working on increasing retention and graduation rates. President McNeer reported that in the spring the speakers for the International Forum series would be the ambassadors from Belgium,

Syria, and Uganda.

Mr. McWaters reported for the Committee on Buildings and Grounds, noting that the Design Review Board was making good progress. He advised that the Committee had received an update on Project MAST from Vice Provost Gary Kreps. Vice President Anna Martin provided background information on the utility easement resolution.

Mr. McWaters asked for a motion to adopt **Resolution 1**, Ironbound Road and Monticello Avenue Utility Easement. Motion was made by Ms. Poston, seconded by Mr. Clements and approved by voice vote.

Mr. Schroeder reported for the Committee on Development and Alumni Affairs, noting that the Board of Visitors faculty funding initiative was now at \$87,000. Vice President for Development Dennis Cross reported on campaign progress, noting that \$258.2 million had been raised by the end of December. Mr. Cross stated that progress was good and stressed the need to keep up the momentum.

Mr. Schroeder moved adoption of **Resolution 2**, Establishment of the Charles Allen Eggleston Endowment. Motion was seconded by Mr. Wolf and approved by voice vote.

Mr. Capps reported for the Committee on Audit, noting that the Committee had heard a report from the Director and reviewed the audit activities. He noted that although the staff was shorthanded, they were able to cope. Mr. Capps commented that the loss of faculty concerns the Audit Committee.

In the absence of Mr. Barr, Mr. Clements reported for the Committee on Academic Affairs, and asked Provost Feiss to introduce the new dean. The Provost briefly introduced John Wells as the new Dean of the School of Marine Science and Director of the Virginia Institute of Marine Science, noting Dean Wells begins on August 1. Dean Wells stated that he looked forward to being back and noted that his wife is from Norfolk

Mr. Clements moved adoption of **Resolution 3**, Appointments to Fill Vacancies in the Instructional Faculty; **Resolution 4**, Appointments to Fill Vacancies in the Administrative and Professional Faculty; **Resolution 5**, Confirmation of Academic Tenure; **Resolution 6**, Faculty Promotions; and **Resolution 7**, Designated Professorship. Motion was seconded by Ms. Ukrop and approved by voice vote.

Mr. Andrews reported for the Committee on Financial Affairs, noting that most Board members were present to hear the report. There were no action items.

There was no old business.

Under new business, in the absence of Mr. Barr, Ms. Poston reported for the ad hoc Bylaws/Meeting Review Committee, noting the meeting scheduled on January 26 had been snowed out. She thanked Board members for their survey responses. Ms. Poston reported that the Committee had refined the scope of their charge, discussed the timing of meetings and the timing of elections as well as types of committees and a more active Executive Committee. She advised that the Committee planned to meet in March and would have a full report for the Board in April. Ms. Poston advised that the survey would be sent again to those who did not respond should they wish to do so.

Vice Rector McWaters recognized and welcomed the President of the Cypher Society Harriet Storm.

Noting that the Director of the Washington Office, Susan Wayland, was retiring, the Vice Rector asked Ms. Matthews to read **Resolution 8**, Resolution Honoring the Retirement of Susan Hall Wayland, Founding Director of the Washington, D.C. Office, into the record. Ms. Matthews read the resolution and moved its adoption. Motion was seconded by Ms. Gore and approved by voice vote. (**Resolution 8** is appended.)

President Sullivan commented briefly on the appointment of the new director, Adam Anthony, who received his B.A. from William and Mary in 1987.

Vice Rector McWaters asked Vice Provost Gary Kreps to introduce the senior management members of the administrative team leading the Banner implementation under Project MAST. Mr. Kreps introduced University Registrar Carolyn Boggs, SIS Lead; Bernadette Kenney, Enterprise Information Systems Director; Director of Financial Operations Bert Brummer, Finance Lead and Judy Ewart, EIS System Architect. Mr. Kreps noted that Director of Human Resources Earleen O=Roark, HR Lead, was unable to attend as she slipped on the ice earlier this week and broke her wrist. Mr. Kreps also recognized Director of Internal Audit Mike Stump, as head of the Quality Assurance team.

Mr. Clements read into the record **Resolution 9**: Commendation for Implementation of Banner System, and moved its adoption. Motion was seconded by Mr. McWaters and approved by voice vote. (**Resolution 9** is appended.)

In closing remarks, Secretary to the Board Michael Fox briefly reviewed the Charter Day schedule. Chair of the Committee on Student Affairs Suzann Matthews reported that the students were holding a Charter Day gala in the Williamsburg Lodge to benefit the bone marrow drive and encouraged Board members to stop by and show their support.

There being no further business, the Board adjourned at 12:35 p.m.