



WILLIAM & MARY

CHARTERED 1693

BOARD OF VISITORS MEETING

AUGUST 25, 2020

1:00 P.M.

MINUTES

BOARD MEMBERS PRESENT

Mr. John E. Littel, Rector
Mr. William H. Payne II, Vice Rector
Ms. Barbara L. Johnson, Secretary
Hon. Mari Carmen Aponte (via phone)
Mr. Mirza Baig
Mr. Victor K. Branch (via phone)
Mr. S. Douglas Bunch
Ms. Sue H. Gerdelman
Mr. James A. Hixon
Ms. Cynthia E. Hudson
Ms. Anne Leigh Kerr (via phone)

Hon. Charles E. Poston
Ms. Lisa E. Roday
Mr. J.E. Lincoln Saunders
Dr. Karen Shultz Kennedy
Mr. H. Thomas Watkins III (via phone)
Mr. Brian P. Woolfolk (via phone)

Dr. Thomas J. Ward, Faculty Representative
Mr. Anthony Joseph, Student Representative
Ms. Arielle S. Newby, Staff Liaison

OTHERS PRESENT

President Katherine A. Rowe
Dr. Debbie L. Sydow, President of Richard Bland College (via phone)
Dr. Peggy Agouris, Provost
Dr. Virginia M. Ambler, Vice President of Student Affairs
Dr. Warren W. Buck III, Chair of the Principles for Naming and Renaming Working Group (presenter)
Dr. W. Fanchon Glover, Chief Diversity Officer
Mr. Samuel E. Jones, Special Assistant to the President (via phone)
Ms. Marilyn Midyette, Chief Executive Officer of the Alumni Association
Ms. Carrie Nee, University Counsel
Ms. Amy Sebring, Chief Operations Officer
Mr. Michael J. Fox, Secretary to the Board of Visitors
Ms. Jessica L. Walton, Deputy Secretary to the Board of Visitors
Members of the Executive Leadership Team
W&M Staff and Faculty

WELCOMING AND OPENING REMARKS

Mr. John E. Littel, Rector, called the meeting to order at 1:03 p.m. Mr. Littel welcomed all Board members both present and via phone. He then did a brief roll call confirming those participating via phone were on the line.

Mr. Littel thanked the special events and health center staff for checking in participants and making sure they followed the Healthy Together rules. He also thanked community members present at the meeting and by phone for their attendance.

Mr. Littel asked that all Board members identify themselves when speaking so that those listening remotely know who is speaking and to use the push-to-talk microphones at each table.

Mr. Littel noted that the Board was joined by Dr. Warren W. Buck III, Chair of the Principles for Naming and Renaming (PNR) Working Group and Special Advisor for Equity in the 21st Century. He then recognized Ms. Marilyn Midyette, Chief Executive Officer of the Alumni Association.

Ms. Midyette welcomed the Board and guests to the Alumni House. She said the Alumni House expansion has been a little over four years in the making, and she was delighted that the Board of Visitors was the first to use the new space.

Mr. Littel officially welcomed the new deans and Chief Information Officer: Maria Donoghue Velleca, Dean of Arts & Sciences; Benjamin Spencer, Dean of the School of Law; Robert Knoeppel, Dean of the School of Education; and Ed Aractingi, Chief Information Officer. He also recognized Jessica Walton, Deputy Secretary to the Board of Visitors, and noted this was her first in person meeting.

Mr. Littel, on behalf of his fellow Board members, recognized the amount of thought and work that went into preparing William & Mary to reopen safely. He said that the dedication and commitment from housekeeping, grounds crew, Student Affairs team, faculty, staff, students, Student Assembly, and others to those the university serves has been remarkable.

President Katherine A. Rowe noted that undergraduate classes started virtually last week and that it is wonderful to have students back on campus.

President Rowe had three updates for the Board. She began with the phased reopening. Students will be offered remote or on campus learning to allow for maximum flexibility to meet student needs while creating a remote environment that fosters community and a campus environment that safeguards health to the best of the university's ability. President Rowe reminded everyone that the aforementioned is being done because for the majority of students it is in their best interest to be able to choose which method of learning works best for them. The university learned in the spring that remote learning presented barriers for many students, especially low-income and first-generation students, and students of black and brown communities. The university recognized the ethical imperative to make on campus learning possible in a way that will preserve equity, a level playing field for learning, and minimizing health risks.

The university is continuing to take a phased and de-densified approach to reopening. A benefit of the slower return is scale. William & Mary's smaller size, density, and focus on flexibility – about 25% of students will be off campus for the semester – allows students to move back in phases in a way that will establish shared norms such as masking and socializing in a positive way.

Phased reopening has also given the university time to refine its testing protocol and complete a round of prevalence testing. It also allows time to understand how effective the social norms and physical distancing behaviors are now that they have been put in place. She said the university is

seeing high levels of commitment from students, staff, and the local community.

Reporting of violations has been consistent and follow up has been immediate. It is important to be concrete not ambiguous on what conduct is expected, and what counts as exposure. Socialization should take place in groups of no more than ten, while wearing masks, and ensuring good air circulation.

Upperclassmen who started the year remotely will be in phased return through Labor Day weekend.

President Rowe gave an update on diversity and inclusion with a focus on structural work the university's leadership team has committed to along with Faculty Assembly, PPFA, Student Assembly and Staff Assembly. President Rowe said that she will be sharing updated numbers on the refined D&I dashboard with the Board in September and expanding some categories by school to give each of the Deans additional data.

A key focus for the year is the university's efforts to accelerate the diversification of the faculty. This is a top priority that is identified by every constituency of the university. During the last four fiscal years the university has increased faculty of color by 21%. Overall scholars of color comprise 15% of the university's faculty. The mean for Virginia publics is 18% and 22% for the U.S. News World & Report Top 100. There is still work to do.

There are good research-based strategies that can help reduce this gap. This fall William & Mary is launching a new faculty hiring pilot that will run for three years to develop a common set of guidelines across the five schools. The university will test, and refine, during this time frame along and allow for the additional training of search chairs and Deans. The Provost, Deans, and Faculty Assembly have been charged with moving this effort forward. Even though the university is in a hiring freeze this is a good time to start this program. There will still be a small number of mission critical hires which will allow all involved to work together and learn.

Guidelines for the pilot include holding the bar high for excellence. The university seeks 100% of those hired to teach at William & Mary bring an expertise in creating inclusive learning environments. The second is using evidence-based approaches, and third is using iteration and refinement. The fourth and final guideline is student participation.

President Rowe shared two presidential actions she has recently taken. She established two named directorships for The Lemon Project and American Indian Resource Center. President Rowe appointed Dr. Jody Allen to the Robert Francis Engs Directorship of The Lemon Project and Dr. Danielle Moretti-Langholtz to The Thomasina E. Jordan Directorship of the American Indian Resource Center. These Directorships recognize pioneering work of their namesakes and of Dr's Allen and Moretti-Langholtz. Their research has uncovered a fuller more powerful account of William & Mary's history. President Rowe said that as the university seeks to advance equity and inclusion their work will be paramount.

The second action the President took was to approve a land acknowledgement for William & Mary which recognizes the indigenous peoples of the region whose ancestral lands the campus is located on.

William & Mary acknowledges the Indigenous peoples who are the original inhabitants of the lands our campus is on today – the Cheroenhaka (Nottoway), Chickahominy, Eastern Chickahominy, Mattaponi, Monacan, Nansemond, Nottoway, Pamunkey, Patawomeck, Upper Mattaponi, and Rappahannock tribes – and pay our respect to their tribal members past and present.

Prior to approving the acknowledgement the university consulted with the leadership of the Virginia tribes.

President Rowe said it is the university's aim to be as transparent as possible regarding finances especially given the many uncertainties. There are key dates and information that will give a better picture of the university's financial situation. This includes final fall enrollment figures, housing contracts, and a special session of the General Assembly which convened on August 18. The university expects to face a budget shortfall of at least \$30M based on what is known at the time of this meeting. This number could grow significantly if public health conditions deteriorate and the university has to change course.

APPROVAL OF MINUTES

Recognizing that a quorum was present, the Rector asked for a motion to adopt the minutes of the meetings of May 12, 2020 and June 16, 2020. Motion was made by Ms. Roday, seconded by Mr. Hixon. Mr. Woolfolk offered an amendment to the minutes that stated the May 12, 2020 minutes should reflect his intention to vote no on Resolution 11, William & Mary FY21 Operating Budget Proposal due to his concern regarding James Monroe's Highland. The Rector accepted the amendment and the minutes were unanimously adopted, with the amendment, by roll call vote conducted by Mr. Fox.

FALL RE-OPENING

Provost Peggy Agouris provided a data-based update on fall academics. At the time of the meeting the current undergraduate and graduate head count for the fall semester is 8,538 with the majority of the students - 67%, selecting the blended option of having both classes on campus and remotely. Of the remaining student population 26% will be remote, 6% will be on campus, and 1% have not yet specified their preferred method of learning.

Of the 6,369 undergraduates, 76% have chosen to participate in fall courses via the blended option. Twenty-two percent will be remote, with 1% on campus, and 1% unspecified. Graduate student participation method varies from school to school. The School of Ars & Science has the most students committed to being on campus at 43% and the School of Law has the most students participating solely remotely for the semester at 61%. VIMS has the largest blended commitment with 76% of their students participating both on campus and remotely. The Schools of Education and Business have a mixture of on campus, blended, and remote participation.

Dr. Virginia M. Ambler, Vice President of Student Affairs, reported on student experience and reopening. Dr. Ambler stated that the university has successfully welcomed back through a de-densified move-in, 1,917 students. Touchless check-in was offered to students for the first time, and

found to be efficient and will continue to be used.

Students are also required to have a negative COVID test before being allowed to move into on campus residences. Some COVID results were not available when students were ready to move back so the university worked in a case management style with each student and his/her family to ensure the student was able to move in back as quickly as possible.

Orientation has been completed for freshman and transfer students, and most of the graduate students. Orientation has been offered in person and online, so remote students also feel welcomed and have the ability to connect with one another.

The university's approach to accountability has garnered much attention both on and off campus. Through the Healthy Together Commitment there has been required training on what it means to live safely on campus together. PPE has been distributed for all staff, faculty, and students, and there is a robust testing plan in place. Creating these shared norms has been important in being accountable to one another.

The university has found it needs to take a stronger stance on non-compliant behavior, and student support has been strong. Student Affairs is providing activities for students that allow both for proper social distancing and interaction.

Ms. Amy S. Sebring, Chief Operating Officer, provided an update on testing. The university made the decision mid-summer to be aggressive with testing. Measures are above and beyond what VDH and CDC require to help mitigate the spread of COVID. Ms. Sebring reiterated the fact students have to be tested prior to returning to campus. In consultation with VCU Health the university identified an entity it could work with for testing. To date the university has tested over 5,000 individuals (students and employees) with 17 testing positive. There is another round of testing taking place in the coming weeks as the remainder of students return to campus. The university's focus now shifts to the prevalence testing.

Mr. Samuel E. Jones, head of the COVID Response Team (CRT), provided an updated from CRT. The Team is especially focused at this time on identifying gaps in the university's response in order to address those gaps immediately. The other focus is on emerging issues and remaining flexible. CRT is using technology as much as it can to gather and provide information.

The university has a partnership with the City of Williamsburg. The City Council signed onto the Healthy Together Community Commitment. This has challenged the local community to join William & Mary in the efforts to minimize the spread of the virus.

Mr. Jones shared the William & Mary COVID-19 Testing Results dashboard with the Board. The dashboard includes testing data related to university students and employees, and provides regional test results as well.

A brief discussion ensued regarding additional options related to COVID-19 precautions.

Mr. Jones continued his comments by addressing contact tracing. He said the university is in negotiations with VDH and the Peninsula Health District in order to get dedicated resources for

William & Mary to conduct required contact tracing as cases occur. Negotiations should conclude in the coming days.

A discussion ensued regarding COVID-19 testing at the university.

Dr. Ambler gave an update on modifications made to mental health services. During spring 2020 the university began supporting mental health via a virtual environment. This took place through the creation of a virtual wellness website, which became a national model. Therapists and physicians were trained on how to offer medicine and therapy through technology. Promoting optimal mental health on campus is multi-dimensional. A focus on compliance is important as it has been shown students flourish when they feel they are in a supportive environment.

REPORTS

Student representative, Anthony “AJ” Joseph, reported that overall students have reacted positively to the phased student return. Mr. Joseph thanked the Facilities Management staff for their work in ensuring the campus is compliant with COVID guidelines. New student orientation was a success. Mr. Joseph noted there are some emerging issues with compliance. The Student Assembly will continue to work with Dr. Ambler, Police Chief Deb Cheesebro, and Dean Marjorie Thomas to think about enforcement mechanisms while maintaining a balance between positive and negative reinforcement. The Student Assembly is also working with Student Affairs to provide safe options for students to engage, and work with Mr. Jones and the CRT to devise more ways to get messages out to students about compliance, contract tracing, exposure, and other messages regarding safe student life.

Mr. Joseph said the Student Assembly recently released a plan to tackle systemic racial injustice at William & Mary. The Assembly has organized into multiple teams to look at avenues to address academic diversity, student/police engagement, and community inclusion. Applications for students to be involved in these efforts will be released soon and SA will work with the administration to achieve identified goals. Mr. Joseph said he hopes to have further updates at the September meeting.

Ms. Areille S. Newby, Staff Liaison to the Board, reported communication with staff is still a concern at both high and low levels. There is a need for more detail for staff to make better decisions on how best to support their respective office. She said there is an increase in empowerment among staff to play a role in the decision-making process, however there is still concern about transparency and whether the return to campus is receiving enough thought. The Staff Assembly is identifying areas where staff need support. There is also a need for more timely and efficient communication.

Staff are working together during these challenging times and helping one another. This time has also allowed some to examine internal processes.

Faculty Representative, Thomas J. Ward, reported the faculty is trying to find the rhythm of the semester. It has been difficult planning for remote and in person classes, and switching between the two. The faculty worked hard through the summer and were involved in the plan ahead teams. Members of the Faculty Assembly met weekly with President Rowe and presidents of the other assemblies. The faculty re-envisioned classes for multiple possibilities, and are ready to continue the partnership with the administration on any emerging issues. The Faculty Assembly is looking forward to collaborating on the faculty pilot hiring study. Faculty are concerned about the learning experience

for students. In addition, they are looking at the health and safety of all on campus.

A discussion ensued about what the Board can do to assist the campus community during these challenging times.

Board member Lisa Roday brought forth a hand carry resolution entitled **Resolution Recognizing William & Mary Staff and Faculty**.

WHEREAS, beginning in early March 2020 and continuously since then the staff and faculty of William & Mary have been operating under the unprecedented circumstances of a global pandemic known as COVID-19. The pandemic has unleashed an astonishing series of unforeseen consequences and placed an enormous strain on the selfless men and women who serve the William & Mary community. They have served, nearly without pause, even as the pandemic persists, with the goal of continuing to provide education, teaching and learning for our community, ensuring the safety and well-being of our community, and making decisions that reflect a thoughtful response to a rapidly evolving and constantly changing situation, and

WHEREAS, these efforts are often made quietly, with resolve for the greater purpose of keeping our community safe. The character of each member of the William & Mary staff and faculty has been sorely tested since the onset of the pandemic and will continue to be tested in the uncertain days, weeks, and months ahead and

WHEREAS, it does not do justice to the service provided by our staff and faculty to simply say, "thank you," although we do, indeed thank them. The commitments that each has made, the remarkable gifts of time and talent they have each given and will continue to give in the face of the exceptional ambiguity they face, must be recognized with our sincerest appreciation. The names of the thousands of individuals who have acted surely, consistently and without hesitation cannot all be named here, but all are recognized by this resolution.

THEREFORE, BE IT RESOLVED That the Board of Visitors of William & Mary hereby lauds the staff and faculty of the university with our gratitude and praise.

Mr. Littel asked for a second to Ms. Roday's motion, which was offered by Ms. Johnson. Mr. Littel asked if there was any discussion at which time President Rowe offered a friendly amendment making November 30, 2020 a paid day of leave for employees. Ms. Roday welcomed the amendment and expanded on the friendly amendment offering November 30, 2020 be named "Healthy Together Recognition Day." Hearing no further discussion, **Resolution 3: Resolution Recognizing William & Mary Staff and Faculty**, as amended, was unanimously adopted by roll call vote conducted by Mr. Fox. (The resolution is attached)

FINANCIAL AFFAIRS COMMITTEE

Mr. James A. Hixon, Chair of the Committee on Financial Affairs, reported that prior to the Board meeting the Committee met. Ms. Sebring provided an update during the meeting as to where the

university stands in regards to the current FY21 budget, as well as the debt financing proposal.

Ms. Sebring provided a brief overview of her report to the Committee on what the budget presently looks like. Based on the information currently available the university is facing a budget shortfall of just over \$30M due to revenue shortfalls, increased expenditures related to COVID-19. Mitigation actions taken thus far include cost containment measures, a hiring freeze, voluntary personal action, reassignment of employees, and proposed debt restructuring. Should the public health conditions require a change of course it is possible for the budget shortfall to reach \$100M for FY21.

Mr. Hixon brought forth **Resolution 1(R): William & Mary Authorization of 2020 Bond Package**, on behalf of the Committee on Financial Affairs, for the Boards consideration. Given this was brought for by the Committee a second is not needed. Hearing no discussion, the resolution was unanimously adopted by roll call vote conducted by Mr. Fox.

RICHARD BLAND COLLEGE COMMITTEE

Mr. Victor K. Branch, Chair of the Richard Bland College (RBC) Committee, reported the Committee met August 18 and all Committee members were present. An update was provided by President Debbie Sydow, who was on the phone, and her cabinet on reopening plans, fall enrollment, student experience, and the diversity and inclusion equity review, a new initiative currently underway at RBC. The reopening plan, RBC Statesman Safe & Secure, closely follows VDH guidelines and has been certified by SCHEV. Students returned to campus last week and classes are officially underway.

OLD BUSINESS

President Rowe reported that all funds to proceed with the final stages of planning for the Memorial to the Enslaved, to be known as Hearth, have been secured. Ninety percent of funds were raised between One Tribe One Day on June 23 and August 25. Just over \$1M in private gifts have been committed which the Board will match to complete the \$2M project. Board members Mr. Hixon and Ms. Gerdelman were lead donors. Three alumni, and their spouses, completed the fund-raising goal by providing six-figure gifts. These alumni included Todd and Elaine Stottlemeyer, Cliff Fleet, Fran Zimmel, and Rob and Jean Estes.

The Memorial will be the first of its kind on a campus in the United States and will position William & Mary to lead national conversation around the legacies of slavery and the history of the United States.

Dr. W. Fanchon Glover, Chief Diversity Officer, reported on the Memorial's design. In the process of refining the design the university recognized the Memorial site would reimagine the Jamestown Road entrance to campus both symbolically and actually. The new pathway into campus will invite all into the learning, reflecting, honoring, and acknowledging of a more inclusive history. The new university values adopted last year have guided much of the work that has been done, especially belonging.

It is the hope that the Memorial will allow W&M to stand together and accelerate the university's work on equity and inclusion.

President Rowe noted the Memorial to the Enslaved is under design by Baskerville. The design process will be complete in September and ready for the Design Review Board to see. Kjellstrom and Lee will

be in charge of construction. They are expected to break ground in winter of 2021 and be complete in fall of 2021 in time for Homecoming.

President Rowe gave an update on PNR. She reminded the Board that the first draft of the principles were published for comment and there was a robust and thorough response from many in the community. It was clear PNR needed more time to achieve the aspiration of broad participation from multiple stakeholders.

Dr. Buck provided an update on PNR's progress. PNR solicited public feedback from the community via an online comment form in August. There has been participation from faculty, alumni, student, and the community. Dr. Buck said PNR has to reach beyond the scholarly language and engage the broader community. Comments submitted included concerns that the principles would in some way ruin the aesthetics of the campus and/or erase history. PNR has decided to expand its data collection by reaching out to more groups. PNR is reviewing all submissions and re-write the draft principles and then submit to President Rowe in time for the September Board meeting.

Mr. Joseph stated that when PNR reviewed the data and feedback given it was very Alumni focused. Mr. Joseph and the Student Assembly are going to meet with BIPOC student organizations on campus to solicit feedback from them. He is also going to email the Hulon Willis Association for feedback.

A discussion ensued about PNR's methodology in making decisions and recognizing the unique role William & Mary occupies in this space due to its history.

Mr. Littel noted that over the last decade the university and Board has been dedicated to equity and inclusion. The Lemon Project has spawned research and understanding of William & Mary's history as well as positive changes for the present and future. There is a genuine commitment to reconciliation. The 50th anniversary of African American students in residence on campus and the 100th anniversary of women students was a time of self-examination and reflection, and advancement. When issues have been identified to be inconsistent with the university's values the university has acted. William & Mary has expunged things found to be offensive. The university has begun and is committed to contextualizing those that are commemorated in the spirit of American historian and honorary William & Mary doctorate recipient Annette Gordon-Reed, to "take the good with the bitter." The university strives to more fully tell the narrative of those that started William & Mary. However, William & Mary is at heart a Colonial institution that is central to and interwoven in the founding of this nation. The Founding Fathers, and Mother, should be fully contextualized. However, it is important to recognize there would be no William & Mary or United States of American without these individuals.

Mr. Woolfolk expressed discomfort with the idea of taking the good with the bitter. He said that is not acceptable and finds it offensive. Mr. Woolfolk wanted to know who should accept the bitter and why they should accept it.

CLOSED SESSION

Ms. Johnson moved the William & Mary Board of Visitors convene in closed session pursuant to Va. Code §2.2-3711.A.1 for discussion of the assignment, appointment, performance and salaries of specific officers or employees, including the President of William & Mary, the Executive Leadership

Team and the Department of Athletics and the President of Richard Bland College; and Va. Code §2.2-3711.A.8 for consultation with legal counsel regarding specific personnel matters requiring legal advice. Motion was seconded by Ms. Gerdeman and approved by roll call vote conducted by Mr. Fox

At that time the Board members, President, Provost, COO and University Counsel entered the closed session meeting at 3:15 p.m.

RECONVENED OPEN SESSION

Following the closed session, the board members and ELT members returned to the open session at 5:01 p.m. Mr. Littel called the meeting to order. Ms. Johnson moved that the Board certify by roll call vote that, to the best of each member's knowledge, only matters lawfully exempted from the open meeting requirements under the Freedom of Information Act were discussed, and only matters identified in the motion to have the closed session were discussed. Motion was seconded by Mr. Payne and approved by roll call vote conducted by Mr. Fox.

Resolution 2: William & Mary Approval of the Salary of the President of Richard Bland College, which keeps President's Sydow's salary at the FY20 level, was moved by Mr. Littel, seconded by Ms. Roday, and approved 16-0 by roll call vote conducted by Mr. Fox. Ms. Hudson was absent from the vote.

Mr. Littel noted that President Rowe had requested that the Board temporarily lower her salary, which remains at the FY20 level, by 15% through the remainder of the calendar year. Mr. Littel made a motion to that effect, which was seconded by Ms. Roday. The motion was approved 16-0 by roll call vote conducted by Mr. Fox. Ms. Hudson was absent from the vote.

CLOSING REMARKS

Mr. Littel confirmed the Board has a regularly scheduled Board meeting on September 24-25.

ADJOURNMENT

There being no further business, Rector Littel adjourned the meeting at 5:06 p.m.

**WILLIAM & MARY
APPROVAL OF THE SALARY OF THE
PRESIDENT OF RICHARD BLAND COLLEGE**

RESOLVED, That the Board of Visitors of William & Mary approves for the Fiscal Year 2020-2021 the salary of \$292,803 for Debbie Sydow, President of Richard Bland College.

**RESOLUTION RECOGNIZING
WILLIAM & MARY STAFF AND FACULTY**

WHEREAS, beginning in early March 2020 and continuously since then the staff and faculty of William & Mary have been operating under the unprecedented circumstances of a global pandemic known as COVID-19. The pandemic has unleashed an astonishing series of unforeseen consequences and placed an enormous strain on the selfless men and women who serve the William & Mary community. They have served, nearly without pause, even as the pandemic persists, with the goal of continuing to provide education, teaching and learning for our community, ensuring the safety and well-being of our community, and making decisions that reflect a thoughtful response to a rapidly evolving and constantly changing situation, and

WHEREAS, these efforts are often made quietly, with resolve for the greater purpose of keeping our community safe. The character of each member of the William & Mary staff and faculty has been sorely tested since the onset of the pandemic and will continue to be tested in the uncertain days, weeks, and months ahead and

WHEREAS, it does not do justice to the service provided by our staff and faculty to simply say, “thank you,” although we do, indeed thank them. The commitments that each has made, the remarkable gifts of time and talent they have each given and will continue to give in the face of the exceptional ambiguity they face, must be recognized with our sincerest appreciation. The names of the thousands of individuals who have acted surely, consistently and without hesitation cannot all be named here, but all are recognized by this resolution.

THEREFORE, BE IT RESOLVED That the Board of Visitors of William & Mary hereby lauds the staff and faculty of the university with our gratitude and praise; and

BE IT FURTHER RESOLVED, That the Board of Visitors hereby supports the decision by President Katherine Rowe to make November 30, 2020 “Healthy Together Employee Recognition Day” that includes a paid day off.

August 25, 2020

CERTIFICATION OF CLOSED SESSION

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

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


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

VOTE

AYES: 17

NAYS: 0

ABSENT DURING CLOSED SESSION: 0



John E. Littel
Rector