



WILLIAM & MARY

CHARTERED 1693

BOARD OF VISITORS MEETING MINUTES

SEPTEMBER 22-24, 2021

WILLIAM & MARY ALUMNI HOUSE AND RICHARD BLAND COLLEGE

The William & Mary Board of Visitors met Wednesday, September 22 through Friday, September 24, 2021.

On Wednesday, September 22, the Richard Bland College Committee meet in Ernst Hall on the campus of Richard Bland College in Petersburg, VA from 2:00 – 4:00 p.m. Later that evening the Board convened in the Great Hall of The Sir Christopher Wren Buildings, on the William & Mary campus, for a meeting with the Posse Scholars.

BOARD MEMBERS PRESENT:

Mr. John E. Littel, Rector

Mr. William H. Payne II, Vice Rector

Ms. Barbara L. Johnson, Secretary

Hon. Mari Carmen Aponte

Mr. Victor K. Branch

Mr. S. Douglas Bunch

Ms. Sue H. Gerdelman

Ms. Cynthia E. Hudson

Hon. Charles E. Poston

Ms. Lisa E. Roday

Dr. Karen Kennedy Schultz

Ms. Ardine Williams

BOARD MEMBERS ABSENT:

Mr. James A. Hixon

Ms. Anne Leigh Kerr

Mr. John P. Rathbone

Mr. J.E. Lincoln Saunders

Mr. Brian P. Woolfolk

OTHERS PRESENT:

Dr. Katherine A. Rowe, President

Dr. John D. Riofrio, Hispanic Studies Program Director and Associate Professor of Hispanic Studies & Director of the Posse Program

Dr. Virginia M. Ambler, Vice President of Student Affairs

Mr. Michael J. Fox, Secretary to the Board of Visitors

Temiloluwa Abiodun, Posse Scholar

Shamsullah Ahmadzai, Posse Scholar

Peter Awabdeh, Posse Scholar

Adriek Gill, Posse Scholar

Amaya Jones, Posse Scholar

Darie Levermore, Posse Scholar

Keon Parastaran, Posse Scholar

Kimberly Sejas, Posse Scholar

Mialy Simon, Posse Scholar

Natalie Tubia, Posse Scholar

Alina Uzakpayeva, Posse Scholar

Mr. John E. Littel, Rector to the William & Mary Board of Visitors, convened the Board from 7:30 p.m. – 8:55 p.m. He introduced Dr. John D. Riofrio, Director of the Scholars Program, and spoke about the Program and the first class of scholars. Then each scholar introduced themselves. After introductions a discussion ensued between the scholars and the Board on a number of campus issues.

On Thursday, September 23, the Committee on Audit, Risk and Compliance met for session I from 8:30 – 9:45 a.m. and Executive Committee met from 10:00 – 11:30 a.m. in Leadership Hall of the Alumni House. The Committee on the Student Experience met at the Cohen Career Center from 11:45 a.m. – 12:30 p.m., followed by the Board lunch in Hunter Hall of the Alumni House from 12:30 – 1:15 p.m. Following lunch, the Committee on Institutional Advancement met from 1:15 – 2:00 p.m. in Hunter Hall. The Committee on Academic Affairs and Committee on Administration, Buildings and Grounds met simultaneously from 2:00 – 2:45 p.m. respectively in Hunter Hall and Leadership Hall. The Committee on Audit, Risk and Compliance met for session II from 3:00 – 4:00 p.m. in Hunter Hall, followed by the AD HOC Committee on Organizational Sustainability & Innovation from 4:00 – 5:00 p.m.

Ms. Barbara L. Johnson, chair, called the AD HOC Committee on Organizational Sustainability & Innovation (“AD HOC Committee”), a committee of the whole, to order at 4:03 p.m. and welcomed vice chair, Ms. Lisa E. Roday.

BOARD MEMBERS PRESENT THURSDAY FOR THE AD HOC COMMITTEE:

Ms. Barbara L. Johnson, Chair
Ms. Lisa E. Roday, Vice Chair
Hon. Mari Carmen Aponte
Mr. Victor K. Branch
Mr. S. Douglas Bunch
Ms. Sue H. Gerdelman
Mr. James A. Hixon
Ms. Cynthia E. Hudson
Mr. John E. Littel, Rector
Mr. William H. Payne II

Hon. Charles E. Poston
Mr. John P. Rathbone
Mr. J.E. Lincoln Saunders
Dr. Karen Kennedy Schultz
Ms. Ardine Williams
Mr. Brian P. Woolfolk

Ms. Meghana Boojala, Student Representative
Ms. Shannon H. White, Staff Liaison

BOARD MEMBERS ABSENT THURSDAY FOR THE AD HOC COMMITTEE:

Ms. Anne Leigh Kerr
Dr. Thomas J. Ward, Faculty Representative

OTHERS PRESENT FOR THE AD HOC:

Dr. Katherine A. Rowe, President
Dr. Peggy Agouris, Provost
Ms. Amy S. Sebring, Chief Operating Officer
Ms. Carrie S. Nee, University Counsel
Mr. Henry R. Broaddus, Vice President for Strategic Initiatives & Public Affairs
Mr. Timothy A. Wolfe, Associate Vice President for Enrollment & Dean of Admission
Dr. Jeremy P. Martin, Chief of Staff
Ms. Heather E. Golden, Chief Marketing Officer

Dr. W. Fanchon Glover, Chief Diversity 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 President's Cabinet
W&M Staff and Faculty

Ms. Johnson said the AD HOC Committee will provide oversight of the implementation of the university's strategic plan this year and into the future. She said the focus of the committee for the year is diversity, equity and inclusion, and operating and financial sustainability.

Mr. Johnson introduced Mr. Henry R. Broaddus, Vice President for Strategic Initiatives & Public Affairs, and Mr. Timothy A. Wolfe, Associate Vice President for Enrollment & Dean of Admission, who provided an update on enrollment growth.

Mr. Broaddus noted the goal of the university's planned smart growth initiative, which began in the fall of 2019, has been to increase the number of undergraduates enrolled each year by 150 students for four consecutive years, increasing the undergraduate student body by 600 students at the end of the four-year period. Mr. Broaddus said that the increased applicant pool has allowed the university to skip a year in the planned smart growth initiative. The target for the fall of 2022 was met, and exceeded, in the fall of 2021.

Mr. Broaddus said freshman enrollment growth is attributed to two spring entry methods for freshman. Freshman placed on the waitlist can attend a two-year college for a semester, or study abroad for a semester through the university's partnership with Verto Education which leads to guaranteed admissions for the spring.

Mr. Wolfe highlighted trends in the freshman applicant pool, one of which was a significant increase in applications. He also presented, for the past four years, a snapshot of admissions, the academic profile, and class demographics for the freshman class.

A discussion ensued regarding the variation breakdown of students of color; tracking the success of students who gained admission as test optional.

Mr. Wolfe continued by noting there has been an increase in the admissions of Pell Grant recipient freshman and transfer students in the fall of 2021. He noted that despite the increase in class size the percentage of freshman receiving Pell Grants also increased.

A discussion ensued regarding the impact of the increased enrollment on faculty; the need to communicate the success of increasing the number of Pell Grant students; testing versus test optional, and the metrics used to measure the success of test optional students; and the goal of the number of Pell Grant recipients.

Mr. Woolfolk expressed concern that the number of Pell Grant recipients at William & Mary and other schools in the Commonwealth is too low.

The discussion continued regarding the need for a growth goal of Pell Grant recipients, and analysis of the data that has led to the growth in Pell Grant recipients to date.

Dr. Katherine A. Rowe, President of William & Mary, began the presentation on the university's strategic plan – *Vision 2026*. She said this is the initial roll out of the plan and will include the high-level objectives of the university's strategic plan. President Rowe called on Dr. Jeremy P. Martin, Chief of Staff to talk about the process of the strategic plan since its inception in 2019.

Dr. Martin provided an overview of the process from when the strategic plan was launched in 2019. The process began with Phase I: Vision, Mission, Values, followed by Phase II: Environmental Analysis, and Phase III: Strategy Development. The initial process also incorporated community feedback. Phase III was delayed due to COVID-19 but resumed in March 2021. The three phases were used to create the *Vision 2026* framework.

Ms. Heather E. Golden, Chief Marketing Officer, reminded the Board of the positioning study conducted by SimpsonScarborough in 2019. She noted this has been a helpful tool in thinking about strategic planning and highlighted some of the findings from the study including how William & Mary is viewed differently by in-state students versus out-of-state students; the perception of a college versus a university; disciplines offered at the “best” institutions; attributes used in a student's decision making process; what students view as William & Mary's top attributes; and how people view a liberal arts education.

Mr. Broaddus presented the timeline for the strategic planning framework over the next six months. He said the university will be entering a planning-in process this fall. This timeline will include a process that allows for synthesis and convergence at the local, school and unit level; the ability of the Cabinet to refine and elevate school and unit objectives, initiatives, and actions; provide the Board an update on the “plan-in” process at the November meeting; finalization of the strategic framework; and public rollout of the strategic framework by Charter Day 2022.

President Rowe noted that when *Vision 2026* officially rolls out there will be a series of actions and measurable targets. President Rowe presented the three high-level priorities and associated goals: (1) Expand William & Mary's Reach: aim to address global challenges, forge dynamic partnerships to fuel positive change and model democratic ideals to extend its influence in the world; (2) Educate for Impact: reimagine the liberal arts and professional education in the 21st century to ensure the lifelong success of William & Mary graduates; and (3) Evolve to Excel: embrace change to achieve William & Mary's full potential in environmental and financial sustainability, in diversity, equity and inclusion, and in operational excellence.

A discussion ensued regarding the carbon neutral goal.

There being no further business, Ms. Johnson adjourned the AD HOC Committee at 4:59 p.m.

That evening the Board convened in the Sir Christopher Wren building. Beginning at 5:32 p.m. the Board met in the Chapel to hear a brief history of the building and take the William & Mary Board of Visitors Pledge. Board members then signed the Board of Visitors membership book in the Blue Room and had their annual group photo taken on the steps in the Wren Courtyard. The Board then gathered, from 6:30 – 8:30 p.m., for dinner in the Great Hall. A conversation ensued regarding the upcoming semester and specifically, COVID-19 plans, as well as the status of contextualization approved last year. Following that conversation each Board member shared updates. Next the Board discussed expectations of the President and the Executive Leadership Team relative to committee topics and discussion areas, as well as the preparation of pre-read documents provided to the Board before each

meeting. Lastly the Board had a conversation about the university's strategic planning rollout and Smart Growth plan.

BOARD MEMBERS PRESENT THURSDAY EVENING FOR THE PLEDGE AND DINNER:

Mr. John E. Littel, Rector

Mr. William H. Payne II, Vice Rector

Ms. Barbara L. Johnson, Secretary

Hon. Mari Carmen Aponte

Mr. Victor K. Branch

Mr. S. Douglas Bunch

Ms. Sue H. Gerdelman

Mr. James A. Hixon

Ms. Cynthia E. Hudson

Hon. Charles E. Poston

Mr. John P. Rathbone

Ms. Lisa E. Roday

Mr. J.E. Lincoln Saunders

Dr. Karen Kennedy Schultz

Ms. Ardine Williams

Mr. Brian P. Woolfolk

BOARD MEMBERS PRESENT THURSDAY EVENING FOR THE PLEDGE:

Ms. Meghana Boojala, Student Representative

Dr. Shannon H. White, Staff Liaison

BOARD MEMBERS ABSENT:

Ms. Anne Leigh Kerr

Dr. Thomas J. Ward, Faculty Representative

President Rowe was also present for the pledge, book signing, photo and dinner.

FRIDAY, SEPTEMBER 24

On Friday morning, September 24, the Committee on Financial Affairs met from 8:00 – 9:00 a.m. in Hunter Hall.

At 9:34 a.m. Mr. John E. Littel, Rector, convened the full Board.

BOARD MEMBERS PRESENT FRIDAY FOR THE FULL BOARD MEETING:

Mr. John E. Littel, Rector

Mr. William H. Payne II, Vice Rector

Ms. Barbara L. Johnson, Secretary

Hon. Mari Carmen Aponte

Mr. Victor K. Branch

Mr. S. Douglas Bunch

Ms. Sue H. Gerdelman

Mr. James A. Hixon

Ms. Anne Leigh Kerr

Ms. Cynthia E. Hudson

Hon. Charles E. Poston

Mr. John P. Rathbone

Ms. Lisa E. Roday

Mr. J.E. Lincoln Saunders

Dr. Karen Kennedy Schultz

Ms. Ardine Williams

Mr. Brian P. Woolfolk

Ms. Meghana Boojala, Student Representative

Dr. Thomas J. Ward, Faculty Representative

Dr. Shannon H. White, Staff Liaison

OTHERS PRESENT FOR THE FULL BOARD MEETING:

Dr. Katherine A. Rowe, President

Dr. Debbie L. Sydow, RBC President

Dr. Peggy Agouris, Provost

Ms. Amy S. Sebring, Chief Operating Officer
Ms. Carrie S. Nee, University Counsel
Mr. Michael J. Fox, Secretary to the Board of Visitors
Ms. Jessica L. Walton, Deputy Secretary to the Board of Visitors
Members of the President's Cabinet
W&M Staff and Faculty

Mr. Littel welcomed Board members, the presidents of Richard Bland College and William & Mary, and all other participants. Mr. Littel welcomed new Board members Ms. Ardine Williams and Mr. John P. Rathbone and asked them to introduce themselves. He also recognized new staff liaison, Dr. Shannon H. White, returning faculty representative, Dr. Thomas J. Ward, and new student representative, Ms. Meghana Boojala, and asked each to introduce themselves. Ms. Boojala introduced Student Assembly leadership and Board student committee representatives present at the meeting. Ms. Boojala recognized current Student Assembly Chief of Staff, John Cho; Student Assembly Vice President, Zenobia Goodman; Committee on Institutional Advancement student representative, Emmanuel Murphy; and Committee on Academic Affairs student representative Tarun Chandrasekar.

Mr. Littel reviewed the Board schedule for the week beginning with the Richard Bland College (RBC) Committee meeting at RBC on Wednesday afternoon and the conversation with the Posse Scholars that evening. He noted the Board had a full day of committee meetings the day before and concluded with the oath and dinner in the Wren Building. Mr. Littel said the Board normally honors outgoing members and retired university officials at its September meeting but in an abundance of caution, due to the pandemic, the event was postponed until the November meeting.

Mr. Littel then called on Dr. Debbie L. Sydow, RBC President to make opening remarks.

President Sydow thanked RBC Committee chair Mr. Victor K. Branch and Mr. Littel for holding the RBC Committee meeting at RBC on Wednesday, September 22. She then noted the financial report and dashboard tracking the progress of the year's priority goals in the pre-reads.

President Sydow noted that the two following items were highlighted at the committee meeting: the plan to relaunch RBC's strategic plan as well as refining goals and further clarifying the transformative vision of RBC; and the language in the 2021 State budget that permits RBC to pursue strategic partnerships to achieve priority goals related to the utilization of innovative technologies, back-office administrative cost reductions, and academic programming and credentialing that directly ties to high-demand jobs. She then reviewed the agenda from the meeting what reports were presented. President Sydow also noted the committee acted on the Six-Year plan, capital outlay plan, Workforce Planning & Development Report, appointment of professional faculty, and a resolution of appreciation.

President Sydow concluded by saying RBC's diversification has helped protect the college from enrollment loss seen in the traditional liberal arts program. She said strategic partnerships with Navitas, dual enrollment high schools, and Verto have presented promise for the future of RBC.

Mr. Littel then called on Dr. Katherine A. Rowe, William & Mary President to make opening remarks.

President Rowe began her remarks with a quote from Opening Convocation 2021 by former Board member Judge John Charles Thomas HON '18, which she said is the theme for the year.

“You need to be builders. We bring you here and embrace you and make you part of the community, because we need you to be builders.”

President Rowe said she is adding this charge to pandemic goals.

President Rowe provided updates on the university’s COVID-19 response; financial position; diversity, equity and inclusion; and strategic planning process. During President Rowe’s COVID-19 response she noted the initial COVID-19 increase experienced at the beginning of spring 2021 and fall 2021 semesters and William & Mary’s students, faculty, and staff’s ability to adapt to changing circumstances. President Rowe called on Chief Operating Officer, Ms. Amy S. Sebring.

Ms. Sebring shared the significant drops in the number of active cases on campus for students and staff, and cautioned that COVID-19 is still a concern and the university will continue to adjust as needed.

President Rowe provided an update on the university’s financial position. She reminded the Board of the university’s financial position a year ago and reviewed action taken to address the FY21 shortfall. President Rowe said that state-mandated cost increases and financial aid for students requires the continuation of cost-containment efforts undertaken in FY21 into FY22. She highlighted the Smart Growth plan presented in the AD HOC Committee, and the use and investment of quasi-endowment funds from the bond sale. She also said the university continues to focus on the long-term financial position of the university.

President Rowe provided an update on diversity, equity and inclusion (DEI). She said DEI drives innovation. She highlighted DEI related items including the fact that William & Mary has been selected for the fourth year in row for the Higher Education Excellence in Diversity (HEED) Award. President Rowe said there is a new report from the Office of Diversity & Inclusion showing the depth of work taken last year by academic and administrative units regarding DEI. She noted the steady growth in Pell Grant students admitted to William & Mary, the dedication of John E. Boswell Hall in August, the upcoming dedications of the Hulon L. Willis Sr. Hall and Arthur A. Matsu Arcade. President Rowe reminded the Board of the newly established Legacy Tribute Garden and Sankofa Seed sculpture, Hearth: Memorial to the Enslaved construction project, and the Asian Centennial taking place during the current academic year.

Lastly, President Rowe presented the objectives and actions of *Vision 2026* presented to the AD HOC committee. President Rowe said the university is working in a phased way and reiterated that the Cabinet will be working with schools and units in “planning-in” the framework this fall and will present the finalized strategic planning process to the Board in November.

President Rowe asked the academic deans present to stand and introduce themselves. Those present included Dean of Arts & Science, Maria Donoghue Velleca, Dean of the Law School A. Benjamin Spencer, Dean of the Business School, Lawrence B. Pulley, Dean of the School of Education, Robert C. Knoeppel, and Dean of the Virginia Institute of Marine Science, Derek Aday. President Rowe then

introduced new Athletics Director, Brian D. Mann. She then noted people in new roles, Heather E. Golden, Chief Marketing Officer; Steve Hanson, Vice Provost for Academic and International Affairs; and Ann Marie Stock, Presidential Liaison for Strategic Cultural Partnerships.

Mr. Littel expressed gratitude to former colleague John Charles Thomas, former justice of the Virginia Supreme Court, for stepping in and speaking at Convocation. He then noted that three President Rowe, Mr. Victor K. Branch, and Mr. William H. Payne II were named in the Virginia Business 500 Power List for education, finance, and economic development respectively. Mr. Littel also recognized Ann Marie Stocks for her contributions as vice provost.

Mr. Littel called on Mr. Michael J. Fox, Secretary to the Board of Visitors, to note some corrections in the April 22-23, 2021 and July 27-29, 2021 minutes before the Board votes to approve. Mr. Fox said there were some grammatical errors in Resolution HC-2: Renaming Buildings and noted Resolution HC-3: Naming of the Zable Stadium Arcade for Arthur A. Matsu needs to be amended to reflect Mr. Matsu emigrated to New York not Canada in the draft April 22-23, 2021 minutes. For the July 27-29, 2021 draft minutes Mr. Fox noted the handout regarding SCHEV's continuing education and Resolution HC-1: Resolution to Clarify Presidential Authorization for Vaccine Policy and Compliance, as approved by the Board in July 2021, needs to be appended to the minutes.

Mr. Littel asked for a motion to approve the minutes from April 22-23, 2021, as amended. Motion was made by Dr. Karen Kennedy Schultz, seconded by Ms. Barbara L. Johnson, and approved by voice vote. Next, Mr. Littel asked for a motion to approve the July 27-29, 2021, minutes as amended. Motion was made by Ms. Johnson, seconded by Ms. Sue H. Gerdelman, and approved by voice vote.

Mr. Littel called for the reports of the standing committees.

Mr. Branch reported for the **RBC Committee** and briefly reviewed the agenda. In addition, he recognized the work being done by RBC'S Chief Marketing & Communications Officer, Jesse Vaughan, and his staff.

On behalf of the Committee, Mr. Branch moved adoption of **Resolution 1**, 2021 Six-Year Plan Narrative (Part II); **Resolution 2**, Resolution to Approve 2022-2028 Capital Outlay Plan; **Resolution 3**, Resolution to Approve FY23 Operating and Capital Budget Requests; **Resolution 4**, Resolution to Approve the College Workforce Planning and Development Report; **Resolution 5**, Approval to Fill Vacancies in the Professional Faculty; and **Resolution 6**, Resolution of Appreciation to Mary Gurnick Professor of Chemistry Acting Director of Academics. **Resolutions 1-4** were approved as a block by voice vote and the **Resolutions 5-6** were approved by voice vote.

Mr. Charles E. Poston reported for the **Committee on Audit, Risk and Compliance** and briefly reviewed the agenda of session I and II. Mr. Poston noted that an external audit of the W&M's Department of Internal Audit, conducted every five-years, received the highest rating available. There were no action items.

Ms. Mari Carmen Aponte reported for the **Committee on the Student Experience** and thanked Board members who went to the Cohen Career Center and heard from a panel of students about internships. There were no action items.

Ms. Gerdelman reported for the **Committee on Institutional Advancement** and briefly reviewed the agenda. There were no action items.

Mr. S. Douglas Bunch reported for the **Committee on Academic Affairs** and briefly reviewed the agenda. On behalf of the Committee, Mr. Bunch moved adoption of **Resolution 7**, Appointment to Fill a Vacancy in the Instructional Faculty; **Resolution 8 (as amended - appended)**, Designated Professorship; **Resolution 9**, Award of Academic Tenure; **Resolution 10**, Faculty Promotions; and **Resolution 11**, Faculty Leaves of Absence. **Resolutions 7-11** were moved as a block and approved by voice vote. Mr. Payne was not present at the time of this vote.

Mr. Bunch then moved the following resolutions on behalf of the Committee on Academic Affairs: **Resolution 12**, Retirement of Donald E. Campbell, Department of Economics; **Resolution 13**, Retirement of John E. Graves, School of Education; **Resolution 14**, Retirement of Christopher L. Owens, Department of Theatre, Speech & Dance; **Resolution 15**, Retirement of Walter Wenska, Department of English; and **Resolution 16**, Retirement of Nahum Zobin, Department of Mathematics. **Resolutions 12-16** were moved as a block and approved by voice vote.

Mr. William H. Payne II reported for the **Committee on Administration, Buildings and Grounds** and reviewed the agenda. Mr. Payne also reported on agenda items from the Design Review Board (DRB) which met Wednesday, September 22, including the recommendation to contextualize the Marshall-Wythe statue.

On behalf of the Committee, Mr. Payne moved adoption of **Resolution 17**, Resolution to Approve the University Succession Plan. The motion was approved by voice vote.

A discussion ensued regarding the DRB recommendation to contextualize the Marshall-Wythe statue in front of the Law School. Mr. Woolfolk asked about contextualization versus removing the statue. He also asked if the decision incorporated the views of African American students and alumni, particularly of the Law School, and how he believes the statue does not promote inclusivity. Mr. Payne responded saying the decision to contextualize was done based on the defined responsibilities of the DRB approved by the Board in 2020, and comments of stakeholders were included in the request to remove the statue. Mr. Littel added that the process, discussed at prior Board meetings, is to contextualize historic figures and not remove them from campus. Mr. Woolfolk noted he did not recall a vote on this matter.

Ms. Barbara L. Johnson reported for the **AD HOC Committee on Organizational Sustainability & Innovation**, and highlighted the issues reviewed by the Committee of the Whole previously noted in the minutes.

Mr. James A. Hixon reported for the Committee on Financial Affairs and briefly reviewed the agenda. On behalf of the Committee, Mr. Hixon moved adoption of **Resolution 18**, Virginia Institute of Marine Science 2022-2028 Six-Year Plan; **Resolution 19**, William & Mary 2022-2028 Six-Year Plan; **Resolution 20**, Establishment of a Strategic University Quasi-Endowment; and **Resolution 21 (as amended - appended)**, Withdrawal of Funds From Muscarelle Museum of Art Quasi-Endowment. **Resolutions 18-21** were moved as a block and approved by voice vote.

Mr. Hixon reported for the Investments Subcommittee who met August 26, 2021 and briefly reviewed the agenda. He noted the subcommittee approved the investment of \$500,000 in the Millennium Fund and \$500,000 in the Strategic Partners IX Fund.

Mr. Littel reminded Board members of the reports provided in the Board book from the student and faculty representatives, and staff liaison. He then asked both representatives and the liaison to provide an update as to how their respective peers are feeling about health and safety on campus. Mr. Littel called on faculty representative for the Board Dr. Thomas J. Ward, who said the faculty are pleased to be back in person but are tired of dealing with the resurgence of COVID-19. He said faculty are looking ahead and are focused on strategic planning.

Dr. Shannon H. White, staff liaison for the Board, said the workforce is tired. She noted many are taking on more responsibility because of the difficulty to fill vacant positions. The applicant pool for positions is small and not always viable. Dr. White said there was an initial anxiousness about returning to campus, but staff is becoming more comfortable.

Ms. Meghana Boojala, student representative for the Board and Student Assembly, said that when students returned to campus there was an expectation of normalcy. However, when the COVID-19 spike took place there were high levels of anxiety among students. She said the anxiety stemmed from the concern of what to do if a student comes into contact with someone with COVID-19 or the contract COVID-19. The spike has pushed students to alter their expectations.

Mr. Littel said there was no old business.

Prior to entering closed session Mr. Littel noted the Board would have one action item upon its return to open session. He reminded those present that Homecoming is the weekend of October 8-10, 2021, and Commencement Ceremonies for the Class of 2020 will take place at 9:30 a.m. and 2:30 p.m. in Kaplan Arena on Sunday, October 10. Mr. Littel also reminded the Board the next Board meeting will take place November 18-19, 2021.

Mr. Littel told the Board that action has already been taken by the board to confer honorary degrees on Dr. Thomas Lovejoy and Mr. Donald Patten for the Commencement of the Class of 2020.

Mr. Littel moved that the Board of Visitors officially confer a honorary Doctor of Science degree on Anthony Stephen Fauci at the Commencement 2020 ceremony. Motion was seconded by Ms. Gerdelman and approved via voice vote.

Ms. Johnson moved the William & Mary Board of Visitors convene into closed session for the following reasons:

Pursuant to Va. Code §2.2-3711.A.1 for discussion of the performance, appointment and other personnel matters related to the presidents, other senior leaders and faculty members;

Pursuant to Va. Code §2.2-3711.A.7 and A.8 for consultation with legal counsel regarding pending litigation, contract and compliance matters for both W&M and RBC;

Pursuant to Va. Code §2.2-3711.A.29 for discussion of the scope and terms of a potential public contract where a conversation in open session would adversely impact the negotiating position of the public body; and

Pursuant to Va. Code §2.2-3711.A.5 for discussion of a potential expansion of a prospective industry's facilities in the community.

Motion was seconded by Mr. Payne and approved by roll call vote – 16-0 – conducted by Mr. Fox. Ms. Williams stepped out of the room before their vote was recorded but returned within a few minutes of the vote for closed session. Observers were asked to leave the room and the Board went into closed session at 10:48 a.m. with the W&M President and University Counsel.

The Board reconvened in open session at 12:10 p.m. 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 Ms. Schultz and approved by roll call vote – 17-0 – conducted by Mr. Fox.

Mr. Littel moved that the Board of Visitors approve a 5% salary increase for President Katherine A. Rowe effective July 1 consistent with the standard 2021 compensation increase provided to state employees and consistent with the average increase provided to William & Mary employees. Motion was seconded by Mr. Payne and approved via voice vote.

There being no further business, Rector Littel adjourned the meeting at 12:12 p.m.

**WILLIAM & MARY
DESIGNATED PROFESSORSHIPS**

The following members of the Instructional Faculty of William & Mary have been recommended for designated professorships.

BE IT RESOLVED, That upon recommendation of the President, the Board of Visitors of William & Mary approves the designated professorships for the following members of the Faculty, effective with the 2021-22 academic year:

ALEXANDER ANGELOV, David L. Holmes Associate Professor in Reformation Studies and American Religious History

MICHAEL P. CRONIN, Gale & Steve Kohlhagen Associate Professor of Modern Languages & Literatures

ADWAIT JOG, Adina Allen Associate Professor of Computer Science

CHRISTINE NEMACHECK, Class of 2024 Associate Professor of Government

VASSILIKI PANOUSSI, Chancellor Professor of Classical Studies

A. BENJAMIN SPENCER, Marshall-Wythe School of Law Foundation Trustee Professor of Law

ANN MARIE STOCK, Chancellor Professor of Modern Languages & Literatures

**WITHDRAWAL OF FUNDS
FROM MUSCARELLE MUSEUM OF ART QUASI-ENDOWMENT**

WHEREAS, in 2012, the Board of Visitors established the Muscarelle Museum of Art Quasi-Endowment with \$10 million in proceeds from the deaccessioning of several works of art that were not considered to be core to our collecting mission;

WHEREAS, the use of funds generated from the quasi-endowment are not generally available for basic museum operations, and are restricted to supporting the expansion and care of the collection; and

WHEREAS, the Museum annually receives income earned from the investment of the quasi-endowment which is generally used to acquire new works for the Museum's collection or to conserve works of art in the collection;

WHEREAS, the Museum seeks approval from the Board of Visitors to withdraw up to \$1.7 million from the corpus of the quasi-endowment to support two special, one-time initiatives that are timely and directly related to the care of the Museum's collection and its ongoing expansion;

WHEREAS, the Museum has an opportunity to acquire the collected works of Hans Friedrich Grohs (approximately 2500 works of art and 80 boxes of archival materials);

WHEREAS, the acquisition of this archive and body of work will allow the Museum and the University to fulfill one aspect of its mission – to support scholarship in the world of art. The combined proposed acquisition will establish a material archive that would support several PhD dissertations and numerous Masters theses;

WHEREAS, as part of the design work for the Martha Wren Briggs Center for the Visual Arts and the renovation of the Muscarelle Museum of Art, the university has an opportunity to substantially expand on-site, museum quality collection storage capabilities; and

WHEREAS, recent growth in the corpus of the quasi-endowment has grown to \$11.7 million as of June 30, 2021.

THEREFORE, BE IT RESOLVED, THAT the Board of Visitors approves the withdrawal of up to \$1.7 million from the corpus of the quasi-endowment to be used for the acquisition of Grohs' collected works (estimated at \$700,000) with the remainder of the funds (estimated at \$1 million) to be used in support of the renovation and construction of the Muscarelle Museum of Art expansion; and

BE IT FURTHER RESOLVED THAT, in the event the Muscarelle Museum is not successful in acquiring the collected works of Hans Friedrich Grohs, the Board of Visitors approves the use of the full \$1.7 million for the renovation and construction of the Muscarelle Museum expansion or up to \$700,000 for the acquisition of other works of art deemed suitable for the collection by the museum director.