



WILLIAM & MARY

CHARTERED 1693

ADMINISTRATION/ BUILDINGS & GROUNDS

September 26, 2019

PROJECTS UNDER CONSTRUCTION

- West Utilities Plant
- Alumni Center Renovation & Expansion
- Fine Arts Phases 1 & 2
- Reveley Garden
- Tribe Field Hockey Center

WEST UTILITIES PLANT

\$30,264,000

COMPLETION: JANUARY 2020



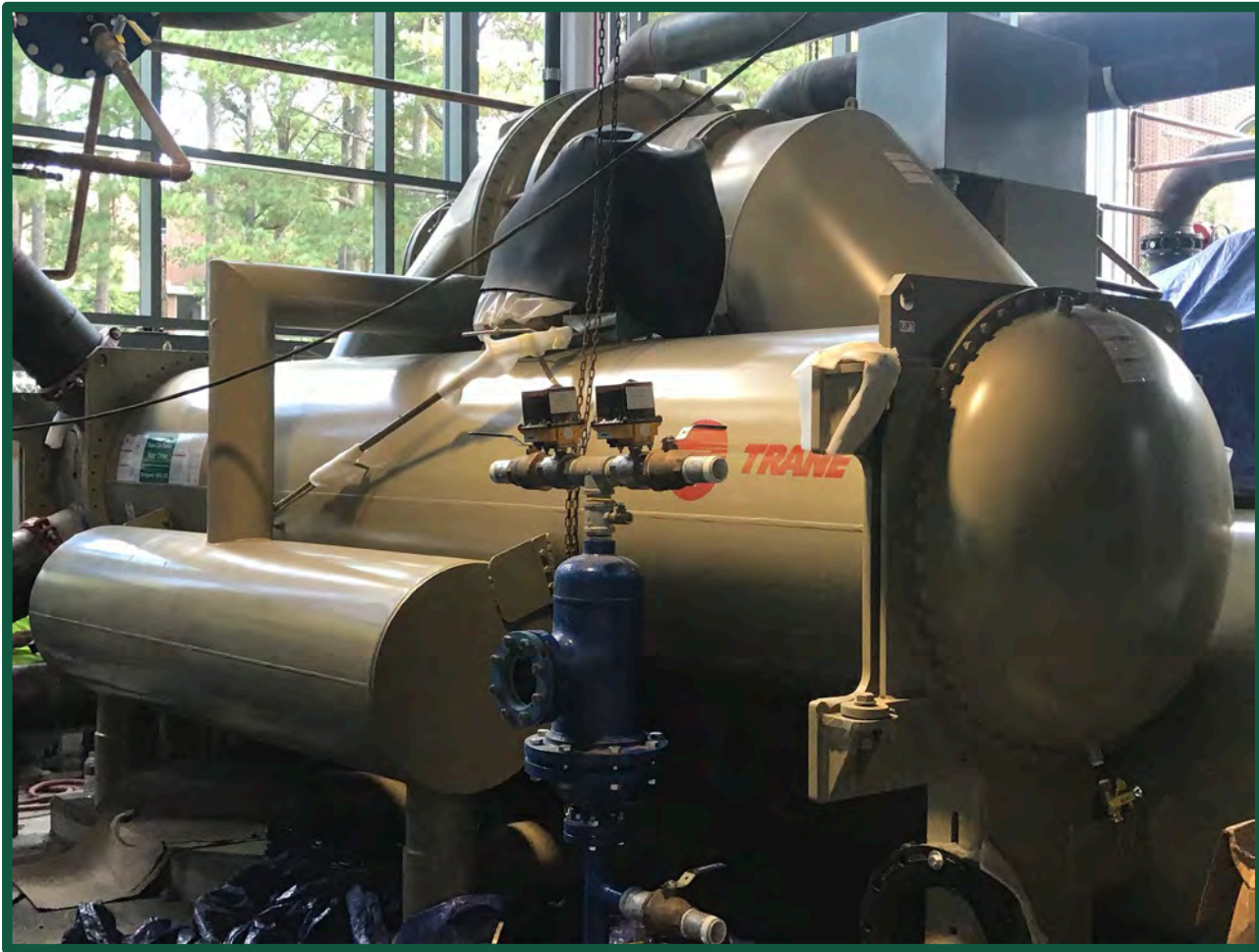












ALUMNI CENTER RENOVATION & EXPANSION

\$21,428,000

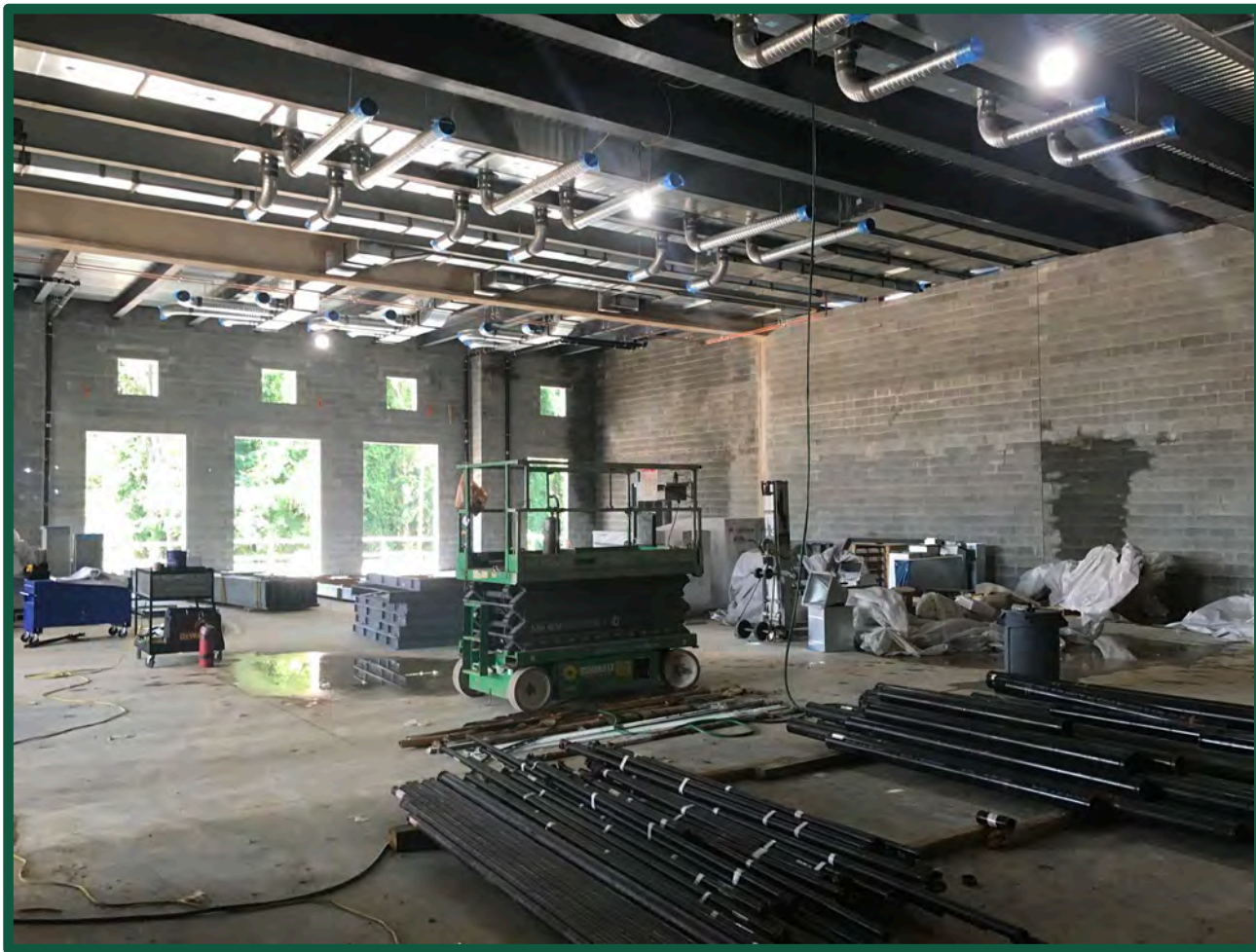
COMPLETION: APRIL 2020











FINE ARTS PHASES 1 & 2

\$122,142,000

COMPLETION: JUNE 2021











TRIBE FIELD HOCKEY CENTER

\$2,750,000

COMPLETION: OCTOBER 2019







PROJECTS IN DESIGN

- ISC 4
- One Tribe Place
- Sadler Center Addition
- Muscarelle Museum Expansion (Pre-Planning)
- Memorial to the Enslaved

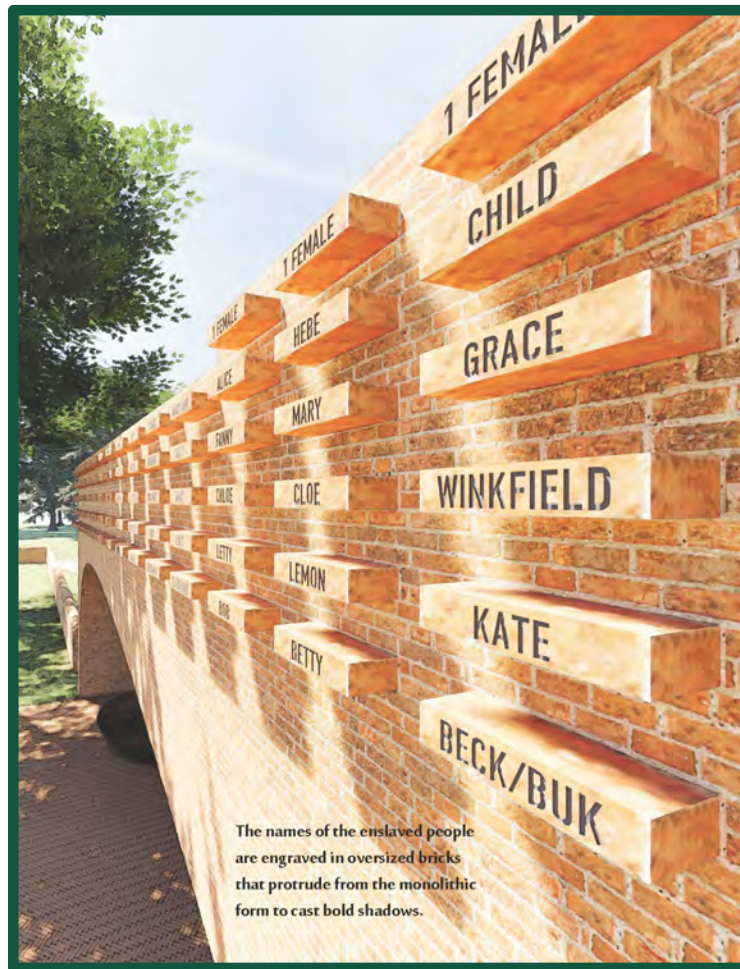
MEMORIAL TO THE ENSLAVED

- “...a memorial to the men, women, and children whose labor and lives William & Mary held in bondage from its founding until the Civil War.”
- “...a physical monument that establishes a new place of community and contemplation within or directly engaging with... William & Mary’s Historic Campus.”
- “...create a noble and lasting tribute to the memory of the people who built and served the university.”



The seating area provides an open, yet intimate outdoor classroom or meeting space for the campus community.





The names of the enslaved people are engraved in oversized bricks that protrude from the monolithic form to cast bold shadows.

The HEARTH's fluid, curving form starkly contrasts with the more traditional, orthogonal architectural lines of the adjacent Historic Campus. Standing in the HEARTH looking back on the quad provides a new lens through which to view and reflect on the story of this elite institution.



BUILDING COMMITTEE

- Fanchon Glover (Co-Chair; Chief Diversity Officer)
- Sam Jones (Co-Chair; Senior Vice President)
- Artisia Green (Chair, Memorial Competition)
- Justin Reid (Memorial Competition Committee)
- Warren Buck (Board of Visitors)
- Anthony Joseph (Student)
- Susan Kern (Executive Director, Historic Campus)
- Jody Allen (Director, Lemon Project)
- Ed Pease (Architect; Senior Lecturer)
- Van Dobson (AVP for Facilities Management)

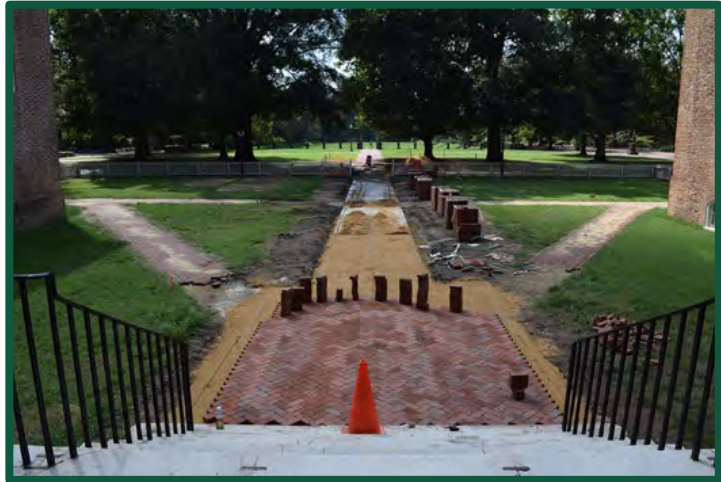
NEXT STEPS

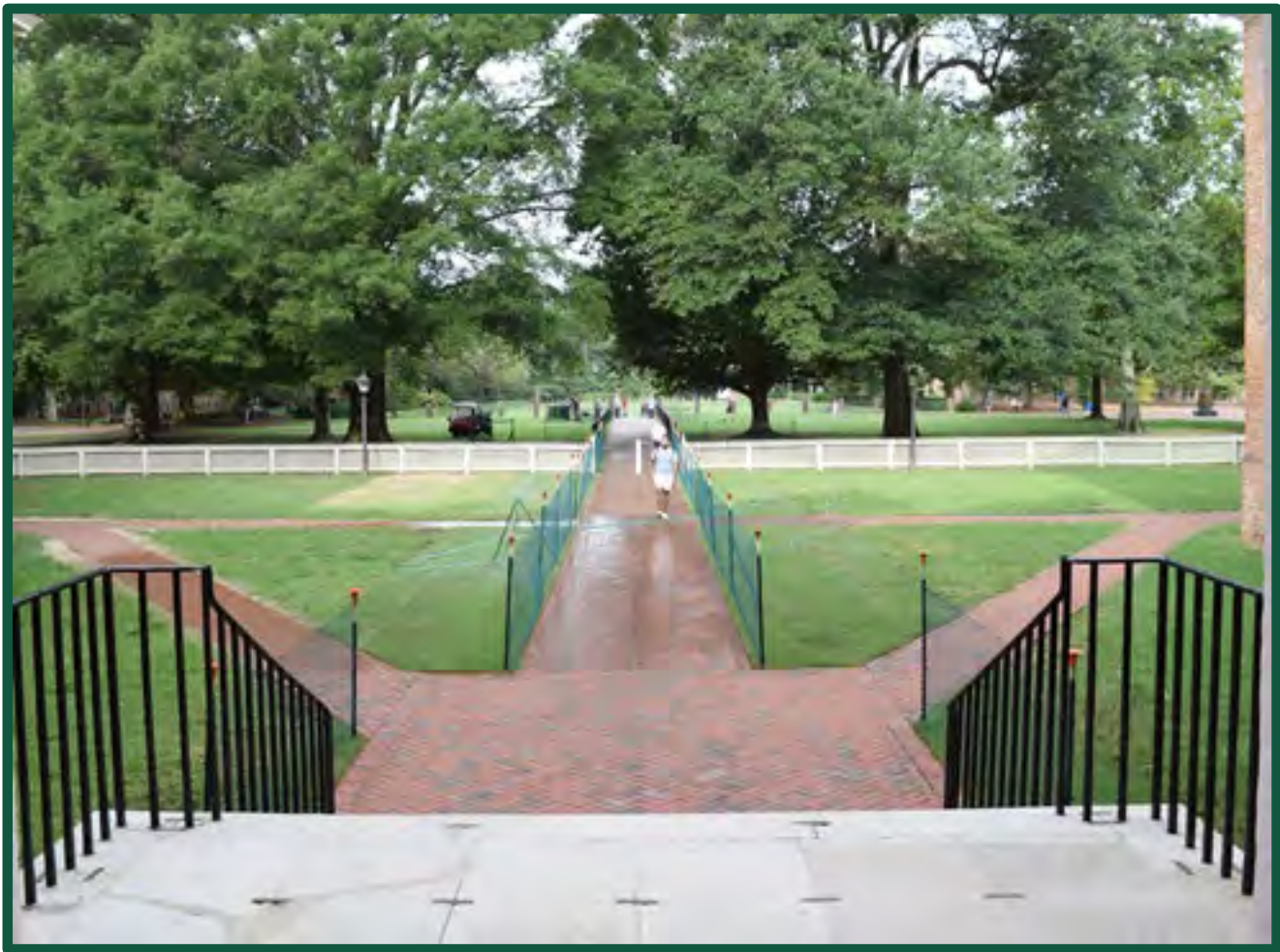
- Design Development
 - Architect Selection
 - Move from concept to final design
 - Confirm cost
- Complete Design and Construction Documents
- Complete Fund Raising
 - Board of Visitors match
- Construct Memorial

WREN DRAIN TUNNEL











WILLIAM
& MARY

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Technology Assessment

Administration, Buildings & Grounds Committee

September 26, 2019

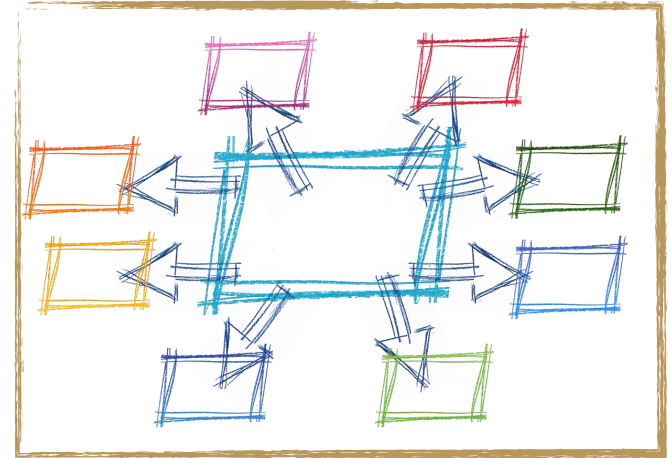


Purpose

- Assess current state of technology
 - Hardware
 - Data architecture
 - Software applications, architecture, and inventory
 - Vendor relationships
 - Campus technology use
- Assess readiness for future state of technology
 - Is IT aligned with institutional mission and ambition?
 - Are business processes structured in a way that supports change, flexibility and adaptability?
 - Does IT governance support strategic change?
 - Are there opportunities to make improvements at lower costs, at a higher service level, or both?

Process

- Engaged 1MountainRoad
 - Moderated 70 one-hour meetings while on campus in March, meeting with approximately 300 faculty, staff and students
 - Conducted 17 hours of additional follow up remotely
 - Issued report late spring with follow up session to leadership the summer

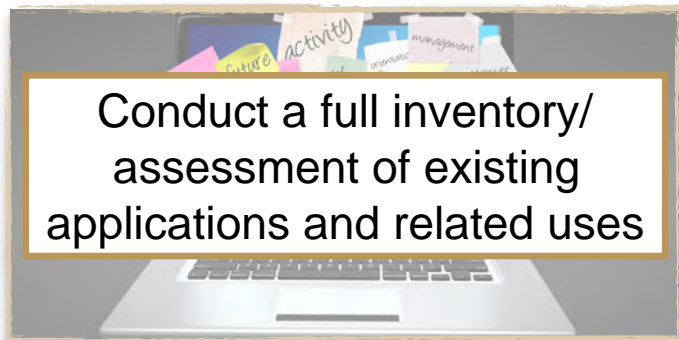




Key Findings

- Customer service is exceptional and has been the driving force for decision making
- University IT spend/staffing overall are appropriate
- Strategic positioning will require:
 - Better defined roles and decision-making process
 - Stronger focus on setting priorities and fully implementing /utilizing technology functionality
 - Moving from transactional to transformational
 - Clear communication

Next Steps





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WORKFORCE PLANNING & DEVELOPMENT

Christopher D. Lee, Ph.D., SPHR

Chief Human Resources Officer

BACKGROUND

- Code of Virginia § 2.2-1209 directs public institutions of higher education to prepare succession plans for presentation to the Board of Visitors with a copy to the Commonwealth Department of Human Resource Management (DHRM).
- As directed by DHRM, the plan has a threefold focus: mission critical positions, employees nearing retirement, and executive positions.
- The process was updated and expanded from 2018 and requires approval by the BOV and signatures of the President and Chief Human Resources Officer.

OVERVIEW

- The template is more useful for agencies than institutions of higher education.
- Nonetheless, the workforce planning process is a healthy one and provides the prompt to analyze data to uncover insights and take proactive measures.
- Our turnover percentages are generally good, though turnover for mid-career professionals will be further analyzed.
- Retention rates are solid; there are no succession planning gaps for critical positions as a whole.

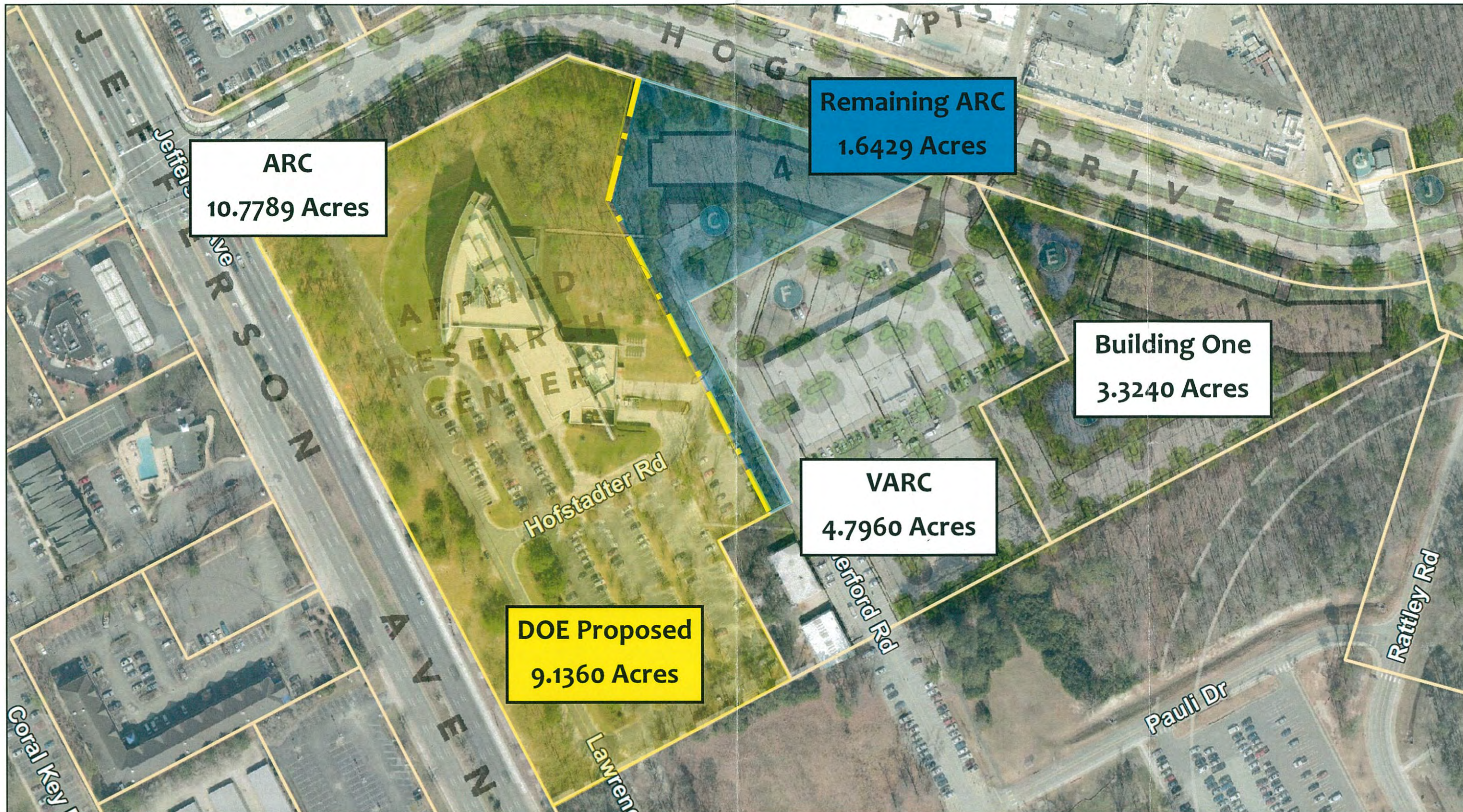
NEXT STEPS

1. Use workforce planning outputs as strategic planning inputs.
2. Complete salary study to evaluate competitiveness and manage retention of key staff/performers, as needed.
3. Consider ways to be more deliberate about career development for staff.
4. Further align training and development with goals and change initiatives.



CLOSED SESSION





**ARC / VARC / Building One Parcels
With Acreages and Proposed Property Lines**

RESOLUTION # 14-18

- Approve Modification to 2020-2026 Six-Year Capital Plan
- Approve Intention to Reimburse the Cost of Certain Expenditures: Renovate Dormitories
- Approve Intention to Reimburse the Cost of Certain Expenditures: Improve Athletic Facilities
- Approve College Building Authority Financing Authority: Improve Athletic Facilities
- Approve University Workforce Planning and Development Report