



WILLIAM & MARY

CHARTERED 1693

BOARD OF VISITORS MEETING MINUTES FEBRUARY 25-26, 2021 ALUMNI HOUSE

The William & Mary Board of Visitors met on campus in Williamsburg on Thursday, February 25 and Friday, February 26, 2021.

On Thursday, February 25, the Executive Committee met from 10:30 to 11:45 a.m. in Leadership Hall. At 11:30 a.m. the Board met for lunch in Hunter Hall. From 12:00 – 1:00 p.m. the Committee on Academic Affairs met in Hunter Hall while the Committee on Audit, Risk and Compliance met in Leadership Hall. The Committee on Administration, Buildings and Grounds met from 1:00 – 2:15 p.m. in Hunter Hall. From 2:30 – 3:15 p.m. the Committee on the Student Experience met in Hunter Hall.

At 3:37 p.m., Mr. Mirza Baig, Co-Chair, called the AD HOC Committee on Organizational Sustainability & Innovation, a Committee of the Whole, to order in Hunter Hall. Mr. Baig acknowledged co-chairs Ms. Barbara L. Johnson and Mr. H. Thomas Watkins III, who were present in the room and on the phone respectively.

BOARD MEMBERS PRESENT:

Mr. Mirza Baig, Co-Chair
Ms. Barbara L. Johnson, Co-Chair
Mr. H. Thomas Watkins III, Co-Chair (via phone)
Hon. Mari Carmen Aponte
Mr. Victor K. Branch (via phone)
Mr. S. Douglas Bunch
Ms. Sue H. Gerdeman
Mr. James A. Hixon
Ms. Cynthia E. Hudson

Ms. Anne Leigh Kerr (via phone)
Mr. John E. Littel
Mr. William H. Payne II
Hon. Charles E. Poston
Ms. Lisa E. Roday (via phone)
Mr. J.E. Lincoln Saunders
Dr. Karen Kennedy Schultz
Mr. Brian P. Woolfolk (via phone)

OTHERS PRESENT:

President Katherine A. Rowe
Dr. Peggy Agouris, Provost
Ms. Amy Sebring, Chief Operations Officer
Ms. Carrie Nee, University Counsel
Dr. Matthew T. Lambert, Vice President for University Advancement
Mr. Henry R. Broaddus, Vice President for Strategic Initiatives & Public Affairs
Dr. W. Fanchon Glover, Chief Diversity Officer
Mr. Colin A. Smolinsky, Director of Government Relations
Mr. Cliff Fleet, President & CEO, Colonial Williamsburg Foundation
Mr. Earl T. Granger, III, Chief Development Officer, Colonial Williamsburg Foundation
Ms. Arielle S. Newby, Staff Liaison
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. Baig asked Mr. Henry R. Broaddus, Vice President for Strategic Initiatives & Public Affairs, to begin his presentation. Mr. Broaddus introduced President Katherine A. Rowe and Provost Peggy Agouris. President Rowe summarized the framework for Phase III of strategic planning which will provide a return to the long-term vision and focused action as the university moves out of pandemic.

Provost Agouris summarized where the university stood pre-pandemic relative to strategic planning and reminded the Board of the process involving those efforts. Mr. Broaddus noted that lessons learned under pandemic will reinforce the strength of the foundation that was built in prior phases 1 and 2 and will inform how the university moves forward.

President Rowe noted that Phase III will bring expanded goals, long-term vision and near-term action. With new leadership on campus, revisiting these is especially important as the university looks to examine critical strategic priorities. Provost Agouris summarized the process for Phase III during Spring 2021; President Rowe went over a timeline, encouraging reflections and suggestions from the Board.

Mr. Broaddus delivered an update on enrollment growth. There has been strong application growth despite great challenges during pandemic, and efforts underway have resulted in opportunities that surpass initial goals. As fall '21 approaches, W&M is in the second year of a four-year process to enroll 150 new students each year. As of spring semester, the university is slightly ahead of schedule, exclusive of standard transfer policies.

Mr. Broaddus mentioned the partnership with Verto Education which offers a new pipeline for admission. Mr. Broaddus also announced that the first ten Posse scholars will be selected for next fall in a few weeks, as a result of W&M's agreement with the Posse Foundation. These efforts, together with enhanced modes of admission tours, will allow W&M to take advantage of new strategies for growth while protecting diversity and socio-economic composition of the class.

Mr. Broaddus introduced Dr. W. Fanchon Glover, Chief Diversity Officer, to present on the inclusive excellence framework.

Dr. Glover reported that W&M is about to adopt a strategic framework which will address multiple issues, including how the university measures itself and ensures accountability. By way of background, she noted that the Commonwealth's One Virginia Plan was announced by the Governor in summer 2020. Subsequently, President Rowe worked with assembly and senior leadership, and the Board, to develop key D&I strategic goals which were presented to the Board in fall 2020. The five diversity imperatives include: education/scholarship, access/success, climate/intergroup relations, infrastructure/investment, and community/partnership (to be renamed 'innovation'). These comprehensive domains help track institutional progress on the goal to increase belonging and inclusion.

Dr. Glover recapped the progress that has been made including the establishment of a university-wide diversity committee that has been essential in the incorporation of DEI leadership. She summarized

that briefings have occurred with the D&I leadership council, D&I advisory committee and university leadership and noted that people are excited that there will be metrics to show what is being accomplished. Legislation approved during the 2021 General Assembly will require every agency to have a DEI plan with reporting to occur at the end of each academic year.

Dr. Glover summarized the next steps beginning with spring 2021, including a qualitative organization draft that will be reviewed by the Cabinet. A final report will be submitted to President Rowe before submission to SCHEV.

Mr. Broaddus introduced President Rowe to deliver remarks regarding an exciting partnership between W&M and the Colonial Williamsburg Foundation. President Rowe expressed her delight in announcing that W&M will join with Colonial Williamsburg to research, relocate and interpret the 18th-century Bray School for enslaved and free Black children.

She introduced Mr. Cliff Fleet, President and CEO of Colonial Williamsburg, who made brief remarks. Mr. Fleet noted his excitement in continuing to work with W&M on several initiatives, especially the Bray School, which represents another important chapter of untold history. He is pleased that the two institutions can leverage their strength in terms of scholarship and preservation.

Mr. Baig also recognized the partnership between William & Mary and Colonial Williamsburg, noting the Board's appreciation.

There being no further business, Mr. Baig adjourned the AD HOC Committee on Organizational Sustainability & Innovation meeting at 4:17 p.m.

Immediately following the adjournment of the AD HOC Committee Mr. John E. Littel, Rector, convened the full Board at 4:17 p.m. Mr. Littel asked the Board to consider **Resolution HC-1** (appended), William & Mary Resolution on Disposition of Bray-Digges House (524 Prince George Street), which was discussed and approved earlier in the day by the Committee on Administration, Buildings and Grounds. Mr. Littel asked for a motion to approve the resolution. The motion was moved by Ms. Johnson and seconded by Mr. Payne. Hearing no discussion, **Resolution HC-1** was approved – 17-0 – by roll call vote conducted by Mr. Michael J. Fox, Secretary to the Board of Visitors.

There being no further business, Mr. Littel adjourned the full meeting of the Board at 4:19 p.m.

The following members of the Board attended the Bray School Event at the Arts Museum of Colonial Williamsburg at 5:00 p.m.: Mr. John E. Littel, Rector; Mr. William H. Payne II, Vice Rector; Ms. Barbara L. Johnson, Secretary; Ms. Sue H. Gerdeman; Dr. Karen Kennedy Schultz; Mr. S. Douglas Bunch; Ms. Cynthia E. Hudson; and Hon. Charles E. Poston. President Katherine A. Rowe and Virginia Governor Ralph Northam were also in attendance.

The event officially announced the partnership between William & Mary and the Colonial Williamsburg Foundation to research, relocate, and interpret the Bray-Digges House which housed the Bray School during the 18th-century where enslaved and free Black children were educated. The event did not involve the transaction of public business.

That evening the full Board convened in the Chesapeake Dining Room at the Williamsburg Lodge for dinner from 6:30 – 10:30 p.m. A conversation ensued regarding topics discussed earlier in the day at the committee meetings, as well as a review of the agenda for the full Board meeting. President Rowe commented on the university's response to the pandemic in the spring semester, the General Assembly Session and university financials.

BOARD MEMBERS PRESENT THURSDAY EVENING:

Mr. John E. Littel, Rector
Mr. William H. Payne II, Vice Rector
Ms. Barbara L. Johnson, Secretary
Hon. Mari Carmen Aponte
Mr. S. Douglas Bunch

Ms. Sue H. Gerdelman
Mr. James A. Hixon
Ms. Cynthia E. Hudson
Hon. Charles E. Poston
Dr. Karen Kennedy Schultz

BOARD MEMBERS ABSENT:

Mr. Victor K. Branch
Mr. Mirza Baig
Ms. Anne Leigh Kerr
Ms. Lisa E. Roday

Mr. J.E. Lincoln Saunders
Mr. H. Thomas Watkins III
Mr. Brian P. Woolfolk

Also present was William & Mary President Katherine A. Rowe.

On Friday morning, February 26, the Committee on Institutional Advancement met from 8:00 – 9:00 a.m. in Hunter Hall, followed by the Committee on Financial Affairs from 9:00 – 10:00 a.m. At 10:18 a.m. Mr. John E. Littel, Rector, convened the full Board.

BOARD MEMBERS PRESENT FRIDAY:

Mr. John E. Littel, Rector
Mr. William H. Payne II, Vice Rector
Ms. Barbara L. Johnson, Secretary
Hon. Mari Carmen Aponte
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 (via phone)
Mr. J.E. Lincoln Saunders
Dr. Karen Kennedy Schultz
Mr. H. Thomas Watkins III (via phone)
Mr. Brian P. Woolfolk (via phone)
Dr. Thomas J. Ward, Faculty Representative
Mr. Anthony M. Joseph, Student Representative
Ms. Arielle S. Newby, Staff Liaison

OTHERS PRESENT:

President Katherine A. Rowe

Dr. Debbie L. Sydow, President of Richard Bland College

Dr. Peggy Agouris, Provost

Ms. Amy Sebring, Chief Operating Officer

Ms. Carrie Nee, University Counsel

Ms. Carla Mooreland, President of the Alumni Association Board of Directors (via phone)

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

Committee Faculty and Student Representatives

W&M Staff and Faculty

Mr. Littel advised that a majority and quorum of the Board was present at the Alumni House and the following members were participating by phone: Victor Branch, Anne Leigh Kerr, Lisa Roday, Thomas Watkins and Brian Woolfolk.

Mr. Littel recognized the work that has been done by leadership teams, staff, faculty and students, at William & Mary and RBC, to ensure both campuses have an in-person semester. He acknowledged the stress and strain that everyone is facing during this time. He noted that anxiety and stress are being felt by all but magnified for lower income families facing economic hardships.

The Board planned to vote on tuition for the 2021-2022 academic year, but Mr. Littel said the Board has deferred any action to the April meeting to allow for the state budget process to conclude. He said the Board wants to do what it can to make college affordable and costs predictable for families.

Mr. Littel recognized the lengthy work of the Working Group on Naming and Renaming and thanked the Working Group chair Dr. Warren W. Buck III, his colleagues, including Anthony M. Joseph, President of the Student Assembly and student representative to the Board. Mr. Littel noted this is not the end of this work but the beginning.

Mr. Littel also thanked the Committee on the Student Experience chair Lisa Roday, co-chair Mari Carmen Aponte and students that participated in a panel discussion the day before. He said their efforts to tackle systemic racism will educate and have a lasting impact. He said the Board appreciates the perspective that student representatives have brought to the Board, as well as the sentiments and referendum results shared by Mr. Joseph. Mr. Littel stated that the Board hears the students and will strive to incorporate their perspective into its work.

Lastly, Mr. Littel commented on the Bray School Event that took place the prior evening. He thanked Dr. Terry L. Meyers and Dr. Jody Lynn Allen, for their research. He also thanked Mr. Cliff Fleet, President and CEO of the Williamsburg Foundation. Mr. Littel then called on Richard Bland College (RBC) President Debbie L. Sydow to make opening remarks.

President Sydow's remarks included highlights from the RBC Committee meeting held virtually on Tuesday, February 23. The RBC Committee received a presentation from Dr. Christina Hubbard, Senior Director for Strategic Research at the Education Advisory Board. Dr. Hubbard shared research-based information about the market pressures informing new strategies for two-year colleges.

President Sydow noted that both the Racial Justice & Equity Task Force and Statesman Safe & Secure Task Force provided updates, and the work of each task force is proceeding on schedule. She acknowledged the work done by each task force and praised the task force leaders – Evanda Watts-Martinez, Thom Addington and Jeff Brown – for their commitment to elevating of RBC in manner that aligns institutional thinking with RBC’s values.

President Sydow said spring enrollment projections had been met, and RBC is on track to balance the FY21 budget. The RBC administration will finalize the FY22 budget, after the state budget process concludes, for presentation to the RBC Committee and full Board in April.

President Sydow highlighted several other items from the February 23 Committee meeting, including the construction and anticipated completion of the new Academic Innovation Center in fall of 2022; and the final approval of the RBC Faculty Early Retirement Incentive Program by Governor Ralph Northam.

President Sydow announced that RBC’s virtual Commencement for the Class of 2021 will air on May 22 and Supreme Court of Virginia Associate Justice Cleo Elaine Powell will be the Commencement Speaker.

President Sydow noted that RBC is on track in the coming months to launch a statewide shared services consortium for higher education. This will ensure that the majority of resources are directed toward mission-critical operations.

Finally, President Sydow announced that Statesman athletics will add men’s baseball as an inter-collegiate sport. The team will begin competing in the spring of 2022.

In her opening remarks, President Rowe commented on a theme that came into focus during the semester’s first Community Conversation: under pandemic, the university has learned that it needs to act more quickly on what we know, because that knowledge has more impact and value now. She added that the university has learned it can take action in a swift and principled way even during pandemic.

President Rowe stated that the events of the last year have created a sense of urgency, an awareness of risk and unbalance, and the importance of being able to move forward despite uncertainty and risk. She highlighted the following issues: the legacy of racism – past and present; economic disparities; and vulnerability of human health.

President Rowe continued by highlighting four areas in which the university is moving quickly: safeguarding health while sustaining the mission; securing William & Mary’s financial foundation; developing strategic priorities; and advancing belonging and inclusivity.

First – Safeguarding Health: President Rowe noted that first round of census testing among students has been completed, active cases and new positives are declining, the 7-day positivity rate is less than 1%, and research shows 97% of the campus community are wearing a mask. President Rowe thanked Ms. Amy S. Sebring, Chief Operating Officer, and the Public Health Advisory Team, which she chairs. The team reviews data multiple times a day to understand the efficacy of the guidelines and policies

in place in order to adjust in real time. The university is following guidance from the Virginia Department of Health on vaccines. The partnership with Colonial Williamsburg, the City of Williamsburg and James City County have resulted in capacity to distribute approximately 3,000 vaccines a day.

Second – Financial Foundation: President Rowe said the university's funding model and academic model are not aligned, and the university is working to address this fact. President Rowe said the university needs to move faster in expanding access and affordability while still advancing the mission. Lessons have been learned during pandemic around more centralized structures and how to make teaching and learning more flexible. President Rowe thanked Provost Peggy Agouris and Ms. Sebring for initiatives to be more efficient.

Third – Strategic Priorities: President Rowe provided an update on strategic planning and said the administration views the last year as a stress test on phases one and two of the strategic plan (mission, vision and values; environmental scans). She said the university has a game plan in place to restart strategic planning with a new goal: gain positive momentum from William & Mary's pandemic experience. She said that in addition to developing a ten-year vision, the administration will also design a three-year action plan to maintain the university's momentum under pandemic. The Strategic Planning Process will begin again this spring and use the Community Conversations to kick-off the process. President Rowe said she will be asking how William & Mary has changed. The William & Mary Vision for 2030 will be published later this year and the Cabinet will move forward on near-term strategic priorities.

Fourth - Belonging and Inclusivity: President Rowe reviewed what she had said the day before in the Committee on Administration, Buildings and Grounds regarding the Principles of Naming and Renaming. She thanked Dr. Warren W. Buck III, chair of PNR, and the Working Group for their work in listening and reviewing more than 1,000 communications. She noted that several of the recommendations in the PNR report, published on February 26, 2021, are underway or have been completed. President Rowe said enough work has been done to rename Taliaferro Hall. Additional work, that can be conducted in a timely manner, is needed on Cary Field and Morton Hall. President Rowe said she has asked the Design Review Board (DRB) to pursue steps for reviewing these three prior to the April Board meeting in preparation for possible April Board action. She said there is a second part to naming and contextualization and that is selecting new names. She requested the DRB prioritize the following: Art Matsu, Hulon Willis, John Boswell, John Lewis and Katherine Johnson. In addition, President Rowe said PNR recommended several actions regarding contextualization. She has charged the Director of the Historic Campus, in consultation with the Lemon Project, to implement recommendations to contextualize Thomas Jefferson and James Monroe. Similar contextualization will also be done for Benjamin Ewell.

Finally, the President said that slow, detailed research has profound impact. She discussed how research on the Bray School conducted by the Lemon Project staff, faculty and student researchers demonstrate this impact. She expressed appreciation for the partnership, announced on February 25, with Colonial Williamsburg regarding the Bray School.

Recognizing that a quorum was present, the Rector asked for a motion to adopt the minutes of the meeting of November 19-20, 2020. Motion was made by Mr. Hixon, seconded by Ms. Johnson. Hearing no discussion, the minutes were adopted by roll call vote – 16 – 0 – conducted by Mr. Michael

J. Fox, Secretary to the Board of Visitors. Ms. Aponte was not present at the time of the vote.

The Rector called for the reports of the standing committees.

Mr. Branch reported for the **Richard Bland College (RBC) Committee** that met virtually on Tuesday, February 23. He noted that President Sydow had already provided an overview of the meeting. He thanked the RBC leadership team, highlighted the work being done by the Task Force on Racial Justice and Equity, and the Stateman Safe & Secure Plan. There were no action items.

Dr. Schultz reported for the **Committee on Academic Affairs**. Dr. Schultz asked Provost Agouris to highlight her presentation given during the Committee meeting.

On behalf of the Committee, Dr. Schultz moved adoption of **Resolution 1**, Appointment to Fill A Vacancy in the Instructional Faculty; **Resolution 2**, Designated Professorship; **Resolution 3**, Award of Academic Tenure; **Resolution 4**, Faculty Promotions; and **Resolution 5**, Leave of Absence. Motion was seconded by Mr. Littel and **Resolutions 1-5** were approved as a block by roll call vote – 17-0 – conducted by Mr. Michael J. Fox, Secretary to the Board.

Dr. Schultz then moved **Resolution 6**, Standish K. Allen, Jr. - School of Marine Science; **Resolution 7**, Lynda L. Butler - William & Mary Law School; **Resolution 8**, Maureen Fitzgerald – Religious Studies; **Resolution 9**, Victoria A. Foster – School of Education; **Resolution 10**, Charles F. Gressard – School of Education; **Resolution 11**, Grey Gundaker – Anthropology & American Studies; **Resolution 12**, Tomoko Hamada – Anthropology; **Resolution 13**, Gina L. Hoatson – Physics; **Resolution 14**, Charles R. McAdams, III – School of Education; **Resolution 15**, Raymond W. McCoy – Kinesiology & Health Sciences; **Resolution 16**, Edwin J. Pease – Art & Art History; **Resolution 17**, Elizabeth S. Radcliffe – Philosophy; and **Resolution 18**, Elizabeth A. Wiley – Theatre, Speech & Dance. Motion was seconded by Mr. Hixon and **Resolutions 6-18** were approved as a block by roll call vote – 17-0 – conducted by Mr. Fox.

Dr. Schultz introduced Dr. Mark Hofer, professor of educational technology and director of the Studio for Teaching & Learning Innovation (STLI) at William & Mary. Dr. Hofer's presentation on *Surviving and Thriving Amidst the Pandemic* shared examples of how professors have evolved and innovated during pandemic particularly with technology.

A discussion ensued regarding the future modules of learning.

Dr. Schultz introduced Dr. Stephen E. Hanson, Vice Provost for International Affairs. Dr. Hanson's presentation was on *Internationalization for the 2020s and Beyond*. Dr. Hanson discussed William & Mary's resources in international study. He highlighted W&M's centers devoted to interdisciplinary global issues. Dr. Hanson provided an overview of International Affairs strategic goals and results between 2011-2019. He then talked about study abroad programs, international students, and global research and engagement during pandemic. Dr. Hanson said there is a demand for global study and William & Mary is positioned to meet demand. Finally, he talked about the economic impact of global study and concluded by presenting five emerging priorities: increasing W&M's global name recognition; integrating global research into the university's research profile; advancing diversity, equity and inclusion; creating a "whole university" approach to internationalization; and new physical/virtual space.

A discussion ensued regarding lessons learned over the past year regarding technology and international students, and how those lessons will change or modify future opportunities.

Mr. Poston reported for the **Committee on Audit, Risk and Compliance** and briefly reviewed the agenda. There were no action items.

Before introducing Mr. Payne, Mr. Littel reminded members the full Board convened at the end of the previous day and approved **Resolution HC-1**, William & Mary Resolution on Disposition of Bray-Digges House (524 Prince George Street).

Mr. Payne reported for the **Committee on Administration, Buildings and Grounds** and reviewed the agenda. Other than **Resolution HC-1**, which had already been approved, there were no action items.

Mr. Payne acknowledged the desire of William & Mary student leaders and BIPOC students for change in the university's landscape. He said that the student representative for the Committee on Administration, Buildings and Grounds, Ms. Loni Wright, circulated a letter (**appended**) from BIPOC student organizations to the full Board entitled *Hear the Thunder of Our Chorus*.

A discussion ensued regarding naming and renaming. Mr. Woolfolk expressed discontent with the naming and renaming process. He believes William & Mary has not moved quickly enough to create an environment without landscapes and programs that cause trauma for Black students. Mr. Woolfolk highlighted the recent student referendum. He said processes have been created that will simply lead to more processes. He said the university must express values that prevent people from being exposed to people on campus that enslaved, raped and/or trafficked people. Mr. Woolfolk said if the university is not able to stand up and say the history department is named after a white supremacist what processes could be successful. Mr. Woolfolk said contextualization does nothing but make the university an accessory to disrespecting the community.

Mr. Payne said that the work of the PNR and DRB is to allow for this conversation to take place.

Mr. Joseph spoke up and said that there are no quantitative or qualitative metrics to determine a candidate for renaming. He inquired as to how students can hold the DRB accountable if there are no metrics in place.

President Rowe asked Mr. Joseph to clarify the metrics he is referring to. Mr. Joseph referenced a memo from the Student Assembly (SA) regarding Grievances on BOV Action Regarding PNR and formally petitioned the Board to make seven adjustments to the Principles for Naming and Renaming. He then read the seven adjustments included in the memo. Mr. Joseph said making the adjustments would narrow the principles and make it possible to evaluate and hold one another accountable.

President Rowe acknowledged the request for process adjustments.

Ms. Aponte reported for the **Committee on the Student Experience** and briefly reviewed the agenda. She also highlighted the student panel: Victor Adejayan, Ifeoma Ayika, Anthony Joseph, Jahanyi Prabhala, and Loni Wright. There were no action items.

Ms. Hudson said she valued hearing from the students on the student panel. She also thanked President Rowe in her openness to look at adjustments to the Principles on Naming and Renaming.

Ms. Johnson said that while she appreciates the work the students have done on naming and renaming it is incumbent on the administration and Board to make actions happen in a way that is equitable and addresses issues from multiple groups.

Ms. Baig 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. Baig commended SA for the work they have been doing, and congratulated Dr. W. Fanchon Glover for receiving the 2021 Virginia Center for Inclusive Communities Humanitarian Award on February 25. 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. Hixon reported for the **Committee on Financial Affairs** and briefly reviewed the agenda. There were no action items.

Staff Liaison Arielle S. Newby highlighted past and upcoming events of the Professionals and Professional Faculty Assembly (PPFA) and Staff Assembly. While neither Assembly met in January, PPFA hosted a Break Room meeting and the Staff Assembly hosted a Virtual Water Cooler Session. She also said both Assembly's are preparing for upcoming organizational elections. Ms. Newby conveyed the pressures staff are feeling to meet the needs of campus. She mentioned efficiencies that have been put in place during pandemic as staff work remotely. Ms. Newby noted she was inspired by words she heard during the Bray School event and urged everyone to live the university's values and act now. She went on to express personal experiences where she has felt oppressed or not seen. Finally, Ms. Newby thanked the Board for the conversations that are taking place, and thanked President Rowe for her ability to be open to dialogue.

Student representative to the Board and Student Assembly President Anthony M. Joseph provided an overview of the Student Panel discussion, mentioned the handout *Hear the Thunder of Our Chorus* and the Bray School Event. Mr. Joseph expressed his desire that the information shared with the Board will inspire members when entering conversations regarding race and racism. Mr. Joseph shared that last summer, when the Working Group for Naming and Renaming was formed, he felt hope and excitement. In a conversation with a family member, he was advised to be cautious of the process. While still holding out hope, he is concerned that actions will not meet what students are requesting. He said that while some may not approve of his tone, he speaks with the persistence students demand. Mr. Joseph expressed frustration at how he has not been able convey the fact that he believes the naming and renaming process is broken. He said there are too many loopholes and the Black community does not trust the process. He said the process is too broad and a process without a definitive stance on racist, white supremacist and enslavers is broken. He said honoring racist contradicts William & Mary values, and by not standing against racism it will continually be present.

Faculty representative to the Board Thomas J. Ward expressed that while the atmosphere is improving under pandemic there is a desire for more in person interaction. Dr. Ward reported that

faculty are working to assess teaching and learning, and how COVID-19 has affected promotion and tenure, particularly for junior staff. He discussed the impact the fiscal situation is having on non-tenure faculty, and naming and renaming efforts. Dr. Ward stated that naming and renaming is an issue that the university needs to act on quickly. He said that the points brought forward by the Student Assembly should be considered.

There was no old business.

There was no new business.

Prior to entering Closed Session Rector Littel thanked all the people involved in organizing the Board meeting and said the Board would have no business to conduct when it returned to open session.

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 of specific officers or employees including the Presidents of William & Mary and RBC and members of the W&M Executive Leadership Team and the Department of Athletics Department;

Pursuant to Va. Code §2.2-3711 subsections A.7 and A.8 for consultation with legal counsel regarding specific legal matters and pending enforcement actions; and

Pursuant to Va. Code §2.2-3711.A.9 for discussion and consideration of matters related to gifts and fundraising on behalf of the Departments of Athletics and History.

Motion was seconded by Mr. Hixon and approved roll call vote – 17-0 – conducted by Mr. Fox. Observers were asked to leave the room and the public listening by phone were muted and the Board went into closed session at 12:30 p.m. with the W&M President and University Counsel.

The Board reconvened in open session at 2:22 p.m. and the phone line for the public was reopened. 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 – 12-0 – conducted by Mr. Fox. Mr. Baig, Mr. Hixon, Ms. Kerr, Mr. Saunders and Mr. Watkins were not present for the certification vote as they had to departed prior to the conclusion of the closed session.

The Rector concluded the meeting reminding the Board that the next meeting is April 22-23, 2021.

There being no further business, Rector Littel adjourned the meeting at 2:23 p.m.

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WILLIAM & MARY
RESOLUTION ON DISPOSITION OF BRAY-DIGGES HOUSE (524 PRINCE GEORGE STREET)

WHEREAS, in May 1930, W&M acquired the structure currently located at 524 Prince George Street after moving it from its original location, which is now the site of Brown Hall;

WHEREAS, research conducted by scholars at William & Mary and the Colonial Williamsburg Foundation indicate that in its original location the structure was once owned by Dudley Digges and rented by Anne Wager, the mistress of a school operated by the Associates of Dr. Bray to educate enslaved and free Blacks;

WHEREAS, researchers believe that the structure currently at 524 Prince George Street (“the Bray-Digges House”) is likely the oldest extant building in America dedicated to the education of Black children;

WHEREAS, the Colonial Williamsburg Foundation desires to restore the Bray-Digges House to its 1760s appearance so that it may serve as a tool for programming and research into the complex history of access to education for enslaved and free Blacks in colonial America (“the Bray School Initiative”);

WHEREAS, W&M recognizes the historical significance of the Bray School Initiative and its alignment with other William & Mary efforts to address the institution’s historical involvement with slavery including the Lemon Project and the Hearth: Memorial to the Enslaved;

WHEREAS, the university currently uses the Bray-Digges house to support the Department of Military Science and as training rooms for the Army ROTC program and those uses can be accommodated in other facilities on campus without detrimental impact;

WHEREAS, the university has estimated that the value of the Bray-Digges House in its current form is roughly \$200,000 to \$300,000 with anticipated maintenance costs in future years beyond its current utility to the university;

WHEREAS, the Colonial Williamsburg Foundation intends to invest sufficient funds to uncover, restore and preserve the original structure, remediating its current site, at a cost much higher than current value of the Bray-Digges House.

WHEREAS, the Colonial Williamsburg Foundation seeks to transfer the structure to a location that will facilitate its use as part of the Bray School Initiative, significantly increasing its value as a public good; and

WHEREAS, the Colonial Williamsburg Foundation and the university intend to enter into a memorandum of understanding whereby they collaborate on the development and implementation of the Bray School Initiative, including the provision of scholarship funds to support a graduate researcher whose scholarly contributions directly advance the history, understanding, and development of the Bray School Initiative;

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THEREFORE BE IT RESOLVED, that the Board of Visitors hereby declares the structure at 524 Prince George Street to be surplus to the needs of the university, approves the proposal to pursue deconstruction of the existing building and transfer of the historic structure to the Colonial Williamsburg Foundation for use with the Bray School Initiative, and authorizes the President or her designee to coordinate review of the proposal by the Art and Architectural Review Board as contemplated by the university's management agreement and to pursue gubernatorial approval consistent with Va. Code §23.1-1019.D.

Hear the Thunder of *Our* Chorus

A letter to W&M on the disregard of BIPOC voices in renaming efforts

“In general, **their existence appears to participate more of sensation than reflection...** I advance it therefore as a suspicion only, that **the blacks, whether originally a distinct race, or made distinct by time and circumstances, are inferior to the whites in the endowments both of body and mind.**”

- Thomas Jefferson, *Notes on the State of Virginia*

How do you feel when you read this quote? Are you disgusted? Outraged? Or are you driven to defend those words? To defend that ideology as “of the time.” Forget the name associated with them - the successes that might overshadow the ideology. Ask yourself, if someone said that aloud today - would that be worth commemorating? We have the ability to recognize terrible people who do extraordinary things as geniuses. That recognition is deserved, but glorification, dedicating our highest awards in their honor and likening them to greatness - of morality, of unwavering commitment to the entire community, as the pinnacle of character is not only undeserved, it is immoral.

How could you read those words and feel **comfortable** giving an award named after the one who uttered them to a person of color?

It is time for William & Mary to recognize that actions prove belief, not just words. It doesn't matter if one says slavery is wrong if they never free their own slaves. If one, like Thomas Jefferson, does not believe in slavery **because**, black people disgust them and want to ship them back to Africa due to their inferiority, ranking them lower than ‘savages’ with no capability to be ‘developed,’ then they are not ahead of their time. They are still a staunch racist. By no means is Jefferson the only problematic president commemorated on this campus, but at least George Washington freed his slaves when he found the practice troubling.

We ask you to empathize with us and pose the question, how might you feel constantly being in a building, receiving an award, or being a member of a department named after someone who could've owned you? Who could (and according to history likely **would**) have beaten and raped you without a second thought to your humanity; who would not have recognized that humanity in the first place? How would you feel being at an institution that idolizes these men? Might that contribute to a sense of not-belonging and imposter syndrome? Do you think this is why we see spades of minority students who feel this way?

William & Mary consistently claims diversity and boasts about its related efforts. Still, the changes being made are almost entirely due to minority students' hard work, the same work that the administration often contests and slows down. We have had to create niche organizations to feel safe, and the administration continually tries to capitalize off of their formation by gathering us for “important conversations,” tokenizing us to prove and perform their “wokeness.”

We are tired.

Our faces are ceaselessly used as marketing tools to lure in other diverse students. Like fish to a hook, these students face a sad reality when they arrive, and the campus is not the beautiful picture of inclusivity the website promised. We, the very people in these photos, do not even feel welcome in this space, so how can we expect new students to feel welcome?

While outwardly the university may appear to have been responsive in the past year to the needs of Black and Brown students, it's essential to consider the timing. The university responded to our outcries only after the multiple police brutality crises that swept the whole nation. They had no choice. The last three times William & Mary has begun making strides forward have followed a national outcry surrounding the murder of a black man. This time it was George Floyd. When they met with BLM in early 2017 it was following the deaths of Alton Sterling and Philando Castile. In February of 2015 when they formed the *Task Force on Race and Race Relations* it followed the deaths of Michael Brown and Tamir Rice at the end of the previous year. Considering this very convenient timing, how can we as students know that the responses are genuine and not just to keep up appearances? Simple, we don't. But yet, we are still expected to feel comfortable in this environment and accept the mediocre efforts put into action.

Sure, we have outstanding initiatives, such as the Lemon Project, that explore William & Mary's history of cruelty and oppression so we can commemorate the critical, diverse figures and hold the school accountable. As usual, the administration claims the Lemon Project as their own, but we know it only formed because of students who did the hard work of pushing for it in 2008. After all of these years, the university still has not responded to the needs of the community without first having to be pushed to do so.

Even the efforts that have been initiated have made little progress. The Naming and Renaming committee began in June, yet they've only renamed two halls, only one of which is on the main campus and previously received little visibility. Meanwhile, UVA has renamed over six halls and landmarks on their main campus - many named after Confederates who were treasonous to our nation, but we've yet to do the same. Simultaneously, DC's similar naming & renaming efforts resulted in 21 schools and buildings being renamed in just three months, including locations named after Founding Fathers which the Board of Visitors has made off limits to the PNR working group. Our nation's capital can recognize that merely being a Founding Father cannot justify the enslavement, murder, rape, torture, and generational harm they caused. Why can't we?

Perhaps this significant discrepancy in progress is due to the weight the DC and UVA committees give to the encouragement of oppression and perpetuation of systemic racism these groups of men represent and stood for in their evaluation procedures. Perhaps their committees are motivated by action rather than pretty, useless words. Perhaps their Boards are a little more cognizant of the severity of the impact those actions and stances have made on the present day. Perhaps their Boards are a bit more empathetic of the environment they create by glorifying these men as though they are not in direct opposition to the values that sold students on their institution in the first place. Perhaps their Boards care about their BIPOC students.

It seems ours doesn't.

Yours,

Black Student Organization
Xi Lambda Chapter of Zeta Phi Beta Sorority, Inc.
African Cultural Society
Nu Chi Chapter of Alpha Kappa Alpha Sorority, Inc.
African American Male Coalition
National Pan-Hellenic Council
W&M Chapter of the NAACP
Xi Theta Chapter of Kappa Alpha Psi Fraternity, Inc.