



WILLIAM & MARY

CHARTERED 1693

BOARD OF VISITORS MEETING MINUTES NOVEMBER 18-19, 2021 WILLIAM & MARY ALUMNI HOUSE

The William & Mary Board of Visitors met Thursday, November 18 through Friday, November 19, 2021.

On Thursday, November 18, the Executive Committee met from 9:45 – 11:00 a.m. in Leadership Hall, followed by the Committee on Audit, Risk and Compliance (session I) from 11:00 a.m. to noon. The Committee on the Student Experience met in the McLeod Tyler Wellness Center from 12:45 – 1:45 p.m. The Committee on Financial Affairs met in Hunter Hall from 2:00 – 2:45 p.m. followed by simultaneous meetings of the Committee on Academic Affairs and Committee on Audit, Risk and Compliance (session II) in Hunter Hall and Leadership Hall, respectively, from 3:00 – 3:45 p.m. The Richard Bland College (RBC) Committee met from 4:00 – 5:30 p.m. in Hunter Hall.

That evening the Board hosted a reception from 6:00 – 7:00 p.m. for faculty and staff members who work in the data analysis and data sciences fields in Brinkley Commons, Alan B. Miller Hall. Following the reception, the Board gathered for dinner from 7:00 – 8:55 p.m. A conversation ensued about the political landscape of Richmond, the upcoming General Assembly Session and potential state budget surplus. The Board also discussed RBC and university housing.

BOARD MEMBERS PRESENT FOR THURSDAY RECEPTION & 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

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 ABSENT THURSDAY NIGHT:

Ms. Cynthia E. Hudson
Ms. Anne Leigh Kerr

OTHERS PRESENT FOR RECEPTION:

Dr. Carrie B. Dolan, Assistant Professor of Kinesiology & Health Sciences
Dr. Pradeep Kumar, Assistant Professor of Computer Science
Mr. Fredric I. Lederer, Chancellor Professor of Law and Director, CLCT
Dr. Matthias Leu, Associate Professor of Biology
Dr. Ammar A. Malik, Senior Research Scientist at AidData
Dr. Robert A. Rose, Executive Director, Institute for Integrative Conservation

Dr. Dan Runfola, Assistant Professor, Applied Science | Sr. Geospatial Scientist, AidData
Dr. Jaime Settle, Associate Professor of Government
Dr. Anthony Stefanidis, Professor of Computer Science
Dr. Shannon H. White, GIS Certificate Coordinator & Interim Director of Center for Geospatial Analysis
Dr. Joseph Wilck, Clinical Associate Professor of Business Analytics and Operations Management

President Katherine A. Rowe, Provost Peggy Agouris, and Chief Operating Officer Amy S. Sebring were also present for the reception and dinner.

FRIDAY, NOVEMBER 19

On Friday morning, November 19, the AD HOC Committee on Organizational Sustainability & Innovation (“AD HOC Committee”) from 8:30 – 9:30 a.m. in Hunter Hall.

Ms. Barbara L. Johnson, chair, called the AD HOC Committee, a committee of the whole, to order at 8:33 a.m.

BOARD MEMBERS PRESENT FRIDAY FOR THE AD HOC COMMITTEE:

Ms. Barbara L. Johnson, Chair	Hon. Charles E. Poston
Ms. Lisa E. Roday, Vice Chair	Mr. John P. Rathbone
Hon. Mari Carmen Aponte	Mr. J.E. Lincoln Saunders
Mr. Victor K. Branch	Dr. Karen Kennedy Schultz
Mr. S. Douglas Bunch	Ms. Ardine Williams
Ms. Sue H. Gerdelman	Mr. Brian P. Woolfolk
Mr. James A. Hixon	Mr. Meghana Boojala, Student Representative
Ms. Cynthia E. Hudson	Dr. Thomas J. Ward, Faculty Representative
Mr. John E. Littel, Rector	Dr. Shannon H. White, Staff Liaison
Mr. William H. Payne II	

BOARD MEMBERS ABSENT FRIDAY FOR AD HOC:

Ms. Anne Leigh Kerr

OTHERS PRESENT FOR AD HOC:

Dr. Katherine A. Rowe, President
Dr. Peggy Agouris, Provost
Ms. Amy S. Sebring, Chief Operating Officer
Ms. Carrie Nee, University Counsel
Mr. Henry R. Broaddus, Vice President for Strategic Initiatives & Public Affairs
Dr. Fanchon Glover, Chief Diversity Officer
Dr. Jeremy P. Martin, Chief of Staff
Mr. Michael J. Fox, Secretary to the Board of Visitors
Ms. Jessica L. Walton, Deputy Secretary to the Board of Visitors
Ms. Lillian Stevens, Assistant to the Vice President for Strategic Initiatives & Public Affairs
Members of the President’s Cabinet
W&M Staff and Faculty

Ms. Johnson explained that the committee's time would be used for a working session intended to solicit feedback from Board members about dashboard tools to be used for measuring progress on strategic objectives in general and on Diversity, Equity and Inclusion (DEI) objectives in particular. She said that the working session is to provide input to the senior administration to assist with their development of dashboard tools designed to ensure that the Board and W&M are meeting its objectives.

Ms. Johnson then introduced President Katherine A. Rowe to describe the working session in more depth and lead the exercise.

President Rowe said the goal of the working session is to foster generative and open conversation about dashboard measuring tools, which will inform development of a dashboard for Vision 2026. She said the conversation should bring forth a sense of common vocabulary, key performance indicators, and key design requirements for dashboards. She noted that a proposed dashboard tool will be brought forward in April 2022.

At 8:40 a.m., the following breakout groups convened for 20 minutes.

- John P. Rathbone (reporter), Victor K. Branch, Karen Kennedy Schultz
From W&M: Amy Sebring
- Cynthia E. Hudson (reporter), William H. Payne, Sue H. Gerdelman, James A. Hixon
From W&M: Chon Glover
- Ardine Williams (reporter), Barbara L. Johnson, S. Douglas Bunch
From W&M: Peggy Agouris
- Mari Carmen Aponte (reporter), Lisa E. Roday, Charles E. Poston, Brian P. Woolfolk
From W&M: Henry Broaddus

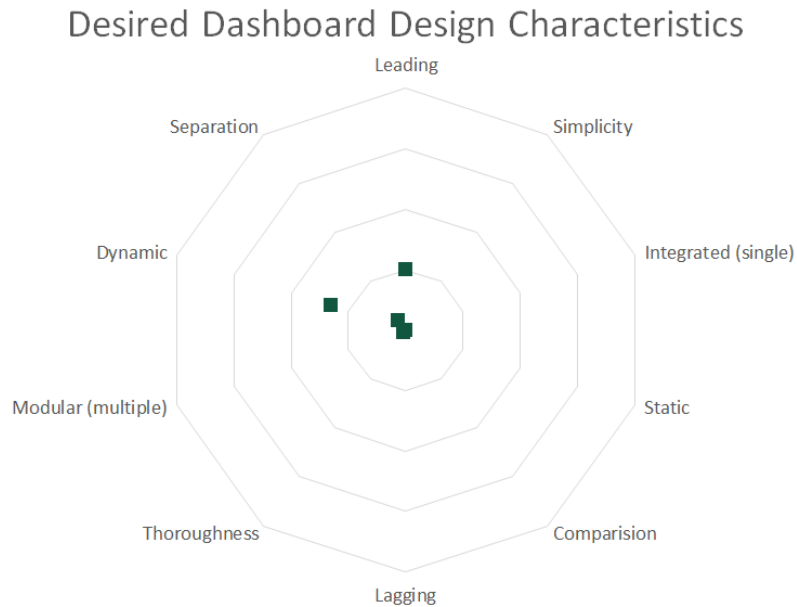
Discussion ensued regarding the following design considerations.

1. Leading Indicators vs. Lagging Indicators: What balance should be struck between measuring progress on activity that will produce future success (leading) and measuring achieved success (lagging)?
2. Simplicity vs. Thoroughness: What is the right level of detail for the dashboard to be an effective management tool that keeps the leadership of the university (board, president, cabinet) aligned and equipped with a shared understanding? When are directional indicators and proxies preferable to deeper levels of detail?
3. Integration vs. Modularity: Should we have separate but coordinated dashboards for strategic planning and DEI (and, perhaps, other sub-dashboards), or should these be integrated as a single reporting tool?
4. Static vs. Dynamic: With what frequency should metrics be updated? Where does alignment with existing reporting tools (IPEDS, CDS, etc.) serve a useful function and create efficiencies, and where would more frequent updates enable course corrections and faster progress?
5. Benchmarks for Comparison vs. Benchmarks for Separation: What is the appropriate role of peer-group comparisons? How should we frame these comparisons in order to spur separation from the status quo?

At 9:00 a.m., President Rowe directed Board members to a digital survey tool delivered via email. She asked them to rate along a 1-5 scale the various dimensions discussed in their breakout groups, with the results (Graph 1) to be displayed on screen.

While data from the survey was being compiled to share with the Board a discussion ensued about the various conversations held by each group.

Graph 1



President Rowe set forth that the administration will make recommendations to the Board, noting the administration should identify the shared purposes that the Board and management (deans) are tracking together, which should drive what metrics are used with the Board on the forthcoming dashboard.

There being no further business, Ms. Johnson adjourned the AD HOC Committee at 9:30 a.m.

At 9:52 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. 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
Mr. Meghana Boojala, Student Representative
Dr. Thomas J. Ward, Faculty Representative
Dr. Shannon H. White, Staff Liaison

BOARD MEMBERS ABSENT FRIDAY FOR THE FULL BOARD MEETING:

Ms. Anne Leigh Kerr

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 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 all those present and sent best wishes to Board member Anne Leigh Kerr who was unable to be attend.

Mr. Littel thanked the students, faculty, staff, and members of the administration that met with him during his annual Rector's Day visit (October 13 and 21). Mr. Littel said that during the meetings he heard innovative and enthusiastic ideas, along with some concerns.

Mr. Littel noted that after committee meetings concluded on Thursday, November 18 the Board held a reception with faculty and staff involved in data analysis and data science. He also noted this is an area of importance and the Board and administration realize the need to equip students not just with the skills of a liberal arts education but also with the skills and characteristics of data science and data analytics.

Mr. Littel then called on Dr. Debbie L. Sydow, Richard Bland College (RBC) President to make opening remarks.

President Sydow highlighted an October article in the Richmond Times Dispatch that reported on the stagnant student enrollment among Virginia's colleges and universities over the past two years. She said that two-year colleges and universities that cater to low income students have seen a large decline in enrollment. She noted that RBC's enrollment has dropped approximately 10.2% year-over-year beginning in fall of 2020. President Sydow also discussed that the pandemic has widened the gap of access between wealthy and low-income students.

President Sydow said that amid a bleak enrollment landscape for institutions serving low-income students, RBC is working to grow its core population and expand dual enrollment. RBC is also seeking to transform and become a new model of education in the Commonwealth.

President Sydow provided an overview of the RBC Committee meeting that took place the day before. She noted that most of the Board joined the Committee and RBC Foundation Board leadership was present.

President Sydow said RBC will present a status report on Title IX compliance and Statesman Athletics at the February 2022 meeting.

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

President Rowe said that entering the fall semester the administration knew that the semester would be different than any other academic year previously experienced, and public health was and is still uncertain. She noted the one difference this academic year is the William & Mary community is highly vaccinated, and learning and working is in person.

President Rowe acknowledged students, the Student Assembly and the leadership of Student Assembly President, Meghana Boojala, for the work that has been done to adapt and handle the effects of the pandemic. She also lauded the faculty and staff for their work during pandemic.

President Rowe highlighted multiple events that took place on campus since July 1 including the new Employee Convocation, Opening Convocation for the Classes of 2024 and 2025, launch of the Centennial for Asian Education, dedication of John E. Boswell Hall, and dedication of Hulon L. Willis Sr. Hall. She said the university will dedicate the Arthur A. Matsu Arcade and unveil Virginia Department of Historic Resources marker unveil in the spring.

President Rowe remarked on the success of the 2021 homecoming and reunion weekend, and the Commencement Ceremony for the Class of 2020 that took place in October.

President Rowe said ongoing and continuing contextualization related to the university's history of slavery is well underway. She noted the progress and/or success of a program and/or effort in each of the schools including: the higher rankings of the Mason School of Business's MBA online program; the School of Law's move to include increased metrics in admissions and increase diversity; the success of Arts & Sciences Computer Science program; the milestone of the Virginia Institute of Marine Science's (VIMS) climate change computational work; and the School of Education's rise in applications and enrollment.

President Rowe mentioned there is new state leadership and a new General Assembly session coming in the new year. She said following tradition, governor-elect Glenn Youngkin has been invited to speak at Charter Day.

President Rowe concluded her remarks by commenting on the formal launch of Vision 2026 in February 2022. She said insights gathered during the AD HOC Committee on Organization Sustainability & Innovation working session will be used to shape the rollout. She said Vision 2026's focus will be about fundamentals. President Rowe said the landscape of higher education is changing and no institution is immune to the changes. She said the university will continue to sustain its core mission of educating extraordinary human beings in a broad way for a rapidly changing world and ensure they land in great jobs while adapting to the changing landscape.

Recognizing a quorum was present. Mr. Littel asked for a motion to approve the minutes of the September 22-24, 2021 meeting. Motion was made by Mr. William H. Payne II, seconded by Ms. Barbara L. Johnson, and approved unanimously by voice vote.

Mr. Littel called for the reports of the standing committees¹.

Mr. Charles E. Poston reported for the **Committee on Audit, Risk and Compliance** and briefly reviewed the agenda of sessions I and II. Mr. Poston called on President Sydow to provide an update on an RBC athletics team. President Sydow shared with the Board that the RBC women's volleyball team was currently competing in the National Junior College Athletic Association Division II Volleyball National Championship in Cedar Rapids, Iowa.

Mr. Poston, on behalf of the Committee, moved adoption of **Resolution 1**, William & Mary and Richard Bland College Approval of 2022 Internal Audit Work Plan. **Resolution 1** was moved and approved by voice vote.

Ms. Mari Carmen Aponte reported for the **Committee on the Student Experience** which met the day before at the McLeod Tyler Wellness Center. She reviewed the agenda and spoke about the student panel and their thoughts and experience on health and wellness. There were no action items.

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 2**, Receipt of Unaudited FY21 Consolidated Financial report; and **Resolution 3**, Receipt of Unaudited Financial Report of Athletics. **Resolutions 2-3** were moved as a block and approved by voice vote.

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 4**, Appointment to Fill a Vacancy in the Instructional Faculty; **Resolution 5**, Designated Professorship; and **Resolution 6**, Resolution to Modify the Bylaws of the Faculty Assembly. **Resolutions 4-6** were moved as a block and approved by voice vote.

Mr. Bunch then moved the following resolutions on behalf of the Committee on Academic Affairs: **Resolution 7**, Retirement of Elizabeth A. Canuel, School of Marine S; **Resolution 8**², Retirement of John E. Graves, School of Marine Science; and **Resolution 9**, Retirement of Wolfgang K. Vogelbein, School of Marine Science. **Resolutions 7-9** were moved as a block and approved by voice vote.

Mr. Victor K. Branch reported for the **RBC Committee** and briefly reviewed the agenda. On behalf of the Committee, Mr. Branch moved adoption of **Resolution 10**, Retirement of Michael Lehman, Associate Professor of Business. **Resolution 10** was approved by voice vote.

Ms. Barbara L. Johnson reported for the **AD HOC Committee on Organizational Sustainability & Innovation** and reviewed the agenda. There were no action items.

¹ Note: The Committee on Administration, Buildings and Grounds, Committee on Institutional Advancement, and Investments Subcommittee did not meet during this Board meeting.

² Resolution 8 supersedes Resolution 13 from the September 2021 Board meeting. Resolution 8 corrects the fact John E. Graves is a Chancellor Professor.

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 related to COVID-19 and what are they looking forward to in 2022.

Ms. Meghana Boojala, student representative for the Board and Student Assembly President, spoke about the low number of COVID-19 cases and the flourishing of student life this semester. She said students are engaged and grateful to be on campus. Ms. Boojala highlighted a town hall series recently started by the Student Assembly. The first town hall was structured around COVID-19 and its lingering effects after a year. She shared several things learned about the student experience during this town hall such as a small group of students who had trouble locating food during quarantine. The Student Assembly has since developed a food delivery service for those in quarantine. She then spoke about how some students who had COVID-19 this semester are still having side effects, trying to catch up from missing classes, and dealing with burnout from going from virtual/hybrid to back in person.

Ms. Boojala spoke about the second town hall which focused on DEI. She said people talked about how they can hold each other accountable for interactions they have among themselves. She said there is a demand among organizations for training and education. Ms. Boojala said the Student Assembly learned much from the town halls about the student experience.

Dr. Shannon H. White, staff liaison for the Board, said that as the Board discusses Vision 2026, she isn't sure all her colleagues are aware of the pending enrollment cliff looming. She said this will effect everyone and it may present a different lens on planning if more people were aware. Dr. White said staff is not as siloed as they were prior to the pandemic and staff does not want to fall back into that hierarchy that caused the silos. She said that the planning process of Vision 2026 has had different groups reaching out to solicit ideas to incorporate in the planning of Vision 2026.

Dr. White also spoke about the effort of assemblies to promote wellness by encouraging people to take time off and use health and wellness resources offered by the university.

Dr. Thomas J. Ward, faculty representative to the Board, said the faculty is asking how they continue to move forward, adapt, and accommodate under ongoing pandemic conditions. Dr. Ward shared a conversation he had with colleagues about mental health implications under the continuous stress and anxiety that has persisted. He said the faculty is looking at what they have learned and how to adapt and adopt. The faculty is seeking a balance and keep what has been positive during the pandemic.

Mr. Littel said that in October the university celebrated the Commencement of the Class of 2020. He noted that the Board conferred an honorary Doctor of Science on Anthony Stephen Fauci at its September 2021 Board meeting and had not approved the other two honorary degrees for the Commencement of the Class of 2020

Mr. Littel asked for a motion to officially confer honorary degrees on the following individuals for Commencement of the Class of 2020:

- Thomas Eugene Lovejoy – Doctor of Science
- Donald Neal Patten – Doctor of Laws

Motion was made by Ms. Lisa E. Roday, seconded by Mr. Hixon, and approved by voice vote.

Mr. Littel introduced and requested Board Secretary, Ms. Barbara L. Johnson, read the following resolution.

***A RESOLUTION CONGRATULATING MARI CARMEN APONTE PRESIDENTIAL
NOMINEE TO BE THE NEXT U.S. AMBASSADOR
TO THE REPUBLIC OF PANAMA***

Mari Carmen Aponte has dedicated her career to service to the United States. On Friday, October 8, 2021, the White House announced Mari Carmen Aponte as U.S. President Joseph R. Biden's nominee to be the next U.S. Ambassador to Panama.

Amb. Aponte has held numerous high-impact positions in government and consultancies. Currently, she works as a consultant on matters involving management and fundraising. From 2016-17, she served as Acting Assistant Secretary for the Western hemisphere for the U.S. Department of State, where she was the top diplomat for Latin America. Previously, she worked as U.S. Ambassador to El Salvador from 2010-2016.

Amb. Aponte was appointed to William & Mary's Board of Visitors by Virginia Governor Ralph Northam in 2019, and she chairs the Committee on the Student Experience. She also serves on the Committee on Academic Affairs and the Committee on Institutional Advancement.

Amb. Aponte advocates steadfastly for inclusivity on campus. In May 2021, she delivered greetings on behalf of the Board in Spanish for William & Mary's Ceremonia de Raíces, the LatinX graduation ceremony.

THEREFORE, BE IT RESOLVED, *That the Board of Visitors congratulates Mari Carmen Aponte upon her nomination as the next U.S. Ambassador to Panama; and*

BE IT FURTHER RESOLVED, *That the Board of Visitors recognizes for Amb. Aponte's longstanding commitment to service to our nation and her continued valuable leadership at William & Mary and as a member of the Board; and*

BE IT FINALLY RESOLVED, *That this resolution be included in the minutes of the Board and a copy of the same be delivered to Amb. Aponte with congratulations from this university.*

A standing ovation took place at the conclusion of the reading of the resolution. Mr. Payne moved adoption of the resolution and Ms. Johnson seconded. **A Resolution Congratulating Mari Carmen Aponte Presidential Nominee to Be the Next U.S. Ambassador to the Republic of Panama**, was approved by voice vote and a framed copy was presented to Ms. Aponte.

Prior to going into closed session Mr. Littel noted that the Board would have two items for consideration. The first is a property issue at RBC, and the second related to the contract of the President of William & Mary.

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

Pursuant to Va. Code §2.2-3711.A.1 for evaluation of the performance of schools and departments, which will necessarily involve discussion of the performance of individuals at Richard Bland;

Pursuant to Va. Code §2.2-3711.A.1 for discussion of the terms of appointment of the presidents of William & Mary and Richard Bland College;

Pursuant to Va. Code §2.2-3711.A.7 for consultation with legal counsel regarding pending litigation and regulatory matters; and

Pursuant to Va. Code §2.2-3711.A.8 for consultation with legal counsel regarding RBC regulatory compliance and other legal matters.

Motion was seconded by Mr. Payne and approved by roll call vote – 15-0 – conducted by Mr. Michael J. Fox, Secretary to the Board of Visitors. Ms. Anne Leigh Kerr was absent from the meeting and Ms. Cynthia E. Hudson was not in the room at the time of the vote. Observers were asked to leave the room and the Board went into closed session at 10:48 a.m. with the W&M and RBC Presidents and University Counsel.

The Board reconvened in open session at 12:14 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 Mr. Payne and approved by roll call vote – 16-0 – conducted by Mr. Fox. Ms. Kerr was absent from the meeting.

Mr. Payne moved **Resolution HC-1, Remediation of Richard Bland College's President's House (appended)**. Motion was seconded by Mr. Victor K. Branch and approved by voice vote.

Mr. Littel moved that the Board of Visitors extend the contract of President Katherine A. Rowe through June 30, 2028 and authorize the Rector to finalize the terms consistent with the discussion held in closed session and execute the agreement once finalized. The motion was seconded by Ms. Roday and approved unanimously by voice vote.

Mr. Littel reminded the Board that their next meeting is February 9-11, 2022.

There being no further business, Rector Littel adjourned the meeting at 12:17 p.m.

Following the Board meeting members of the Board were invited to visit the Global Research Institute (GRI) located at 427 Scotland Street.

BOARD MEMBERS PRESENT FRIDAY FOR GRI VISIT:

Hon. Mari Carmen Aponte
Mr. S. Douglas Bunch
Ms. Sue H. Gerdelman
Mr. James A. Hixon
Ms. Barbara L. Johnson

Mr. John P. Rathbone
Dr. Karen Kennedy Schultz
Ms. Ardine Williams
Ms. Meghana Boojala, Student Representative

BOARD MEMBERS ABSENT FRIDAY FOR GRI VISIT:

Mr. Victor K. Branch
Ms. Cynthia E. Hudson
Ms. Anne Leigh Kerr
Mr. John E. Littel, Rector
Mr. William H. Payne II
Hon. Charles E. Poston

Ms. Lisa E. Roday
Mr. J.E. Lincoln Saunders
Mr. Brian P. Woolfolk
Dr. Thomas J. Ward, Faculty Representative
Dr. Shannon H. White, Staff Liaison

OTHERS PRESENT FRIDAY FOR GRI VISIT:

Dr. Michael J. Tierney, Director of GRI
Mr. David Trichler, GRI Associate Director
Ms. Rebecca Latourell, GRI Director of Programs and Outreach
Mr. Michael J. Fox, Secretary to the Board of Visitors

Thomas Liu, Student
Caroline Morin, Student

Daniel Posthumus, Student
Jahnvi Prabhala, Student

Members of the Board of Visitors convened from 1:05 – 2:15 p.m. at GRI and engaged in a discussion with four students who work at GRI. The discussion focused on the work the students are doing at GRI, their internship experience, and what their plans are following graduation. Board members also introduced themselves and shared their backgrounds.

**REMEDIATION OF RICHARD BLAND COLLEGE'S
PRESIDENT'S HOUSE**

WHEREAS, President Sydow is required as a condition of her employment to reside in housing owned or selected by the College and provided for or arranged for by the College;

WHEREAS, the Richard Bland College President's Residence was originally built in the early 1920's as a wood frame farm house, and underwent substantial repairs and renovation in 1976, followed by more modest repairs in 1996 and further repairs and renovations in 2012;

WHEREAS, a recent study has determined that there is mold and asbestos in the Residence that should be remediated; and

WHEREAS, President Sydow is not able to live in the Residence while the remediation process is underway;

BE IT THEREFORE RESOLVED, That the Board hereby approves the proposed plan for repairs to the Residence to be funded out of RBC maintenance reserves and carried out in accordance with applicable College and state procurement and capital project policies and procedures; and

BE IT FURTHER RESOLVED, That the Board also approves a housing allowance of \$50,000 to be paid for from other funds provided by the RBC Foundation for living expenses incurred while the remediation of the Residence is under way and to account for related tax liabilities. The allowance shall be disbursed to President Sydow as a salary supplement according to normal payroll practices for the period between December 1, 2021 and February 28, 2022.