

WILLIAM & MARY BOARD OF VISITORS

NOVEMBER 19–21, 2025 MEETING MINUTES

The William & Mary Board of Visitors (“the Board”) met from Wednesday, November 19, 2025, through Friday, November 21, 2025, in Williamsburg, Virginia, in Blow Memorial Hall, 262 Richmond Road.

WEDNESDAY, NOVEMBER 19, 2025

The Subcommittee on Compensation met from 3:30–4:30 p.m. in the Third-Floor Boardroom (Blow Hall 302), followed by a meeting of the Executive Committee from 4:45–5:35 p.m. in the same location.

That evening, the Board gathered for dinner at the William & Mary School of Business Executive Dining Room. The gathering was purely social, and no business was discussed or conducted.

Board members present for Wednesday’s Dinner: Charles Poston, Rector; Arline Williams, Vice Rector; Kendrick Ashton, Jr., Secretary; Stephen Huebner; Jennifer Tepper Mackesey; Courtney Malveaux; C. Michael Petters; Laura Keehner Rigas; Hillary Waldron; AnnaMaria DeSalva; Rob Estes, Jr.

Absent: W. Taylor Franklin, Melissa Ballenger, John Brownlee, Thomas Norment, Jr., Jill Holtzman Vogel, Eric Cantor

Other attendees: Katherine Rowe, Bruce Jacobson, Peggy Agouris, Tony Stefanides, Michael Todd, Nicole Todd

THURSDAY, NOVEMBER 20, 2025

The Committee on Academic Affairs convened at 8:45 a.m. for a plenary session led by the chair of the Committee, Laura Keehner Rigas, Peggy Agouris, Provost, and the six academic deans of the university. Ms. Rigas and Provost Agouris began the session with opening remarks.

Committee members present for the morning sessions included Laura Keehner Rigas, AnnaMaria DeSalva, Courtney M. Malveaux, C. Michael Petters, Hillary Waldron; Faculty Representative Scott Swan; Undergrad Student Representative Peerawut Ruangsawasdi; and Grad Student Representative Quinn Girasek. All members of the Board were invited to attend the Committee meeting.

- Dean Suzanne Raitt – College of Arts & Sciences
 - Dean Raitt opened by reaffirming the College of Arts & Sciences as the academic and intellectual center of William & Mary, supporting every undergraduate through the COLL curriculum and a broad portfolio of disciplines. She

highlighted faculty achievements in scholarship, external grant funding, and national recognition across the humanities, social sciences, and STEM fields.

- Dean Benjamin Spencer – Law School
 - Dean Spencer provided an overview of the Law School’s strong enrollment, national standing, and distinctive strengths in legal writing, clinics, and experiential learning.
- Dean D. Derek Aday – Batten School of Coastal and Marine Science and Virginia Institute of Marine Science (VIMS)
 - Dean Aday highlighted the Batten School and VIMS’ national and global impact through its leadership in coastal resilience, fisheries science, and marine policy.

At 12:15 PM, the Board departed Blow Hall for a tour and lunch at Cedar Hall of the West Woods residence complex. During the lunch, the Rector introduced Ginger Ambler, Senior Vice President for Student Affairs and Public Safety, and Maggie Evans, Associate Vice President for Student Affairs, who manages Residence Life, for brief remarks about the new residence halls. Board members returned to Blow Hall at 1:45 PM

At 2:15 PM, Committee on Academic Affairs Chair Laura Rigas reconvened the Committee with members of the full Board in attendance for a conversation with the remaining academic deans.

- Dean Rob Knoeppel - School of Education
 - Dean Knoeppel reported on strong demand across teacher preparation, counseling, leadership, and higher education programs, noting that the School of Education plays a key role in addressing the statewide teacher shortage.
- Dean Todd Mooradian - Raymond A. Mason School of Business
 - Dean Mooradian provided an update on the Business School’s strong enrollment and continued innovation across undergraduate and graduate programs. He highlighted curricular developments in business analytics, supply chain, and entrepreneurship, alongside robust corporate partnerships that support student consulting experiences and employer engagement.
- Dean Douglas Schmidt - School of Computing, Data Science & Physics (CDSP)
 - Dean Schmidt outlined the rapid expansion of CDSP, describing strong student demand in computing and data science and the school’s growing research strengths in artificial intelligence, cybersecurity, and interdisciplinary data-driven science.

The Committee on Academic Affairs adjourned at 5:28 p.m. Prior to adjournment, Ms. Rigas thanked the Provost and academic deans for their preparation, and the members of the Committee and Board for the conversation.

Following the conclusion of the Academic Affairs Committee meeting, the Board held two concurrent business meetings beginning at 5:30 p.m. The Committee on Academic Affairs met in the Grimsley Boardroom, and the Committee on Administration, Buildings & Grounds convened in the Blow Hall Room 302.

At 6:45 p.m., Board members joined the academic deans and the Provost and Executive Vice President for dinner at the Muscarelle Museum, providing an opportunity for informal conversation and engagement. No business was conducted.

Board members present for Thursday's Dinner: Charles Poston, Rector; Ardine Williams, Vice Rector; Kendrick Ashton, Jr., Secretary; Stephen Huebner; Jennifer Tepper Mackesey; Courtney Malveaux; C. Michael Petters; Laura Keehner Rigas, Hillary Waldron; AnnaMaria DeSalva; Rob Estes, Jr.; John Brownlee; Thomas K. Norment, Jr.

Absent: W. Taylor Franklin, Melissa Ballenger, Eric Cantor, Jill Holtzman Vogel

Other attendees: Katherine Rowe, Bruce Jacobson, Peggy Agouris, Tony Stefanides, Michael Todd

FRIDAY, NOVEMBER 21, 2025

The Committee on Audit, Risk & Compliance met at 7:30 a.m. in Blow Hall Room 302. At 8:30 a.m., the Committee on Financial Affairs convened in the Grimsley Boardroom.

Full Board Meeting Grimsley Board Room, Blow Memorial Hall

I. Call to Order

Rector Charles Poston called the meeting to order at 9:45 a.m. and welcomed those present.

Board members present: Charles Poston, Ardine Williams, Kendrick Ashton, Jr., Laura Keehner Rigas, Stephen Huebner, C. Michael Petters, AnnaMaria DeSalva, John Brownlee, Thomas Norment, Jr., Hillary Waldron, Rob Estes, Taylor Franklin, Jennifer Tepper Mackesey, Courtney Malveaux

Board members not present: Jill Holtzman Vogel, Melissa Ballenger, Eric Cantor

Others present for the full Board meeting: Katherine Rowe, President, Peggy Agouris, Provost, Mike Todd, EVP for Finance and Administration; Carrie Nee, University Counsel; Members of the President's Cabinet and other guests.

II. Introductory Remarks

Rector Poston expressed appreciation to staff, faculty, and administrators for their support of the three-day meeting. He further discussed the successes the university has experienced during the fall semester and the work of all Board members. He highlighted the Board's unity.

Rector Poston called on President Katherine Rowe for remarks.

President Rowe highlighted the university's mission-driven culture, the significant global impact of AidData's recent research release, and the historic gathering of all academic deans for Academic Affairs Day. She introduced Brad Parks, Executive Director of AidData, and his team, who had recently completed an extensive report on aid provided by the Chinese government internationally, and asked them to stand and be recognized. She also mentioned the 14 years of service from Dean of University Libraries Carrie Cooper, who was asked to stand and be recognized by the Board.

III. Approval of Minutes

The Rector asked for any corrections or changes to the minutes of the **September 26, 2025**, Board meeting. Hearing none, the minutes were approved as presented.

IV. Reports of Standing Committees

a. Committee on Academic Affairs — Ms. Laura Rigas

Ms. Rigas reviewed the Committee's work and expressed gratitude to the Provost's Office and the academic deans for their preparation for the day-long presentations and conversation that took place yesterday. She presented two academic programs for consideration that the Committee recommended for approval:

- **Resolution 2 — BA/BS in Bioengineering**
Adopted unanimously by voice vote conducted by the Rector
- **Resolution 3 — BA in Applied Artificial Intelligence**
Adopted unanimously by voice vote conducted by the Rector

Ms. Rigas noted that the Committee's ongoing priorities for the academic year include the Rector's charge to review the COLL curriculum and faculty post-tenure development. Updates are planned for February with a final report in April.

b. Committee on Administration, Buildings & Grounds — Ms. Ardine Williams

Ms. Williams reported on Committee business and presented two resolutions for consideration that had been approved by the Committee the prior day:

- **Resolution 4 — Amendment to Capital Plan**
Adopted by voice vote conducted by the Rector
- **Resolution 5 — VIMS Demolition Authorization**
Adopted by voice vote conducted by the Rector

She also discussed two hand-carry resolutions that had been introduced during the Committee meeting at the request of President Rowe. HC-1 and HC-2 were considered by the Committee and recommended to the full Board for approval.

HC – 1 Authority to Exchange Land

- **HC-1** — *Adopted unanimously by voice vote conducted by the Rector*

HC – 2 Land Acquisition

- **HC-2** — *Adopted unanimously by voice vote conducted by the Rector*

c. Committee on Audit, Risk & Compliance — Mr. Stephen Huebner

Mr. Huebner summarized the Committee meeting, including:

- Presentation of the FY26 Internal Audit Work Plan (Chris Crawford)
- Compliance update (Pamela Mason)
- Enterprise risk briefing (Ed Aractingi)

The Committee considered Resolution 6 and recommended approval to the full Board earlier that morning.

- **Resolution 6 — FY2026 Audit Work Plan**
Adopted unanimously by voice vote conducted by the Rector

d. Committee on Financial Affairs — Mr. C. Michael Petters

Mr. Petters reported on the Committee's review of the university's financial statements and NCAA financial compliance, following briefings from CFO Sean Galloway.

Mr. Petters reviewed Resolution 7 and Resolution 8, which were both approved by the Committee

- **Resolution 7 — Special Rate Programs**
Adopted by voice vote conducted by the Rector; Ms. Rigas voted present.
- **Resolution 8 — Graduate & Professional Tuition and Fees**
Adopted by voice vote conducted by the Rector; Mr. Norment voted no; Ms. Rigas voted present.

e. Subcommittee on Compensation — Mr. Petters

Mr. Petters reported that the Subcommittee met on Wednesday to review peer group methodology and adopted a revised peer list specific to William & Mary and the review cycle. Resolution 1 was amended to include the University of Southern California on the peer list and reconsideration every three years.

The Executive Committee met following the Subcommittee on Compensation on Wednesday and approved Resolution 1-R and recommended it to the full Board:

- **Resolution 1-R — Revised Peer Group & Three-Year Review Cycle**
Adopted by voice vote conducted by the Rector

f. Executive Committee — Rector Poston

Rector Poston summarized Wednesday's Executive Committee meeting. The Committee had also approved Resolution 1-R and held a closed session regarding personnel and governance matters. No additional action items were brought forward.

V. General Reports

a. Staff — Mr. Adam White

Mr. White reported ongoing work on staff classification improvements, employee rights clarity, and highlighted the successful staff food drive.

b. Faculty — Professor K. Scott Swan

Professor Swan invited Board members to visit classes and raised questions about terminal associate professors, research pressures, and strategies for supporting faculty success. He noted faculty interest in how new leadership roles (e.g., Chief Strategy Officer, Vice President for Research) will shape institutional direction.

c. Students — Ms. Zoe Wang

Ms. Wang updated the Board on Student Assembly initiatives, including efforts to streamline exams, restore Busch Gardens Day, and advance state legislation on menstrual product funding—with support from 14 peer institutions. She noted questions and concerns some Law School students raised regarding recommendations on graduate tuition.

VI. Old Business

No old business was brought forward.

VII. New Business

Rector Poston called on President Rowe, who recommended that the Board consider a resolution appointing Chancellor Robert M. Gates to a third term. HC-3 was then presented to the Board and read by President Rowe.

- **HC-3 — Reappointment of Chancellor Robert M. Gates**
Adopted by voice vote conducted by the Rector.

Applause followed the approval of HC-3 by the Board.

The Rector called on Secretary of the Board Kendrick Ashton to read the Closed Session motion:

I move that the Full Board convene in closed session pursuant to

- **Va. Code §2.2-3711.A.1** to discuss the performance of the President and members of the Cabinet;
- **Va. Code §2.2-3711.A.7 and A.8** for consultation with legal counsel regarding pending and anticipated litigation, contract disputes, and compliance matters;
- **Va. Code Sec. 2.2-3711.A.19** for discussion of plans related to the security of governmental facilities and the safety of persons using such facilities

Mr. Huebner seconded the motion

A Roll Call vote of the Board was conducted by Mr. Fox, Clerk to the Board, and the motion was approved 14-0.

Everyone other than voting members of the Board, the President, and University Counsel were excused, and the Board went into closed session at 10:25. The Board returned to open session at 10:40.

Mr. Ashton moved that members of the Full Board confirm 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 a closed session were discussed.

Ms. Williams seconded the motion, and it was approved by a roll call vote of 14-0 conducted by the Clerk

Announcements:

- Next Board meeting – February 4-6

Charter Day Ceremony – February 6

Rector's Days in December; Rector will report back to the full Board

Deputy Clerk will follow up with upcoming key dates for Board member awareness

VIII. Adjournment

There being no further business, the meeting adjourned at 10:49 a.m. for members to attend the **William & Mary Men's Basketball vs. Regent University** game at Kaplan Arena.

