

MINUTES
Meeting of the Board of Visitors
The College of William and Mary in Virginia
February 3-4, 1994

The Board of Visitors of The College of William and Mary in Virginia met in the Board Room in Blow Memorial Hall on the campus of the College of William and Mary in Williamsburg on Thursday and Friday, February 3-4, 1994. The Committees on Academic Affairs, Student Affairs and Honorary Degrees met on Thursday afternoon, February 3, and the remaining committees met on Friday morning, February 4, prior to the full Board meeting.

On Thursday, February 3, Rector James W. Brinkley convened the Board at 2:30 p.m. as a committee of the whole, and made brief opening announcements regarding those Board members not present. Mr. Campbell joined the committee meetings in progress.

Those in attendance were:

A. Marshall Acuff, Jr.
James W. Brinkley, Rector
Edward J. Campbell
J. Edward Grimsley
Shepard W. McKenney

William R. Murphy
James B. Murray, Jr.
William B. Spong, Jr.
James J. Vergara, Jr.
Walter J. Zable

Absent:

Frank Batten
Floyd D. Gottwald, Jr.
Najeeb E. Halaby
Audrey M. Harris

Norma B. Harvey
Janet Hill
Wallace H. Terry

Others present were:

President Timothy J. Sullivan
President Clarence Maze, Jr.
Gillian T. Cell
James B. McNeer
Stewart H. Gamage
Samuel E. Jones
William F. Merck
W. Samuel Sadler
Ray L. Betzner

Mary deRegnier
James S. Kelly
David Lutzer
Peter A. Mantey
Virginia L. McLaughlin
Michael Powell
Dennis L. Taylor
William N. Walker
Sandra J. Wilms

Also in attendance were the members of the Faculty and Student Liaison Committees from Richard Bland College and the College of William and Mary.

The Rector asked for a motion that the meeting go into closed session pursuant to Section 2.1-344.A.1., of the Code of Virginia, in order to discuss matters pertaining to specific personnel and the consideration of contracts. The Rector reminded Board members they would be required to certify at the end of the session that only the item specified was discussed in closed session. Motion was made by Mr. Acuff, seconded by Mr. Vergara, and approved by vote of the Board. The observers were asked to leave the room and the Board went into closed session at 2:32 p.m.

The Board reconvened in open session at 2:53 p.m. The Rector advised observers that the Board had discussed matters pertaining to specific personnel and the consideration of contracts, and called for a show of hands to adopt the Resolution certifying that the closed session was held in compliance with the Freedom of Information Act. The vote was unanimous. (Certification of Closed Session Resolution is appended).

Mr. Acuff chaired the Committee on Academic Affairs.

Richard Bland College: Provost James B. McNeer advised the Board that the report would be given by the chair of the Faculty Liaison Committee, Carol Summerville, and introduced the other members of the committee, Joe Spaniol and Paul Caruso. Professor Summerville gave a brief report.

College of William and Mary: Provost Gillian T. Cell provided an update on the strategic planning process and unit analyses, indicating that a draft would be shared with the Board. A brief discussion followed regarding the process and the results.

The Chair of the Faculty Liaison Committee, Professor Lynda L. Butler provided a brief update on the involvement of the Faculty Assembly with various College committees.

The faculty presentation focused on faculty development. Professor Roger Baldwin provided an overview and suggested ways to enhance faculty development at William and Mary, providing suggestions for a comprehensive faculty development program. Professor Joel Schwartz discussed the role of the Charles Center and forms of faculty development support that are available through the Center. Professor Heather MacDonald discussed a proposed new initiative for improvement of teaching effectiveness across the university. The College has applied to the Fund for the Improvement of Post-Secondary Education (FIPSE) for a grant to encourage senior faculty to act as consultant mentors to junior faculty and to develop teaching portfolios. Following the presentation, a brief discussion ensued.

Provost Cell reported on the proposed Amendment to the Faculty Assembly Bylaws.

Mr. Acuff recommended approval of Resolutions 1 through 6 and Resolution 9 and asked for a motion. Mr. Murray moved adoption of Resolution 1, Appointments to Fill Vacancies in the Instructional Faculty Tenured and Tenure Eligible; and Resolution 2, Appointments to Fill Vacancies in the Administrative and Professional Faculty; Resolution 3, Faculty Promotions; Resolution 4(R), Confirmation of Academic Tenure; Resolution 5, Faculty Leave of Absence; Resolution 6, Amendment to the Bylaws of the Faculty Assembly; and Resolution 9, Appointment to Fill a Vacancy in the Administrative Faculty. Motion was seconded by Mr. McKenney. All present voted aye. (Resolution 4(R) and Resolution 9 are appended.)

The Board took a short break at 4:14 p.m. and reconvened in open session at 4:18 p.m.

In the absence of Mrs. Harris, Mr. Vergara chaired the Committee on Student Affairs.

Richard Bland College: In the absence of Roger L. Gill, Director of Student Support Services, Provost McNeer introduced the students, Rick Brown and Jodie Linkous, who gave brief reports on activities conducted by the Student Association.

College of William and Mary: W. Samuel Sadler, Vice President for Student Affairs, reported on the opening of the University Center and plans for the Campus Center. Mr. Sadler reported on commuter student house plans and provided an update on residential life, including protected housing and student language housing relocation efforts. The student governance commission has begun work and our Asian-American students recently sponsored a conference for Asian-American students across the globe. Mr. Sadler introduced Andrew Zawacki, William and Mary's 1994 Rhodes Scholar, and the Board offered their congratulations.

David Niebuhr, President of the Graduate and Professional Schools, reported that the graduate students had developed three goals and objectives for their organization: (1) strive to be a sounding board for graduate issues and institute short regular meetings, (2) expedite and facilitate communication and develop a monthly calendar, and (3) promote social interaction with at least one social gathering for each area. Mr. Niebuhr reported that the annual election for GAPS president had been held at the end of the year and the new president would be Mark Washko, who will serve through the remainder of the academic year. Mr. Brinkley thanked Mr. Niebuhr for his efforts on behalf of the Board.

Lisa Goddard, President of the Student Association, thanked the members of the Board for responding to the survey on governance and advised that Michelle Kang had replaced Dan Rogers as liaison. Ms. Kang provided a student perspective on the Monroe Scholars program. Ashley Miller reported on a proposal to implement a self-scheduling or flexible exam system. Ms. Goddard introduced Jay Bukzin, who has organized a bone marrow drive to find a donor match for his brother.

The Rector asked for a motion that the meeting go into closed session pursuant to Section 2.1-344.A.10., of the Code of Virginia, in order to discuss matters pertaining to the consideration of honorary degrees. The Rector reminded Board members they would be required to certify at the end of the session that only those items specified were discussed in closed session. Motion was made by Mr. Murray, seconded by Mr. Acuff, and approved by vote of the Board. The observers were asked to leave the room and the Board went into closed session at 5:13 p.m.

At 5:38 p.m. the Board reconvened in open session. The Rector advised observers that the Board had discussed matters pertaining to the consideration of honorary degrees and called for a show of hands to adopt the Resolution certifying that the closed session was held in compliance with the Freedom of Information Act. The vote was unanimous. (Certification of Closed Session Resolution is appended).

There being no further business, the Rector recessed the committee meetings at 5:40 p.m.

On Friday, February 4, the Rector convened the Board at 8:00 a.m. as a committee of the whole.

Those in attendance were:

A. Marshall Acuff, Jr.
James W. Brinkley, Rector
Edward J. Campbell
Floyd D. Gottwald, Jr.
J. Edward Grimsley
Shepard W. McKenney

William R. Murphy
James W. Murray, Jr.
William B. Spong, Jr.
James J. Vergara, Jr.
Walter J. Zable

Absent:

Frank Batten
Najeeb F. Halaby
Audrey M. Harris

Norma B. Harvey
Janet Hill
Wallace H. Terry

Others present were:

President Timothy J. Sullivan
President Clarence Maze, Jr.
Gillian T. Cell
James B. McNeer
Samuel E. Jones
William F. Merck
Richard M.B. Rennolds
W. Samuel Sadler
Dennis Slon
Russell E. Whitaker, Jr.
W. Barry Adams
Ray L. Betzner
Barbara W. Blosser

Sharon Bohn
Mary deRegnier
James S. Kelly
Paul V. Koehly
Peter A. Mantey
Virginia L. McLaughlin
Jacob M. Nelson
Michael A. Powell
Rebecca J. Raines
John Randolph
Dennis L. Taylor
William N. Walker
Sandra J. Wilms

The Rector asked for a motion that the meeting go into closed session pursuant to Section 2.1-344.A.1., of the Code of Virginia, in order to discuss matters pertaining to specific personnel, reminding Board members that they would be required to certify at the end of the session that only those items specified were discussed in closed session. The motion was made by Mr. Campbell, seconded by Mr. Acuff and approved by vote of the Board. The observers were asked to leave the room and the Board went into closed session at 8:01 p.m.

The Board reconvened in open session at 8:20 a.m. The Rector advised observers that the Board had discussed matters pertaining to specific personnel, and called for a show of hands to adopt the Resolution certifying that the closed session was held in compliance with the Freedom of Information Act. The vote was unanimous. (Certification of Closed Session Resolution is appended).

Mr. Campbell chaired the Committee on Audit.
Jacob M. Nelson, Director of Internal Audit, briefed the Board on the reports issued during the quarter ending December 31, 1993 and discussed the CY 1994

Audit Office goals. There were no inquiries for the last quarter from the State Employee Fraud, Waste, and Abuse Hotline and only one inquiry from this quarter. Mr. Nelson reported that the final draft report has been received from the State Internal Audit department and advised the Board that it was favorable. Mr. Nelson noted that the Auditor of Public Accounts staff should be providing a draft report early in May.

Mr. Murray chaired the Committee on Financial Affairs.

Richard Bland College: Russell E. Whitaker, Jr., Dean of Administration and Finance, provided the 1993-94 Financial Update and reviewed the 1994-96 Biennial Budget Requests.

College of William and Mary: Samuel E. Jones, Vice President for Budget and Planning, reviewed the Governor's 1994-96 Operating Budget Recommendations and the Operating and Capital Budget Amendment Request to the 1994 General Assembly. Mr. Jones and William F. Merck, Vice President for Administration and Finance, provided a Preliminary Analysis of Tuition and Fee Options for 1994-95 along with the 1993-94 Operating Budget Update.

The Board took a short break at 9:40 a.m., then reconvened in open session at 10:00 a.m.

Mr. Grimsley chaired the Committee on Buildings and Grounds.

Richard Bland College: Mr. Whitaker reported on capital outlay progress.

College of William and Mary: Mr. Merck reported on the progress of several capital outlay projects and the resolution on Matoaka Lake and Woods. Following a brief discussion, Mr. Grimsley moved the adoption of Resolution 7, Preservation and Protection of Matoaka Lake and Woods. Motion was seconded by Mr. Campbell and all present voted aye.

Mr. McKenney chaired the Committee on Athletic Policy. John Randolph, Director of Athletics, and Barbara Blosser, Assistant Athletic Director, discussed the team reports and athletic program highlights. Mr. Randolph reported on the NCAA Convention and provided an update on the NCAA certification process. Reports were provided on the Colonial Athletic Association conference, the indoor tennis center construction, significant recent gifts and upcoming special events.

In the absence of Mr. Batten, Mr. Murray chaired the Committee on University Advancement.

Richard Bland College: Richard M.B. Rennolds, Director of Institutional Advancement, reported on recent gifts and activities.

College of William and Mary: Dennis Slon, Acting Vice President for University Advancement, reported on new activity, interim gifts and major donor involvement during the Campaign for the Fourth Century. Mr. Slon reported that the Committee to Furnish the President's House had substantially completed its work and recommended adoption of a resolution of appreciation. In addition, Mr. Slon distributed a resolution to accept a gift to be used for the library. Mr. Murray asked for a motion to adopt Resolution 8, A Resolution Honoring The Committee to Furnish the President's House, and Resolution 10, Establishment of the Julia Butts John Memorial Library Endowment. Motion was made by Mr. Acuff, seconded by Mr. Brinkley and approved by vote of the Board. (Resolution 10 is appended.)

Mr. Murray asked W. Samuel Sadler, Vice President for Student Affairs, as chair of the search committee for the Vice President for Development, for a report on the search. Mr. Sadler reported on progress to date, indicating that the committee hoped to have a recommendation for the President to bring to the April meeting of the Board.

The Rector asked James S. Kelly, Secretary to the Board, to discuss proposed changes and suggested meeting dates for 1994, 1995 and 1996. Mr. Kelly distributed a proposed schedule and reviewed the dates. Adjustments were made to eliminate as many conflicts as possible and Mr. Kelly advised that the new schedule would be mailed to each member.

The Rector advised the Board that his term on the Board expires on June 30, 1994, although the terms of office of the Rector, the Vice Rector and the Secretary expire in 1995. The Bylaws provide that a "Committee on Nominations, composed of not less than three (3) members, shall be appointed by the Rector prior to the meeting at which officers will be elected. Election of the officers will be held biennially at the annual meeting of the Board Election of officers may also be held as needed in case of a vacancy among the officers of the Board." Inasmuch as the annual meeting will be held on April 28-29, the Rector advised the Board that he will ask Mr. Batten, Mr. Halaby and Mr. Terry to serve as members of the committee and ask Mr. Batten to serve as the chair. The committee was asked to report to the Board at the April meeting with a nomination of a Rector of the College to complete the present term.

The Rector asked for a motion that the meeting go into closed session pursuant to Section 2.1-344.A.10., of the Code of Virginia, in order to discuss matters pertaining to the consideration of honorary degrees. The Rector reminded Board members they would be required to certify at the end of the session that only those items specified were discussed in closed session. Motion was made by Mr. Murray, seconded by Mr. Acuff, and approved by vote of the Board. The observers were asked to leave the room and the Board went into closed session at 11:05 a.m.

At 11:12 a.m. the Board reconvened in open session. The Rector advised observers that the Board had discussed matters pertaining to the consideration of honorary degrees and called for a show of hands to adopt the Resolution certifying that the closed session was held in compliance with the Freedom of Information Act. The vote was unanimous. (Certification of Closed Session Resolution is appended).

Mr. Brinkley asked for a motion to accept the report of the Committee on Honorary Degrees as given in closed session. The motion was made by Mr. Acuff, seconded by Mr. Grimsley and approved by vote of the Board; namely, that an honorary Doctor of Laws degree is to be conferred upon Governor George F. Allen at Charter Day, 1994.

There being no further business the Rector adjourned the committee meetings at 11:25 a.m.

Following lunch, the Rector convened the full Board meeting at 1:05 p.m.

Those in attendance were:

A. Marshall Acuff, Jr.
James W. Brinkley, Rector
Edward J. Campbell
Floyd D. Gottwald, Jr.
J. Edward Grimsley
Shepard W. McKenney

William R. Murphy
James W. Murray, Jr.
William B. Spong, Jr.
James J. Vergara, Jr.
Walter J. Zable

Absent:

Frank Batten
Najeeb E. Halaby
Audrey M. Harris

Norma B. Harvey
Janet Hill
Wallace H. Terry

Others present were:

President Timothy J. Sullivan
President Clarence Maze, Jr.
Gillian T. Cell
James B. McNeer
William F. Merck
W. Samuel Sadler
Ray L. Betzner
Sharon M. Bohn
Virginia A. Carey
Mary deRegnier

Edward P. Irish
James S. Kelly
Kathy Kent
Peter A. Mantey
Virginia L. McLaughlin
Jacob M. Nelson
Jean A. Scott
Dennis L. Taylor
William N. Walker
Sandra J. Wilms

Also in attendance were several members of the Cypher Society. The Rector welcomed everyone to the February meeting and asked for any corrections to the minutes of the November 18-19 meeting of the Board and the January 10, 1994 telephone Board meeting. Hearing none, the Rector asked for a motion to accept the minutes as distributed. Motion was made by Mr. Murray, seconded by Mr. Acuff and approved by vote of the Board.

The Rector called for a motion to adopt Resolutions 1 through 10, as discussed in committee, noting that Resolution 4 was revised, Resolution 9 was distributed during Academic Affairs and Resolution 10 was distributed during University Advancement. Mr. Acuff moved the adoption of the resolutions, the motion was seconded by Mr. Murray, and approved by vote of the Board.

President Maze reported on Richard Bland College.

President Sullivan reported on the College of William and Mary, and distributed a copy (appended) of a letter he wrote to each member of the General Assembly regarding his position on the scope of health benefits for College employees. Mr. Vergara made a motion that the Board endorse the position of the President taken in his letter of February 3, 1994. Motion was seconded by Mr. Gottwald and all present voted aye.

Board of Visitors
MINUTES
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President Sullivan commented on the appointments of Stewart H. Gamage as Vice President for Public Affairs, and Thomas G. Krattenmaker as the new Dean of the Law School. Mr. Sullivan briefly reported on the creation of the Business Higher Education Council and distributed copies of the just published William and Mary Magazine that chronicles the events of the tercentenary.

President Sullivan introduced Edward P. Irish, Director of Financial Aid, who gave a presentation to the Board on the work of his office and the College's financial aid program.

Mr. Campbell advised the Board that the Calendar Year 1994 Audit Office goals need to be approved, and moved the adoption of the goals as discussed in committee. Motion was seconded by Mr. McKenney and approved by vote of the Board.

There being no further business, the Board adjourned at 1:50 p.m.

Board of Visitors

February 3, 1994

CERTIFICATION OF CLOSED SESSION

WHEREAS, the Board of Visitors of The College of William and Mary in Virginia has convened a closed session on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, §2.1-344.1. of the Code of Virginia requires a certification by this Board of Visitors that such closed session was conducted in conformity with Virginia law;

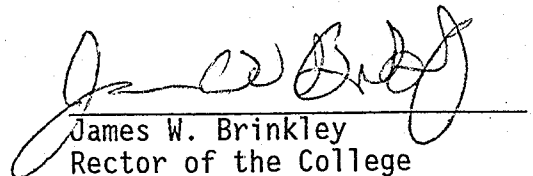
NOW, THEREFORE, BE IT RESOLVED, That the Board of Visitors, reconvening in open session, hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed session were heard, discussed or considered by the Board of Visitors.

VOTE

AYES: 9

NAYS: 0

ABSENT DURING CLOSED SESSION:


James W. Brinkley
Rector of the College

COLLEGE OF WILLIAM AND MARY
CONFIRMATION OF ACADEMIC TENURE

The Faculty Handbook (page 48) defines an appointment with academic tenure as follows:

The College accepts the principle of tenure and adheres to it as a moral and professional obligation. An appointment with tenure is defined as an appointment which may be terminated by the College only for adequate cause, or by retirement.

Permanent tenure will be granted to a full-time faculty member, who has attained the rank of assistant professor or higher, upon the member's continuation beyond seven years (including authorized leaves of absence) as a full-time faculty member of any accredited institution of higher learning or in a professional position relevant to his or her academic appointment at the College; provided that if part of the seven years is represented by service other than at the College, he or she may be required to serve a probationary period of as much as four years at the College immediately before tenure is granted, even if the total full-time service thereby exceeds seven years.

The Handbook elsewhere (pp. 63-68) stipulates the procedures which must be followed at the departmental, faculty, and central administrative levels in the development of recommendations for the confirmation of a status of understood permanent academic tenure. Recommendations so developed are submitted to the President, whose "decisions are final, subject to approval of the Board of Visitors."

Through these procedures the following individual members of the Faculties of the College are now recommended to the Board of Visitors for confirmation of understood permanent academic tenure, effective date shown.

COLLEGE OF WILLIAM AND MARY
CONFIRMATION OF ACADEMIC TENURE

RESOLVED, That the Board of Visitors confirms the President's recommendation of the following members of the Faculty for appointment in a status of understood permanent academic tenure, effective September 1995:

CARLA O. BUCK, Assistant Professor of Modern Languages and Literatures

JOHN E. GRAVES, Assistant Professor of Marine Science

SUSAN S. GROVER, Associate Professor of Law

COLLEEN KENNEDY, Assistant Professor of English

DEBORAH D. MORSE, Assistant Professor of English of English

JAMES M. OLVER, Assistant Professor of Business Administration

MARK R. PATTERSON, Associate Professor of Marine Science

KIMBERLY J. SMITH, Assistant Professor of Business Administration

Board of Visitors
February 3-4, 1994

Resolution 9
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COLLEGE OF WILLIAM AND MARY
APPOINTMENT TO FILL A VACANCY IN THE
ADMINISTRATIVE FACULTY

A vacancy in the administrative faculty of the College of William and Mary has resulted because of resignations, terminations and the approval of additional authorized positions.

BE IT RESOLVED, That upon recommendation of the President, the Board of Visitors of the College of William and Mary approves the appointment of the following individual to fill this position:

THOMAS G. KRATTENMAKER, Dean, Marshall-Wythe School of Law and
Professor of Law with Tenure.

B.A., Swarthmore College, 1965;
J.D., Columbia University School of Law, 1968.

Professor (1975 to present), Associate Professor (1972-75),
Associate Dean for Graduate Studies (1986-89), Georgetown
University Law Center;
Visiting Fulbright Professor of Law, University of Natal, Summer,
1991;
Scholar in Residence, Latham & Watkins, 1991-92;
Co-Director, Network Inquiry Special Staff, Federal Communications
Commission, 1978-80;
Chief, Evaluation Division, Bureau of Consumer Protection, Federal
Trade Commission, 1971-72;
Law Clerk, Supreme Court of the United States, 1970-71;
Assistant Professor of Law, University of Connecticut School of
Law, 1968-70.

Board of Visitors
Committee on Honorary Degrees
February 3, 1994

CERTIFICATION OF CLOSED SESSION

WHEREAS, the Board of Visitors of The College of William and Mary in Virginia has convened a closed session on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, §2.1-344.1. of the Code of Virginia requires a certification by this Board of Visitors that such closed session was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Visitors, reconvening in open session, hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed session were heard, discussed or considered by the Board of Visitors.

VOTE

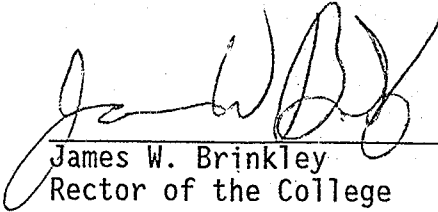
AYES:

NAYS:

9

0

ABSENT DURING CLOSED SESSION:


James W. Brinkley
Rector of the College

Board of Visitors

February 4, 1994

CERTIFICATION OF CLOSED SESSION

WHEREAS, the Board of Visitors of The College of William and Mary in Virginia has convened a closed session on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, §2.1-344.1. of the Code of Virginia requires a certification by this Board of Visitors that such closed session was conducted in conformity with Virginia law;

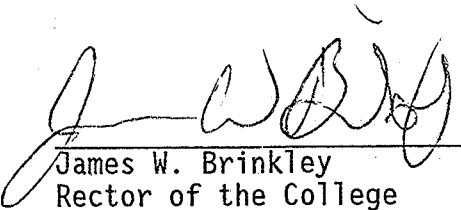
NOW, THEREFORE, BE IT RESOLVED, That the Board of Visitors, reconvening in open session, hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed session were heard, discussed or considered by the Board of Visitors.

VOTE

AYES: 11

NAYS: 0

ABSENT DURING CLOSED SESSION:


James W. Brinkley
Rector of the College

Board of Visitors of the
College of William and Mary

Resolution 10

February 3-4, 1994

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ESTABLISHMENT OF THE
JULIA BUTTS JUHN MEMORIAL LIBRARY ENDOWMENT

The late Mary Juhn Fraps of Chicago, Illinois made a provision in her will in the amount of \$200,957.00 in memory of Julia Butts Juhn to establish an endowment, the income to be used solely for the support of the Earl Gregg Swem Library.

RESOLVED that the Board of Visitors of the College of William and Mary acknowledge this most generous bequest and establish the Julia Butts Juhn Memorial Library Endowment, the income to be used solely for the support of the Earl Gregg Swem Library; and

RESOLVED FURTHER that the Board directs the Secretary to inform the executor of the estate of Mary Juhn Fraps of its action.

Board of Visitors
Committee on Honorary Degrees
February 4, 1994

CERTIFICATION OF CLOSED SESSION

WHEREAS, the Board of Visitors of The College of William and Mary in Virginia has convened a closed session on this date pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, §2.1-344.1. of the Code of Virginia requires a certification by this Board of Visitors that such closed session was conducted in conformity with Virginia law;

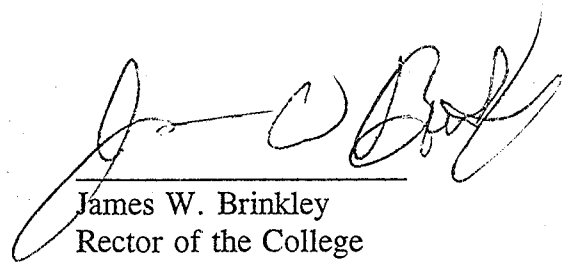
NOW, THEREFORE, BE IT RESOLVED, That the Board of Visitors, reconvening in open session, hereby certifies that, to the best of each member's knowledge (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session to which this certification applies, and (ii) only such public business matters as were identified in the motion convening the closed session were heard, discussed or considered by the Board of Visitors.

VOTE

AYES: 11

NAYS: 0

ABSENT DURING CLOSED SESSION:



James W. Brinkley
Rector of the College

February 3, 1994

1~

Dear 2~

I am concerned that some recent press accounts regarding the scope of health benefits for College employees fail to clearly state the official position of the College of William and Mary.

Last fall I was presented with a resolution of the Faculty Assembly urging me to extend health benefits to dependents of gay and lesbian employees. My review of the matter made it quite clear that the Faculty Assembly's position was in conflict with Virginia law. By letter of December 13, 1993, I declined to adopt the position of the Faculty Assembly. I said that I considered the limits of the Commonwealth's health coverage to be a policy statement inconsistent with the position urged upon me by the Faculty Assembly. I wrote further that

....I believe it is inappropriate for individual institutions to substitute institution specific policies which are inconsistent with the current limits of state insurance coverage. I am not, therefore, prepared to alter the College's current policy on health care benefits coverage for dependents of gay and lesbian employees through the use of our limited unrestricted private funds.

My purpose in writing is simply to insure that you have no doubt about the position of the College of William and Mary on a matter that has received considerable media attention.

If you have questions or wish further clarification, please do not hesitate to call.

Most cordially,

Timothy J. Sullivan
President

TJS:ma