

## MINUTES

Meeting of the Board of Visitors  
The College of William and Mary in Virginia

November 16-18, 2005

The Board of Visitors of The College of William and Mary in Virginia met in Waterman=s Hall at the Virginia Institute of Marine Science in Gloucester Point on Wednesday, November 16, 2005, for a Board Retreat. On Thursday and Friday, November 17-18, 2005, the Board met in the Board Room in Blow Memorial Hall on the campus in Williamsburg.

Those present at the Board Retreat on Wednesday were:

Alvin P. Anderson	Suzann W. Matthews
Robert A. Blair	Anita O. Poston
Janet M. Brashear	Michael K. Powell
James H. Dillard, II	Jeffrey B. Trammell
John W. Gerdelman	Barbara B. Ukrop
Sarah I. Gore	Henry C. Wolf
R. Philip Herget III	Faculty representative: Robert B. Archibald
Susan Aheron Magill, Rector	Student representative: Ryan M. Scofield

Absent:	Thomas E. Capps	Jeffrey L. McWaters
	Lawrence S. Eagleburger	Joseph J. Plumeri II

Others present were:

Gene R. Nichol	Karen R. Cottrell
Stewart H. Gamage	Edward C. Driscoll, Jr.
Samuel E. Jones	Michael J. Fox
Anna B. Martin	W. Fanchon Glover
Susan H. Pettyjohn	William T. Walker, Jr.
W. Samuel Sadler	Sandra J. Wilms

Also present were VIMS Dean/Director John T. Wells, VIMS Director of Planning and Budget Carolyn R. Cook, Richard Bland College President James B. McNeer, Dean of Administration and Finance Russell E. Whitaker, Jr., and ACE Fellow Dr. Julie E. Williams.

Following a tour of the VIMS campus, Rector Susan Aheron Magill convened the Board Retreat at 11:10 a.m., welcomed all participants and introduced Dean John T. Wells. Dean Wells briefly welcomed members of the Board and administration to VIMS.

Following brief opening announcements outlining the discussion topics planned, the Rector called on President Nichol to begin the first session, A Conversation on our College=s Aspirations to be Public and Great.

Following the discussion period, the Rector recessed the group to lunch at 12:10 p.m.

The Rector reconvened the Retreat at 1:40 p.m. and asked Mr. Dillard to introduce Senator John H. Chichester, chair of the Senate Finance Committee and President Pro Tempore of the Virginia Senate. Senator Chichester discussed higher education and restructuring.

Following the discussion period, the Rector recessed the meeting at 2:33 p.m. for a short break.

The Rector reconvened the Retreat at 2:45 p.m. and moved that, pursuant to Section 2.2-3711.A.3., of the Code of Virginia, the meeting be closed in order to discuss acquisition of real property for a public purpose. Motion was seconded by Ms. Poston and approved by voice vote. The observers were asked to leave the room and the Board went into closed session at 2:45 p.m.

The Board reconvened in open session at 5:34 p.m. The Rector asked for a motion to adopt the **Resolution** certifying the closed session was held in compliance with the Freedom of Information Act. Motion was made by Ms. Poston, seconded by Ms. Ukrop and approved by roll call vote of the Board members conducted by Secretary to the Board Michael Fox. (Certification **Resolution** is appended.)

There being no further business, the Rector adjourned the Retreat at 5:35 p.m. and the Board returned to Williamsburg.

On Thursday, November 17, the Richard Bland College Committee, the Committees on Financial Affairs, Development and Alumni Affairs, Student Affairs and Public Affairs and Economic Development met in the Board Room, while the Committee on Audit met in the Board Conference Room and the Executive Committee met in the Rector's Office in Blow Memorial Hall.

Those present on Thursday were:

Alvin P. Anderson	Michael K. Powell
Robert A. Blair	Jeffrey B. Trammell
Janet M. Brashear	Barbara B. Ukrop
James H. Dillard, II	Henry C. Wolf
John W. Gerdelman	Faculty representatives: Robert B. Archibald
Sarah I. Gore	LeAnn Binger
Susan Aheron Magill, Rector	Student representatives: Ryan M. Scofield
Suzann W. Matthews	Elizabeth P. Lewis
Anita O. Poston	

Absent: Thomas E. Capps	Jeffrey L. McWaters
Lawrence S. Eagleburger	Joseph J. Plumeri II
R. Philip Herget	

Others present were:

Gene R. Nichol	Edward C. Driscoll, Jr.
James B. McNeer	Michael J. Fox
P. Geoffrey Feiss	W. Fanchon Glover
Vernon R. Lindquist	Richard M.B. Rennolds
Stewart H. Gamage	Jackson N. Sasser
Samuel E. Jones	Michael L. Stump
Anna B. Martin	William T. Walker, Jr.
Susan H. Pettyjohn	Russell E. Whitaker, Jr.
W. Samuel Sadler	Richard A. Williamson
Karen R. Cottrell	Sandra J. Wilms

Also present were Dean Virginia L. McLaughlin, Dean Carl Strikwerda, Vice Provost Dennis M. Manos, members of the Richard Bland College and William and Mary Faculty Liaison Committees and ACE Fellow Dr. Julie E. Williams.

At 1:40 p.m. the Rector convened the full Board in the Board Room as a committee of the whole. In her opening remarks, the Rector reported that the Retreat was very productive and had resulted in good ideas that will continue to be pursued; she commended everyone for the work on restructuring, noting there were many challenges still ahead. The Rector commented briefly on the joint ceremony for the formal inauguration of President Nichol and the investiture of Chancellor O'Connor planned for April 7.

In his opening remarks, President Nichol introduced Dr. Julie Williams, from the University of New Hampshire, who will be on campus for the spring semester as an American Council on Education (ACE) Fellow in the President's Office. The President noted that Chancellor O'Connor plans to be an active Chancellor and commented in general on recent alumni and development activities. The President briefly discussed restructuring, noting progress has been made on the scorecard process and in other areas. President Nichol announced that on January 1, 2006 the College would raise the minimum wage for the lowest paid employees from \$8.50 to \$9.00, plus made modest adjustments to deal with wage compression issues for several other employees, noting his hope to develop a more adequate compensation package as part of the restructuring process.

The Rector moved that, pursuant to Section 2.2-3711.A.7., of the Code of Virginia, the meeting be closed in order to consult with legal counsel and hear briefings by staff members pertaining to actual or probable litigation. Motion was seconded by Ms. Gore and approved by voice vote. The observers were asked to leave the room and the Board went into closed session at 1:55 p.m.

The Board reconvened in open session at 2:07 p.m. The Rector moved adoption of the **Resolution** certifying the closed session was held in compliance with the Freedom of Information Act. Motion was seconded by Ms. Poston and approved by roll call vote of the Board members conducted by Secretary to the Board Michael Fox. (Certification **Resolution** is appended.)

In the absence of Mr. Plumeri, Ms. Magill convened the **Committee on Development and Alumni Affairs** at 2:08 p.m.

At 3:00 p.m. Chair of the Committee on Academic Affairs Michael Powell introduced Provost P. Geoffrey Feiss, who briefly reported on Admissions. A brief discussion ensued.

Provost Feiss introduced Dean of Graduate Studies Laurie Sanderson, who provided an overview of graduate programs in Arts and Sciences and introduced Professor Kimberley Phillips, Director of the American Studies Program and Cummings Professor of History, who discussed graduate research in American Studies and History; and Professor of Anthropology Martin Gallivan, who discussed his research focus on archaeology and ethnohistory of American Indian Societies in the Chesapeake region. Professor Gallivan is director of the Werowocomoco excavations. A brief discussion ensued.

Faculty Liaison Committee Chair, Professor of Modern Languages Katherine Kulick, introduced two faculty members who reported on undergraduate programs. Professor of English Colleen Kennedy discussed the freshman seminar experience and Professor of Music James Armstrong who serves as Director of Choirs and oversees the choral program, discussed the role music performance plays on campus.

Following a short break, the **Committee on Student Affairs** convened at 4:15 p.m. Ms. Matthews presided as Chair.

Vice President for Student Affairs Sam Sadler introduced a student and faculty research panel to discuss collaboration and their project results: Professor Dee Royster and Richael Faithful; Professor Deborah Bebout and Brad Carra; and Professor George Greenia and Dan Hebert. A brief discussion ensued.

Vice President Sadler provided an update on construction at the Rec Sports Center. He noted that Preston Hall would re-open on October 7. Mr. Sadler also discussed the on-line housing lottery and new programs under discussion with Colonial Williamsburg.

Student Liaison Committee members Allison Biggs and James Ambrose provided an update on student activities.

The **Committee on Public Affairs and Economic Development** convened at 5:15 p.m. Ms. Poston presided as Chair.

Vice President for Public Affairs Stewart Gamage reported on William and Mary activities in Washington, noting that Jeff Trammell is helping with the new initiative, Washington Seminar Program. Director of the Washington Office Adam Anthony briefly reviewed the program and its background, noting that it will begin with the Fall 2006 semester.

The Board recessed at 5:40 p.m.

On Friday, November 18, the Committees on Buildings and Grounds and Athletics met in the Board Room, prior to the full Board meeting.

At 9:12 a.m. the Rector convened the Board as a committee of the whole in the Board Room.

Those present were:

Alvin P. Anderson	Anita O. Poston
Robert A. Blair	Michael K. Powell
Janet M. Brashear	Jeffrey B. Trammell
James H. Dillard II	Barbara B. Ukrop
John W. Gerdelman	Faculty representatives: Robert B. Archibald
Sara I. Gore	LeAnn Binger
Susan Aheron Magill, Rector	Student representatives: Ryan Scofield
Suzann W. Matthews	

Absent: Thomas E. Capps	Jeffrey L. McWaters
Lawrence S. Eagleburger	Joseph J. Plumeri II
R. Philip Herget III	Henry C. Wolf

Others present were:

Gene R. Nichol	Edward C. Driscoll, Jr.
P. Geoffrey Feiss	Michael J. Fox
Stewart H. Gamage	W. Fanchon Glover
Samuel E. Jones	Jackson N. Sasser

Anna B. Martin  
Susan H. Pettyjohn  
W. Samuel Sadler  
Karen R. Cottrell

Michael L. Stump  
Sandra J. Wilms  
William T. Walker, Jr.  
Richard A. Williamson

Also present were VIMS Dean/Director John T. Wells and Director of Planning and Budget Carolyn R. Cook and ACE Fellow Julie E. Williams.

Mr. Gerdelman presided as Chair of the **Committee on Athletics**.

Director of Athletics Terry Driscoll reported on the teams and briefly discussed the success of the first regular season night football game. A brief discussion ensued.

Mr. Driscoll thank the Board for their attendance at the dedication of Kaplan Arena in William and Mary Hall the previous evening, noting that made it a very special evening for the Kaplan family. Mr. Driscoll advised that the graduation report would not be available until it was certified by the NCAA. He discussed the Student-Athlete profile, upcoming special events and presented a short quiz on athletics facts. There being no further business, the Committee adjourned at 9:45 a.m.

Following a short break, the Rector called the meeting of the full Board to order in the Board Room at 10:05 a.m.

Those present were:

Alvin P. Anderson  
Robert A. Blair  
Janet M. Brashear  
James H. Dillard II  
John W. Gerdelman  
Sara I. Gore  
Susan Aheron Magill, Rector  
Suzann W. Matthews

Anita O. Poston  
Michael K. Powell  
Jeffrey B. Trammell  
Barbara B. Ukrop  
Faculty representatives: Robert B. Archibald  
LeAnn Binger  
Student representatives: Ryan Scofield

Absent: Thomas E. Capps  
Lawrence S. Eagleburger  
R. Philip Herget III

Jeffrey L. McWaters  
Joseph J. Plumeri II  
Henry C. Wolf

Others present were:

Gene R. Nichol  
P. Geoffrey Feiss  
Stewart H. Gamage  
Samuel E. Jones  
Anna B. Martin  
Susan H. Pettyjohn  
W. Samuel Sadler  
Karen R. Cottrell

Edward C. Driscoll, Jr.  
Michael J. Fox  
W. Fanchon Glover  
Jackson N. Sasser  
Michael L. Stump  
Sandra J. Wilms  
William T. Walker, Jr.  
Richard A. Williamson

Also present were Assistant Attorneys General Deborah Love and Richard McGrath; Richard Bland College President James B. McNeer, Provost Vernon R. Lindquist and Dean of Administration and Finance Russell Whitaker; Dean of the School of Education Virginia McLaughlin, VIMS Dean/Director John T. Wells and Director of Planning and Budget Carolyn R. Cook and ACE Fellow Julie E. Williams.

The Rector asked for any corrections to the minutes of the meeting on September 16, 2005. Hearing none, the Rector asked for a motion to approve the minutes. Motion was made by Mr. Blair, seconded by Ms. Poston and approved by voice vote.

The Rector reported that Donald Ryan McGlothlin, a 2001 graduate of the College, and a Marine Second Lieutenant was killed last night in Iraq in action along the Syrian border and asked for a moment of silence in his memory.

The Rector moved that, pursuant to Section 2.2-3711.A.1., 7., 8. and 10., of the Code of Virginia, the meeting be closed in order to discuss matters pertaining to specific personnel, the consideration of contracts, tenure and leaves; to consult with legal counsel and staff members pertaining to actual or probable litigation; to discuss matters pertaining to gifts, bequests and fund raising activities and contracts for services; and to discuss matters pertaining to the consideration of honorary degrees. Motion was seconded by Ms. Ukrop and approved by voice vote. The observers were asked to leave the room and the Board went into closed session at 10:07 a.m.

The Board reconvened in open session at 10:30 a.m. The Rector moved adoption of the **Resolution** certifying the closed session was held in compliance with the Freedom of Information Act. Motion was seconded by Ms. Ukrop and approved by roll call vote of the Board members by Secretary to the Board Michael Fox. (Certification **Resolution** is appended.)

Ms. Ukrop reported for the Richard Bland College Committee, and asked President McNeer for a brief update.

President McNeer reported that the recent Virginia Employment Commission study of the additional economic impact that the planned residence halls would have indicated the impact would be approximately \$20 million. He provided an update on financial aid and renovation projects. President McNeer thanked both President Nichol and Provost Feiss for continuing the dialogue on transfer students, noting that both institutions continue to look for ways to enhance the relationship in that area. The President reported that enrollment this year was at 1440, its highest level in school history, and noted that the Provost was working on additional partnerships in the community.

Ms. Ukrop asked for a motion to adopt **Resolution 1**, Faculty Compensation Plan and Plans for Compensation and Personnel Administration for Administrative and Professional Faculty. Motion was made by Mr. Dillard, seconded by Ms. Matthews and approved by voice vote.

The Rector pointed out that President McNeer's Annual Report had been distributed in the agenda packet and asked him to briefly comment. The President noted that his report sets out new goals for next year, involves all aspects of the campus and includes the Richard Bland Foundation annual report. Provost Lindquist is working on preparations for reaccreditation in the next three years. President McNeer commented on his work on the federal and state BRAC commissions, noting recommendations to the Governor are due next week.

In the absence of Mr. Capps, Mr. Blair reported for the Committee on Audit, noting the Committee had heard a positive report on accelerating the audit report from the state; it may be finished by February 2006. With the College moving into restructuring, there is much broader responsibility being placed on the Office of Internal Audit and the Committee reviewed new accountability requirements; staff is putting in burdensome hours and Mr. Blair expressed appreciation on behalf of the Board to Mr. Stump.

Mr. Stump briefly addressed the 2006 Work Plan, commenting that the hours listed under Restructuring and Risk Management items were estimates. He noted that the Sarbanes-Oxley law, which imposes stricter accounting rules and penalties, in some form will now apply to the state, and expressed concern about the burden being placed on staff to comply. Mr. Blair noted his hope that the impact of the Sarbanes-Oxley legislation on the College would not impose the same burdens as on private companies.

Mr. Blair asked for a motion to adopt **Resolution 2**, Approval of 2006 Internal Audit Work Plan. Motion was made by Mr. Gerdelman, seconded by Mr. Anderson and approved by voice vote.

Mr. Powell reported for the Committee on Academic Affairs, noting that the Committee discussed admissions and advised that the administration is making progress in the search for the Vice Provost for Enrollment. Mr. Powell advised that the Committee also discussed the new registration system and requested that Admissions give an overview at the next meeting.

Provost Feiss reported that a wholesale revision to the Faculty Handbook is beginning; there will be substantive changes which will be brought to the Committee when completed for review and approval.

Mr. Powell moved adoption as a block of **Resolution 3**, Appointment in the Marshall-Wythe School of Law Instructional Faculty; **Resolution 4**, Appointments to Fill Vacancies in the Administrative and Professional Faculty; **Resolution 5**, Faculty Leave of Absence; **Resolution 6**, Revision of the Bylaws of the Faculty of Arts and Sciences; and **Resolution 11**, Appointments to University Professorships for Teaching Excellence. Motion was seconded by Ms. Matthews and approved by voice vote. (**Resolution 11** is appended.)

In the absence of Mr. Plumeri, Ms. Magill reported for the Committee on Development and Alumni Affairs, noting the Provost had made a presentation on the need for faculty support. Interim Vice President for Development Susan Pettyjohn provided an update on the capital campaign; Executive Vice President of the Alumni Association Karen Cottrell reported on recent alumni events, noting the emphasis on trying to involve young alumni and current students in more activities.

In the absence of Mr. McWaters, Mr. Gerdelman reported for the Committee on Buildings and Grounds, noting that the Committee had heard an update on Project MAST from Associate Provost for Information Technology Courtney Carpenter and Vice President for Administration Anna Martin had reviewed the Fire Safety Report.

Mr. Gerdelman moved adoption of **Resolution 10**, Virginia Institute of Marine Science Cox Communications Utility Easement. Motion was seconded by Mr. Blair and approved by voice vote. (**Resolution 10** is appended.)

In the absence of Mr. Wolf, Mr. Powell reported for the Committee on Financial Affairs, and moved the adoption of **Resolution 7**, Receipt of the Consolidated Financial Report of The College of William and Mary in Virginia and Richard Bland College for the Fiscal Year Ended June 30, 2005; and **Resolution 8**, Receipt of the Financial Report of the Intercollegiate Athletic Department for the Fiscal Year Ended June 30, 2005. Motion was seconded by Ms. Magill and approved by voice vote.

Ms. Magill moved the adoption of the report of the Executive Committee as given in closed session; namely, to confer honorary degrees on the following individuals at Charter Day 2006:

Governor Timothy M. Kaine - Doctor of Laws  
Dr. Shirley Ann Jackson - Doctor of Humane Letters  
Ms. Virginia Forwood Pate Wetter >40 - Doctor of Public Service

Motion was seconded by Ms. Ukrop and approved by voice vote.

The Rector moved that, pursuant to Section 2.2-3711.A.7., of the Code of Virginia, the meeting be closed for consultation with legal counsel and briefings by staff members pertaining to actual or probable litigation. Motion was seconded by Mr. Powell and approved by voice vote. Observers were asked to leave the room and the Board went into closed session at 10:55 a.m. Mr. Anderson and Ms. Poston recused themselves from the first portion of the session due to relationships with the parties in the lawsuit. At 11:25 a.m. Mr. Anderson and Ms. Poston returned to the closed session.

The Board reconvened in open session at 11:45 p.m. The Rector moved adoption of the **Resolution** certifying the closed session was held in compliance with the Freedom of Information Act. Motion was seconded by Ms. Matthews and approved by roll call vote of the Board members by Secretary to the Board Michael Fox. (Certification **Resolution** is appended.)

There was no old business.

Under new business, the Rector distributed **Resolution 12**, Support for William and Mary Staff, and asked President Nichol for any comments. The President noted this was a modest step directed to the lowest paid employees and would raise the minimum wage to \$9.00 per hour and address wage compression. The President further noted that while this initiative does not reach across the board, it takes a step to solve the largest problem and should be helpful in the market. The Rector noted that Mr. Powell had suggested the Board formally express support for this effort; she suggested that it be publicized to the staff. Following a brief discussion, Ms. Magill moved adoption of **Resolution 12**, Support for William and Mary Staff. Motion was seconded by Mr. Blair, and approved by voice vote. (**Resolution 12** is appended.)

The Rector moved that, pursuant to Section 2.2-3711.A.1., of the Code of Virginia, the meeting will be closed to discuss specific personnel and the consideration of contracts. Motion was seconded



by Mr. Trammell and approved by voice vote. All observers were asked to leave the room and the Board went into closed executive session at 11:47 a.m.

The Board reconvened in open session at 12:20 p.m. The Rector moved adoption of the **Resolution** certifying the closed session was held in compliance with the Freedom of Information Act. Motion was seconded by Ms. Ukrop and approved by roll call vote of the Board members by Secretary to the Board Michael Fox. (Certification **Resolution** is appended.)

There being no further business, the Board adjourned at 12:21 p.m.