VIRGINIA MILITARY INSTITUTE
Lexington, Virginia
Minutes
BOARD OF VISITORS MEETING
3-5 December 2009

A meeting of the VMI Board of Visitors was held in Lexington, Virginia in the Turman Room of Preston Library at VMI beginning at 0800 hours, Friday 4 December and continuing at 0800 hours, Saturday 5 December pursuant to notice.

Present: Thomas G. Slater, Jr. ’66, President
Elizabeth D. Camp
Dr. Lie-Ping Chang
Paul D. Fraim ’71
MG Patricia P. Hickerson
General John P. Jumper ’66
Kimber L. Latsha ’77
G. Marshall Mundy ’56
Maj Gen Robert B. Newman, Jr. ’73
William A. Paulette ’69
W. Gregory Robertson ’65
James E. Rogers ’67
George P. Ramsey III ’72
Sloan C. Burns ’10 (present on Saturday)

Absent: P. Wesley Foster, Jr. ’56
General Ronald H. Griffith
Michael W. Maxwell ’87
Anthony Q. McIntosh ’89

Friday 4 December – 0805 hours

1. Mr. Slater presided and called the meeting to order. Colonel Michael M. Strickler '71, Secretary to the Board of Visitors, recorded the minutes.

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2. VMI Superintendent General J. H. Binford Peay III ’62 highlighted some of the 42 principal events which have occurred at VMI since the August Board of Visitors meeting and 52 future principal events leading to commencement on 16 May 2010. Both lists of events are filed with the minutes of this meeting as **Appendix I**.

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3. General Peay provided an overall budget update.

a. The State is now facing a $3.5 billion general funds shortfall. State general funds currently provide 16% of VMI's budget compared to 33% in 1998. The dollar amount is approximately the same as it was eleven years ago.

b. Since October 2008, State General Funds to VMI have been cut 35% ($4.811 million). With Federal stimulus money, the cut has been $2.8 million. Stimulus money ($1.2 million in FY 2011) is questionable in FY 2012. Tuition and fees increase for next year will be approximately 5.8% for in-state cadets ($19,000) 4.9% for out-of-state ($37,800) assuming a new class of 490 cadets in August 2010. Looking six years out with a Corps of 1,500 over that period and increases in the 5-6% range, tuition and fees for in-state will be $24,000 and out-of-state $46,000. Fund balances in FY 2011 are estimated at $4.6 million and $3.6 million in FY 2012.

c. The athletic strategic business plan for the next six years continues to be stressed. Current budget cuts range from 15% in travel to 20% in supplies, and 20-40% in recruiting with additional cuts likely over the next three years. Aspects of the plan include:

1. Meeting the NCAA requirement of 7 male and 7 female sports with 50% of the maximum allowable scholarships
2. The addition of a 7th women's sport beginning in FY 2011
3. Revenue from several money games in football and basketball
4. Growth of scholarships for women's sports to meet NCAA requirements
5. Significant decreases in operating costs and scholarships for several men's sports
6. Support through the Development Board of the VMI Foundation is critical.

General Peay stressed the importance of a $15-20 million athletic endowment to ensure program sustainability. The plan shows small budget deficits through FY 2012 with budgets in the black through FY 2016 and a small fund balance of $500,000-$800,000.

d. The Center for Leadership and Ethics (CLE) began operation in January 2009 with a staff of seven full time equivalents and one visiting professor. Three major conferences have been held, with numerous other major functions (Institute Society Dinner, Sports Hall of Fame banquet, etc) and much use of the Gillis Theatre. A Director for CLE is scheduled to be hired in FY 2011 and full staffing requires three additional full-time staff and three more visiting professors. Donations and pledges to date will bridge programs and operations through FY 2012. An endowment of approximately $20 million is needed before 2013 to fully staff, implement all programs, and sustain operations. Visiting professorships will account for $7.5 million of the endowment, leaving $12.5 million of endowment to secure.

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4. General Peay reviewed VMI's planning for the 2010 General Assembly session and government relations issues on the Federal level.

a. Both Governor Kaine and Governor-elect McDonnell have been invited to Post. Special recognition at VMI is being planned for Delegate Lacy Putney. Meetings with key staffers in the Governor's office and with legislators and staffers with the House Appropriations Committee and the Senate Finance Committee will be arranged. The Presidents of the State-supported colleges are pursuing a capital outlay initiative.

b. The state higher education community recognizes that state funding will not return to previous levels. There is a need for decentralization for freedom of management and for the State Council of Higher Education in Virginia (SCHEV) to focus more on mission rather than mandates and advocacy over compliance. The Virginia Business Higher Education Council with its Grow by Degrees program is pursuing legislative initiatives on sustainable higher education funding. There is concern over whether there will be Federal Stimulus money in FY 2012.

c. For the 2010 General Assembly session VMI will focus on capital projects funding with the possibility of a General Obligations Bond package, continue to work the unfunded mandate burden, prepare for legislation which might cap out-of-state students, and lay the ground work for funding of the Virginia Military Scholarships (VMS) as revenues recover. The VMI legislative reception will be 23 February. VMI construction phase requests for the 2010-2012 biennium will be to secure funding for the Science Building renovation ($18.3 million, detailed planning has been completed), Post Hospital renovation ($5.48 million, detailed planning has been completed), detailed planning for Corps Physical Training Facilities ($4.57 million – indoor physical fitness renovations to Cormack Hall and Cocke Hall), detailed planning for Post infrastructure improvements ($2.09 million), and pre-planning for renovations to Carroll Hall, Admissions, and Financial Aid Offices ($102,000).

d. At the Federal level the legislative team will meet with key legislators and pursue funding of programmatic needs, explore additional grant opportunities, continue to respond to Higher Education Opportunity Act and American Recovery and Reinvestment Act requirements, and prepare for possible reductions in ROTC scholarship funding.

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5. General Peay previewed the Institute's Capitol Strategic Master Planning in which he highlighted an adjusted South Post concept.

a. Phase I (2011-2013) is a physical fitness training facility for the Corps to be built on VMI property on Route 11 adjacent to Cameron Hall. It will include massive confidence courses, an Olympic style track - for Corps runs, the VMI Fitness Test and the track team, an indoor drill field, track locker rooms for home and visiting team, spectator areas, coaches' offices, rope climbs and rock wall climbs, and indoor tennis courts for PE electives. This will be a state funded project totaling approximately $63 million. Parking for this facility will be done in conjunction with the renovation of the New Science building (to be renamed Maury-Brooke Hall). Phase I also calls for a state-funded $13 million renovation of Cormack Hall to house the Physical Education Department with P.E. classrooms and teaching facilities for weight lifting, tennis, volleyball, physiology, and track. Landscaping renovations along Route 11 will also be included in both projects.

b. Phase II (2013-2015) is a full renovation of Cocke Hall, a $28 million dollar "Corps Support" facility secured with state funding. The remodeling will include expansion of the weight room, state-of-the-art cardio fitness areas, practice wrestling area and modernized competition area (Thunderdome), faculty/staff locker area, running area on the top floor, and swimming and water polo locker rooms.

c. Phase III, an Aquatic Center at Lackey Park or other VMI land, is envisioned as a business center operation. This project, which will begin after a pause in construction, will cost approximately $16 million with most coming from private funding.

d. He also noted there are also $202 million of needs eligible for state funding in capital strategic master planning to include post infrastructure, Barracks energy, renovations to Preston Library, old Maury Brooke Hall (to be renamed Shell Hall), Smith Hall, and Cameron Hall among others.

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6. General Peay said that he and his staff had an initial meeting with representatives of the VMI Foundation staff regarding capital campaign planning with another meeting scheduled for 14 December. A consultant is scheduled to brief both staffs in January. He will seek BOV input at the February offsite meeting and at the May meeting.

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7. General Peay reviewed several items with the Board.

a. He reviewed the cause of the death of Cadet John A. Evans, when he collapsed and died Nov. 7, 2009, after completing a 10-mile road march with other members of the 4th Class – a result of cardiac arrest due to an underlying medical condition, Idiopathic Hypertrophic Subaortic Stenosis, or IHSS. He noted that VMI is conducting its own internal review to determine if there is any causal relationship and to assess its processes.

b. The committee established in the late summer to help determine VMI's 7th women's intercollegiate sport recommended its top two choices to the Superintendent, lacrosse and water polo. After careful review with Athletic Director Donald T. White '65, water polo was selected.

c. Brigadier General R. Wane Schneiter, Deputy Superintendent for Academics and Dean of the Faculty, is conducting a study on teacher workload and class and department sizing. The effort is to improve overall academic discipline by balancing workload among departments and setting parameters for class size by justifying adjunct faculty with teaching loads and in consideration of adjunct pay scales.

d. Of the 409 cadets on athletic permit, 230 (56.2%) are enrolled in Air Force, 87 (21.3%) in Army ROTC, and 92 (22.5%) in either Navy or Marine ROTC. This issue surfaced at the August Board meeting and the administration is assessing the imbalance. Of the 409, 62 (15%) are on a commission tract.

e. H1N1 update: To date 168 cases of flu-like illnesses have been reported. All cadets were kept in the infirmary for 24 hours until their fevers had subsided. Of the 168, five developed pneumonia, one was hospitalized in Roanoke for three days, and 18 chose to go home until their fevers went away. All have fully recovered. VMI has received 2610 doses of the H1N1 vaccines for cadets and faculty/ staff and their families. Only 30% of cadets opted to take the vaccine while 50% took the seasonal vaccine. Since flu can come back in waves after 2-3 months, cadets will continue to be encouraged to take the vaccines.

f. Recent media coverage has included the Washington Post article on the Office of Civil Rights case and follow-up by the Associated Press, the sexual assault case involving former Cadet Stephen Lloyd, and the death of Cadet Evans.

g. Regarding indiscipline, there have been nine cadets dismissed for honor violations this semester. There have been no suspensions to date, however, several cadets are "on the bubble" with the demerit limit.

h. Regarding honor, General Peay believes there has been a clear improvement on status which has been an area of concern. An Honor Court case, in which four cadets were drummed out this semester, has resonated within the Corps. He has seen no spike in cheating or stealing during his tenure. Quibbling cannot be tolerated and this needs continuous emphasis. This year's court has stressed education and honor as a lifestyle. The "stick-check" initiative has had positive feedback from the Court and Corps, and there has been much talk about honor in the Cadet newspaper and among cadets in general. Five First Class officers of the Honor Court were introduced to the Board: Prosecutors Ottie E. Allgood, Jr., Richard M. Hozik, and William R. Feldman, Vice-President William R. Shannon, and Vice-President for Education John M. Curtis, Jr. Colonel Thomas S. Baur '75, one of two assistant Superintendent's representatives to the Honor Court was also present. Cadet Curtis said that education to the Rats and the entire Corps is being emphasized, particularly in the area of cadet permits. Cadet Hozik said that the Court has stressed that the honor system belongs to the Corps and that he believes that members of the Corps are feeling this "buy-in." In response to a question from Mr. Mundy regarding permits as a hot topic in 2008-2009, Cadet Allgood noted that there has been a definite spike in cadet questions about permits this year. Mr. Rogers asked if the Corps feels that the administration is using honor against them. Cadet Hozik answered in terms of the permit issue stating that permits cannot be separated from honor issues, and Cadet Curtis noted that stick checks really put the system back in the hands of the Corps. Other members also noted that due to education, cadets are more aware of potential status violations and are placing themselves on report accordingly. Mr. Paulette asked if tolerance had become more prevalent due to a single sanction system. Cadet Allgood said that he doesn't think so and that education throughout the Corps and particularly with the Rats will maintain momentum in this area. General Jumper noted that the Air Force Academy's honor struggles came when they did not stress cadet ownership of the system and emphasize honor as a lifestyle. Mr. Fraim pointed out that the Court split the Vice-President duties this year with Cadet Curtis taking the lead as VP for Education. In response to a question from Mr. Slater members of the Court estimated they spent 10-12 hours per week on honor system issues with more than double that during weeks of trials. Mr. Robertson said that there is a need to stress the practical reasons why VMI has an honor system for cadets and why it makes the VMI system work. Mr. Slater added that there is a great importance for this legacy as cadets become alumni. Mr. Robertson noted what he perceives as some confusion over an honor violation as opposed to a bluebook violation with regard to permits. Colonel Thomas T. Trumps '79, Commandant of Cadets, pointed out that a permit is a contract with a cadet and individual permits normally include exceptions to bluebook regulations. There are scores of permits each week with various exceptions, but cadets are honor bound by the restrictions included in the permit. There was some additional discussion on honor system issues.

i. The winter Board meeting will be 11-12 February with headquarters at the Westfields Marriott in Chantilly, VA. There will be a reception for all Northern VA alumni at the Marriott from 6:00-7:30 on 11 February with the Board meeting the following morning. Likely topics will be a Vision 2039 update, preview of the FY 2011 budget, and discussion of the next fundraising campaign. The Board will also visit Dodona Manor (home of George C. Marshall) on Friday afternoon and have dinner at Mr. Slater's farm in Upperville.

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8. The meeting was adjourned at 0950 hours to reconvene Saturday, 5 December at 0800 hours.

Saturday, 5 December 2008 – 0800 hours

9. Mr. Slater called the meeting to order. In addition to those absent on Friday, Mr. Ramsey was absent.

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10. *A motion was made by General Jumper, seconded by Mrs. Camp, to approve the minutes of the 28-29 August 2009 meeting of the Board of Visitors.* The motion passed.

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11. Regimental Commander Karsten G. Bloomstrom, First Class President Sloan C. Burns, and Honor Court President Weston D. Whitcomb made brief statements to the Board about their particular areas.

a. Cadet Bloomstrom reported that he and his staff are working closely with the Rat Disciplinary Committee and the General Committee as the Ratline progresses. The Corps is focusing on the Governor's inaugural parade. Coping with the death of Cadet Evans has been difficult for the Corps.

b. Cadet Burns said that the First Class is focusing on the third phase of the Ratline, the interactive phase. They are working closely with their dykes in preparation for the march to New Market, Rat/Dyke runs, and in preparation for the various events which will comprise break out week.

c. Mr. Whitcomb reported that the Court has had numerous education sessions for the entire Corps throughout the semester. Within these sessions, they have reviewed the history of the honor system at VMI which has helped stress ownership of the honor system by the Corps. In January the Court will hold a mock-trial for the Corps on a Saturday morning prior to a basketball game to further the Corps' knowledge of the honor system processes.

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12. The Board received remarks from representatives of the Alumni Agencies: Mr. Richmond P. Lykins, Jr.'73, President of the VMI Alumni Association; Mr. Brian S. Crockett, CEO of the VMI Foundation; and Mr. Gregory M. Cavallaro '84, CEO of the VMI Keydet Club.

a. Mr. Lykins reported that new cadet recruiting season has been completed with 26 events, five less than last year, but the number of attendees was up 29%. Representatives from the Parents Council and ROTC units attended over 90% of the events. The Association is beginning work on the 2010 Register of Former Cadets. A private company will print and market the hard copy version, but the information will be online for free. Members of the Alumni Association Office will meet with the First Class in the spring for an introduction into their lives as alumni. General Peay will speak to the Central Florida alumni chapter in January.

b. Mr. Crockett briefly reviewed highlights of the November Board of Trustees meeting and the Institute Society Dinner. The market value of the VMI endowment increased from $234.6 million on 30 June 2009 to $267.2 million on 30 September. The Foundation fund is currently down 14.3%. For all funds, year to date (thru 30 November) giving is $5.525 million from 2,414 donors compared to $3.008 million from 2,942 donors in 2008. In preparation for the upcoming campaign, the approach is to achieve consensus on a Strategic Plan, conduct a needs assessment, assess campaign readiness, and conduct campaign feasibility and planning studies. Throughout the readiness phase and into the campaign there must be complete coordination of prospect management.

c. Mr. Cavallaro reported that Keydet Club donations to date are down $230,000 (30%). There are 265 donors who account for nearly $500,000 that need to be brought in by 31 December. A mailer has been sent out as the final push for the 75th anniversary campaign. Cadet Audrey Falconi ’10, captain of the women’s soccer team, will receive the “Three Legged Stool” Award on 6 February. He introduced Mr. Buzzy Northen ’77, who will be the chairman for the 2010 Keydet Club auction to be held 22 May at the Jefferson Hotel in Richmond. Mr. Northen expected attendance to be over 400 people for the auction and solicited the Board’s overall support for the event.

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13. Mrs. Camp, Chair of Academic Affairs, reported on the meeting of her committee.

a. *A motion was made by Mrs. Camp, seconded by Mr. Rogers, that the Academic Affairs Committee has considered the Changes in Faculty and Staff, dated 20 November 2009 and recommends that the Board of Visitors approve these changes.* The motion passed.

b. *Mrs. Camp made the following motion, seconded by Mr. Robertson: The Academic Affairs Committee has considered the Graduation List, dated 20 November 2009, for 31 December 2009 and 31 January 2010 graduates. The Committee recommends the Board of Visitors approve this preliminary list of graduates (Attachment 1). The Board of Visitors grant to the Deputy Superintendent for Academics and Dean of the Faculty the authority to delete names of cadets who do not meet the requirements for graduation from VMI and to add the names of graduates who may fulfill the requirements for graduation. The Committee further recommends that the final list of 18 September 2009 graduates (Attachment 2) be filed with the minutes of this meeting.* The motion passed. Attachments 1 and 2 are filed with the minutes of this meeting as **Appendix II**.

c. *A motion was made by Mrs. Camp, seconded by Mr. Fraim, that the Academic Affairs Committee has considered the Recommended Entrance Rates for Faculty Salaries for the 2010-2011 academic year, dated 20 November 2009 and recommends that the Board of Visitors approve these Entrance Rates.* The motion passed. The Recommended Entrance Rates for Faculty Salaries for the 2010-2011 academic year are filed with the minutes of this meeting as **Appendix III**.

d. BG Schneiter has spent considerable time on the organizational structure of the academic program. The new organizational chart is filed with the minutes of this meeting as **Appendix IV**.

e. BG Schneiter's report to the committee included the faculty load study being conducted. See 7 c. of these minutes. An academic work load of three, 3 contact- hour courses per semester has been presented to the Department Heads, but there are many details to be considered and much discussion on the overall work-load study planned for the future. He said that there needs to be a model for faculty engagement and development which provides the faculty time to accomplish what is expected of them.

f. In an effort to increase the number of arrangements that VMI has with graduate school programs, Mrs. Camp will circulate a list of schools and programs compiled by the Dean's Office to the Board to determine potential contacts they may have.

g. The annual employment survey showed that only 4% of the 2009 VMI graduates were still seeking employment by 31 October 2009.

h. The admissions target number for the Class of 2014 is 490. There is a 28% increase in early decision applicants (14% female) over the Class of 2013.

i. To a question from Mr. Rogers regarding a concern over Rats having to declare a major at matriculation, General Peay responded that this is not a major problem as VMI is doing a better job through Admission Open Houses and electronically with exposure to the various departments.

j. General Jumper expressed a concern over having enough civilization and culture courses throughout academic departments. BG Schneiter noted that every department has been invited to offer a civilization/culture course and several of the science and engineering departments have done this. It is part of the new core curriculum and every department will be engaged in this effort in the future.

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14. Mr. Robertson, Chair of Audit, Finance, and Planning reported on the meeting of his committee.

a. *A motion was made by Mr. Robertson, seconded by Mrs. Camp, that the Board of Visitors approve VMI's unaudited financial statements for the fiscal year ended 30 June 2009.* The

motion passed. The FY 2009 unaudited financial statements are on file in the Office of the Comptroller.

b. *A motion was made by Mr. Robertson, seconded by General Jumper, that the Board of Visitors amend VMI's 2009-2010 Operating Budget by the amount of $1,020,000 as outlined in Attachment A.* The motion passed. Attachment A is filed with the minutes of this meeting as **Appendix V**.

c. *A motion was made by Mr. Robertson, seconded by General Jumper, that the Board of Visitors approve the updated Post Facilities Master Plan 2009.* The motion passed. The 2009 Post Facilities Master Plan is on file in the Office of the Deputy Superintendent for Finance, Administration, and Support.

d. *A motion was made by Mr. Robertson, seconded by MG Hickerson, that the Board of Visitors approve and adopt the Strategic Plan 2009.* The motion passed. The 2009 Strategic Plan is on file in the Office of the Deputy Superintendent for Finance, Administration, and Support.

e. *A motion was made by Mr. Robertson, seconded by Mr. Rogers, that the Board of Visitors approve the plan document for the 403 (b) Tax Deferred Savings Program and the 401 (a) Cash Match Plan.* The motion passed. The memorandum of explanation and motion is filed with the minutes of this meeting as **Appendix VI**.

f. Mr. Jim Quisenberry, VMI Project Manager, from the state Auditors of Public Accounts office outlined his office's responsibilities which are focused more closely on systems this year. There were several compliance findings, primarily from the athletic department, but none significant in size. The athletic department is being asked to address these issues.

g. Colonel Thomas F. Hopkins, Director of Information Technology gave his report, focused primarily on IT security.

h. The report from the VMI Foundation focused on refinancing the $45 million bond issue. The letter of credit expires in July 2010, and in the current market, interest payments would increase significantly. Principal payments start coming due in 2012, and a committee has been formed to determine how to most efficiently refinance the bonds. There is a slot on the committee for a member of the BOV, and Mr. Rogers has agreed to serve.

j. VMI met all the requirements in its annual debt management report, and key financial indicators and budget performance reports are all in compliance.

k. Through assistance of the State Office of the Attorney General, a settlement has been negotiated with the contractor in the Crozet Hall litigation.

l. Brigadier General Robert L. Green '67, Deputy Superintendent for Finance, Administration, and Support presented a Six-Year Financial Plan update to the Board, noting that these goals and assumptions are conservative.

1. Enrollment is an average of 1,500 cadets.

2. Tuition & fees will increase next year to $19,000 (5.8%) in-state and $37,300 (4.9%) out-of-state.
3. Increase in state budget cuts of 20% in 2011
4. Federal stimulus money of $2.4 million spread over the next two fiscal years
5. No salary increases are scheduled in the biennium.
6. 2012 auxiliary fund balance to be $3.6 million
7. ROTC scholarship may decrease 35% by 2016. Financial aid will be needed to make up for this.
8. Consider asking the Foundation to extend its line of credit to the Institute from $1.2 million to $3.1 million.
9. Financials and athletics were covered by General Peay…see page 2 of these minutes.

m. There was a brief discussion regarding no pay raises for employees over a four-year period going forward. Mr. Robertson expressed his concern, and Mr. Slater asked the Institute to look at creative ways to consider bonuses. There was also a brief discussion on Corps size.

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15. Mr. Fraim, Chairman of Appeals, reported on the meeting of his committee.

a. There have been nine cadets dismissed for honor violations this semester with five of the cases carried over from the spring semester.

b. There are two appeals of honor court convictions pending.

c. The chair was approached by an alumnus to reconsider an appeal on a 1998 honor court conviction. In 1998 the Appeals Committee upheld the honor conviction in question. The current committee did not think it had the authority or jurisdiction to reopen or reconsider the appeal and passed a motion that it would not reconsider the appeal.

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16. Mr. Mundy, Chair of Athletics, reported on the meeting of his committee.

a. The latest NCAA Athletic Progress Rate (APR) report, based on retention and eligibility, shows VMI's cumulative APR for all sports at 945, with 925 being the threshold. Two individual sports are currently under the 925 threshold, but are not in danger of losing any scholarships.

b. In the most recent graduate rate survey, VMI leads all Big South schools with a four-year average graduation rate of 69% among its scholarship athletes. The graduation rate for the Corps of Cadets is 70%.

c. A committee to recommend VMI 7th women's sport met throughout the fall semester. The committee forwarded its top two choices, lacrosse and water polo, to the Superintendent. In consultation with Athletic Director Donald T. White '65, water polo was selected.

d. Head football coach Sparky Woods addressed the committee. He noted his disappointment in the 2-9 record this season and that he is focusing on what it takes to win at VMI with recruiting

and retention at the top. All 15 of the current Rat scholarship players are in school. He said that he would like to have the opportunity to send all of his scholarship players to the second session of summer school to help them academically and with strength and conditioning. He also mentioned the ninth semester program and possible ways to make it easier for cadets to return for the ninth semester. He discussed scheduling for the next few years which includes a few "money" games with bigger schools such as Virginia and Army, some smaller schools with which we should have success, plus traditional rivals Richmond and William & Mary, but not every year.

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17. Mr. Paulette, Chair of External Relations, reported on the meeting of his committee.

a. Bill and Melinda Gates were not responsive in arranging a date to accept the Jonathan Myrick Daniels '61 Humanitarian Award. VMI will move forward and convene the selection committee in January to review the current nominees. Mr. Fraim spoke in favor of the late Frank Batten and Mr. Rogers mentioned former Virginia Governor Linwood Holton.

b. Colonel Keith E. Gibson '77, Executive Director of Museum Operations, reported that while attendance at both the VMI Museum and the New Market Battlefield State Historical Park is down, revenue is up slightly. Reaccreditation of the VMI Museum will take place over the next 12-18 months.

c. Lieutenant Colonel Kimberly C. Parker, Government Relations Director, and L.F. Payne '67, VMI's liaison on the Federal level, discussed VMI's government relations plans for 2010. General Peay will be spending much time in Richmond during the General Assembly Session and will make a trip to Washington in late March to speak with federal officials. Mr. G. Gilmer Minor III'63 is a member of the restructuring committee on the Board of the State Council of Higher Education in Virginia. VMI will march in the Governor's inaugural parade in January. The committee also discussed VMI's relationship with the local governments.

d. Recent media relations events included the sexual assault trial, the coverage of the OCR case on sexual discrimination, and Cadet Evans' death.

e. The Office of Communications and Marketing has produced a card to be sent to young alumni directing them to an Internet address where they will be able to view a video which makes the case for them to become donors to the Institute. The C&M office is continually enhancing the VMI website and is working with the Keydet Club on a potential project which would focus on former cadet scholarships and "where they are now."

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18. In the absence of Dr. Chang, General Jumper reported on the meeting of the Cadet/Military Affairs Committee.

a. Cadet Stephen A. Bohanan provided a briefing to the committee on the Club Sports program in which approximately 400 cadets participate. General Peay was asked to provide a copy of the briefing to the full board.

b. The committee discussed the distribution of cadets in the ROTC Departments with a high percentage of athletes taking Air Force ROTC. There is concern on balancing VMI's policies and needs with the needs, restrictions, and resources of the ROTC detachments. The Army and Air National Guard may be able to help in the area of resources.

c. Mr. Slater posed the question of whether the Board might want to reconsider mandatory commissioning. General Jumper pointed out that there would be valid arguments on each side of this issue when considering enrollment, commissioning, and athletics.

d. General Jumper also pointed out that VMI should receive more support and benefits from ROTC because of its status as a senior military college. General Peay agreed, but noted that there are significant differences among the senior military colleges.

e. The committee will continue to "wrestle" with the issue of what benefits VMI cadets should take away from the 4-year ROTC program and will make recommendations to the administration which develop from future discussions.

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19. In the absence of General Griffith, General Jumper reported on the meeting of the Nominating and Governance Committee.

a. The schedules and agendas of the four BOV meetings were reviewed. There may be an adjustment to the length of time given to the Academic Affairs and Audit, Finance, and Planning Committee meetings at the August Board meeting. The current scheduling and agenda plans will remain in force for the remainder of the 2009-2010 academic year.

b. The terms of current board members were reviewed, and the committee will begin working with the Alumni Association to present a slate of recommendations to the Governor for 2010-11 Board appointments.

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20. Mr. Slater reported that the Executive Committee had approved an updated deferred compensation agreement for General Peay and BG Green (his term as Acting Superintendent). Changes were made in order to comply with Internal Revenue codes. The committee approved vesting dates, but no changes in monetary contributions.

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21. **Entered into Closed Session**: A *motion was made by Mr. Rogers, seconded by Mr. Mundy, to enter into a Closed Meeting.* The motion passed and the Board entered into Closed Session at 1020 hours to discuss:

1. Disciplinary and other matters involving specific cadets, former cadets, and individuals (pursuant to 2.2-3711 (A) 2 and (A) 4) relating to honor court cases, honor cases, other indiscipline, and scholastic records.

2. Consultation with legal counsel pertaining to actual or probable litigation (pursuant to 2.2-3711 (A) 7) relating to Office of Civil Rights (OCR) and EEOC complaints.

3. Matters involving specific cadets and a deceased cadet (pursuant to 2.2-3711 (A)15) related to medical records or mental records.

4. Personnel matters related to specific individual employees or candidates for employment (pursuant to 2.2-3711 (A) 1), relating to compensation.

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22. **Return to Open Meeting**: *At 1115 hours, a motion was made by Mr. Robertson, seconded by Mr. Paulette, certifying the Closed Meeting*. The motion passed.

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23. The following motion was made by Mr. Rogers and seconded by Mrs. Camp: *At its May 2009 meeting, the VMI Board of Visitors and at the request of General Peay deferred General Peay's annual 30% contractual incentive pay in light of the uncertain economy and with respect to expenditures of private and public funds. In accordance with the Superintendent's contract provisions, the Board of Visitors now moves approval of a payment equal to 30% of his base pay for fiscal year 2009, in the amount of $102,000 payable on 1 January 2010. The Board further directs that this amount be credited to General Peay's deferred compensation account established in August 2004.* This motion passed. After further discussion with the Superintendent and at the request of the Superintendent, the Executive Committee of the Board of Visitors deferred consideration of this segment of General Peay's compensation until the May meeting of the Board.

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24. There being no further business to come before the Board, the meeting was adjourned at 1117 hours.

Michael M. Strickler '71
Secretary