

VIRGINIA MILITARY INSTITUTE
Lexington, Virginia
Minutes
BOARD OF VISITORS MEETING
29 January 2021

A meeting of the VMI Board of Visitors was held in Lexington, Virginia in the Smith Hall Board Room at VMI beginning at 0800 hours on Friday, 29 January 2021 pursuant to notice.

Present: Mr. John W. Boland '73, President
Mrs. Lara T. Chambers '03
Lieutenant General Charles E. Dominy, USA (Ret)
Mr. Hugh M. Fain III '80
Mr. Conrad M. Hall '65
Mr. Michael L. Hamlar
Mr. Richard K. Hines V '66
Mr. Lester Johnson, Jr. '95
Mr. E. Sean Lanier '94
Mr. David L. Miller '70
Mr. Scot W. Marsh '81
Honorable Joseph R. Reeder
Mr. Eugene Scott, Jr. '80
Mr. Thomas R. Watjen '76
Lieutenant General Frances C. Wilson, USMC (Ret)

Absent: Major General Timothy P. Williams, VAARNG

Friday, 29 January 2021 – 0800

- 1) Mr. Boland presided and called the meeting to order and provided opening remarks. Also present was Ms. Cynthia Norwood, legal counsel, Office of the Attorney General. Mr. Reeder and LtGen Wilson participated via teleconference in accordance with requirements stated under the Code of Virginia.
 - a) Mr. Boland reminded the Board members that all annual financial disclosure and conflict of interest statements need to be completed by 1 February 2021.
 - b) Mr. Boland welcomed Mr. E. Sean Lanier to the board in his first full in-person meeting.
 - c) Mr. Boland stated that the Corps recently returned to post and were screened for COVID-19 prior to returning to barracks.
 - d) He thanked the VMIAA for conducting over 15 town hall meetings over the past several months and communicating ongoing efforts on behalf of the institution. He also thanked the VMIAA for their establishment of an agency Diversity and Inclusion Committee, as well as a mentorship program for VMI cadets and alumni.

- e) Mr. Boland commented that the Board has been very busy and he highlighted the following main efforts since this past summer: 1) development of a plan to address social issues which resulted in the Five Pillars to address diversity issues, 2) established a Chief Diversity Officer position, 3) voted to remove the Stonewall Jackson statue to be relocated to New Market, 4) establishment of a standing Diversity, Equity and Inclusion Committee, 5) establishment of the standing Commemorations, Memorials and Naming Review Committee, 6) directed the administration to present background and update on the VMI diversity hiring program, 7) the adoption of Delegate Carroll Foy's Seven Guiding Principles, 8) hired Major General Wins as the Interim Superintendent, 9) conducted three meetings with the Virginia Secretary of Education (Secretary Qarni) and the Virginia Chief Diversity, Equity and Inclusion Officer (Dr. Underwood), 10) Major General Wins has conducted over 20 listening sessions with VMI's cadets, staff and faculty since his arrival, and 11) conducted meetings with the investigative firm leading the Governor directed investigation (Barnes & Thornburg).
- f) Mr. Boland commented that VMI recently announced the retirement of Colonel William Wanovich, VMI Commandant of Cadets. He commented that Colonel Wanovich's retirement has been in the works for quite a while, and was based on no other reason than his decision to retire. Mr. Boland thanked him for his leadership and service over the past 11-years in his capacity as the Commandant of Cadets and formerly as the Professor of Military Science to VMI.
- g) Mr. Boland reminded the Board that it is their role to establish and oversee policy for the Institute, but not get involved in the daily operations and management of the school. He reminded the Board to stay focused on the VMI Mission and method of education to help guide the way forward.

2) Major General Cedric T. Wins '85, VMI's Interim Superintendent, addressed the Board. The Superintendent's major agenda items included his initial assessment to date, an update on continued COVID-19 efforts, a legislative session overview, and a Look Ahead review of the upcoming semester. A copy of the slides is appended to these minutes as **Appendix I**.

- a) Major General Wins thanked the Board for the opportunity to assume the role as the Interim Superintendent and for the confidence they have shown to him to date in his ability to lead the Institute.
- b) Major General Wins provided the board with his 45-day assessment to date. His overall message to the board is that VMI has tremendous number of quality cadets that are very impressive on every level. VMI has a quality team and has been very supportive and welcoming of his arrival. Upon of his arrival, he commented that he conducted a series of numerous listening sessions with faculty, staff and cadets. Among his conversation with the classified workforce were concerns over compensation and wages. He recognized that VMI has made progress in this area over the past few years, however, there is more work to be

done as it relates to offering competitive salaries within the local area. As a result of these discussions, VMI was able to raise the hourly wage from approximately \$11/hour to \$13.20/hour over the short-term.

- c) His discussions with the faculty centered on their concerns to help develop and shape members of the Corps of Cadets. Those discussions highlighted VMI's honor system and overall need for improved communication.
- d) He addressed the concerns of inclusivity and diversity across the leadership positions throughout VMI. Some of the feedback he received, was a concern by some cadets as it relates to the importance of diversity among these various positions.
- e) Major General Wins commented on the professionalism of the Corps and the improvements that he has witnessed since his time at VMI. However, it was discussed that there are still some perceived fractures to the Corps as it relates to relationships between athletes and non-athletes to this day.
- f) Discussions within the focus group of cadets also focused on the discussion as it relates to the honor code and the differences between honor and being honorable. He commented that the honor code remains the bedrock of the institution and he has no desire for it to change. However, he commented that the honor system and how it is implemented will need a review. He stated that the honor code will remain in place, however, with any system, a review is needed to ensure that the system does not veer away from its intended purpose and is implemented properly.
- g) Major General Wins highlighted five areas that encapsulated his assessment:
 - i) Establishing achievable benchmarks for more diversity within the Corps of Cadets, faculty, and staff.
 - ii) Improve the culture, traditions and symbology as it pertains to diversity centered on the Institute's 20th century and beyond, instead of focusing on its 19th century beginnings. He states there are numerous noble men and women who have graduated from VMI and our aspirational goal should be to focus on those accomplishments made in the 20th century and beyond.
 - iii) Improve oversight in the application of the honor code through the honor system, as mentioned earlier.
 - iv) Return to the strength of a unified Corps of Cadets separated only by the classes. He commented on the focus to return to the "One Corps" concept and understanding that our stressors, experiences, and shared hardships are common and is what brings us together.
 - v) Rebalance the three aspects of the VMI education with it being centered on academics, while incorporating the importance of athletics and the military aspects of VMI.
- h) Major General Wins commented that his Action Plan is very strategic in nature and will require work by various stakeholders at VMI. These stakeholders will need to identify tasks, some of which currently exist in the Five Pillars Plan and it also nests with Vision 2039.

Major General Wins commented that this strategic plan will help guide him through his time at VMI and will help set the conditions for the next Superintendent.

- i) Major General Wins commented that his draft Unified Action Plan is still under review. The following are list of five outcomes that will be contained within his action plan:
 - i) A commitment to honor. He commented that the heart of VMI remains the honor system and that a cadet's honor is their most guarded possession and is a cherished leadership trait attained through the single-sanction system.
 - ii) The VMI Brand - the outward face of VMI which is built developing leaders to conduct themselves honorable with civility and humility. This is what our alumni, parents and constituents have come to expect from a VMI cadet.
 - iii) A VMI which is diverse and inclusive. This begins with the recruitment of diversity within our Corps of Cadets and extends to the recruiting of the best talent within our faculty and staff.
 - iv) A VMI that competes and wins. He commented on the importance of competition and the spirit of winning. This is not only achieved on the playing field, but extends to the academic classroom in the pursuit of academic excellence.
 - v) The idea of a One VMI. Major General Wins commented that individuals come to VMI from all walks of life and builds leaders through a common set of experiences. He commented that at VMI you are no less than others and success comes from working together as a team and supporting one another. Athletes at VMI must embrace opportunities to demonstrate their leadership both on and off the field. The Corps of Cadets must recognize the efforts of all cadets and that everyone is being challenged equally, both academically and athletically, while being constrained by time and resources in the overall pursuit of excellence.

 - j) Mr. Watjen asked for clarification on the listening tours and how Major General Wins conducted them. Major General Wins expanded his thought process behind the purpose the listening sessions. He felt it was important to speak to frontline workers, without the presence of their supervisors, so he could get a sense of the environment. He felt that most of the comments made by employees at VMI were overall positive, they understood the VMI mission, and how their job tied to the mission. He also mentioned the development of a survey which will be sent out in a continuation of his assessment.
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- 3) Colonel Gary Bissell '89 provided the board with an update on the Coronavirus Task Force efforts. The taskforce was divided into 5 sub committees consisting of academic, cadet life, athletics, support services and screening/testing. Cadets that returned this semester were each required to take a rapid test upon arrival. With 100% testing, he briefed that 16 cadets tested positive and were required to start the semester virtually, while isolated away from the post. He provided the board with a report of how Covid-19 viruses are tracked and maintained, and use of the current COVID-19 dashboard, which is updated daily. He also updated the board with the number of faculty and staff that have started the vaccine process in conjunction with the local health department. These individuals consisted of VMI medical staff, EMTs, and athletic

trainers in direct support of our cadets. Finally, he provided the board with a copy of a modified General Order #1 which shows the daily schedule under the current operating environment.

- 4) Brigadier General Dallas Clark '99, Deputy Superintendent of Finance, Administration, and Support, briefed members of the upcoming legislative session. He briefed that the current General Assembly session has been shortened to 30-days, vice the typically 45-days. Leading up to the general session, Major General Wins met with several key legislatures to introduce himself, talk about VMI's way forward on diversity, equity and inclusion, and to open up a dialogue with the legislators on VMI matters. Due to Covid-19 restrictions, the VMI Legislative Reception will not be held in Richmond, but instead will be held virtually. This virtual reception is a "thank you" for the continued support of the legislature. VMI continues to watch several legislative bills as it relates to impacts to institutions of high education. The remainder of Brigadier General Clark comments are contained in the slides of Appendix I.
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- 5) Major General Wins provided comments as it related to Vision 2039 and the 14 Simplified Descriptors. He believes the descriptors are intact and reflect the current vision and mission. However, he stated that the simplified descriptors should undergo a review by the next Superintendent, and VMI should consider updating them to reflect the current environment and any other changes needed as part of the way forward. As it relates to commissioning, he commented that the 70% commissioning rate should remain an aspirational goal, while maintaining VMI's role as one of the top producers of diversity officers for the DOD and its respective services.
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- 6) Major General Wins provided a look ahead for the remaining spring semester. At the forefront of all activities is the health and well-being of the Corps of Cadets, faculty, and staff. He wants to achieve the goal of making the cadet experience this spring as close to normal as possible. The Corps remains resilient and is very positive about the way forward. Many of the decision on various events on the remaining of the semester will be flexible and subject to change based on an on-going assessment.
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- 7) *A motion was made by Mr. Watjen, seconded by Mr. Hall, to approve the minutes of the 29 October 2020 meeting of the Board of Visitors.* The motion passed unanimously.
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The board concluded its morning session at 0908 hours and adjourned to subcommittee meetings. During the working lunch, the board heard from cadets representing leaders from the First Class,

as well as Mr. Steve Maconi, Chief Executive Officer of the VMI Alumni Agencies. Following the afternoon committee meetings, the board reconvened to discuss their committee reports.

8) Mr. Watjen, Chair of the Audit, Finance and Planning Committee, reported on the meeting of his committee.

- a. A motion was made by Mr. Watjen, seconded by Mr. Hall, that the Board of Visitors amend VMI's 2020-21 Operating Budget by the amount of \$445,000 as outlined in Attachment A. The motion passed unanimously. The amendment is on file in the Office of the Comptroller and was provided to the members. The memorandum supporting these requests will be filed with the minutes as **Appendix II**.
 - b. A motion was made by Mr. Watjen, seconded by Mr. Hines, that the Board of Visitors approve the Post Facilities Master Plan dated January 2021. The motion passed unanimously. The Post Facilities Master Plan is on file in the Office of the Deputy Superintendent for Finance, Administration, and Support and was provided to the members. A copy of the Master Plan will be filed with the minutes as **Appendix III**.
 - c. Mr. Watjen discussed additional reports to his committee. This included an Information Technology update from Colonel Wes Robinson, the Director of Information Technology. The board was briefed about the online capabilities to support the academic curriculum, as well as on the various IT technologies to support the current infrastructure.
 - d. The committee conducted a preliminary view of the 2021 budget. This preliminary view was important because it will drive the tuition and fee discussion for next academic year which will be discussed at the next board meeting.
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9) Mr. Fain, Chair of Academic Affairs, reported on the meeting of his Committee.

- a) A motion was made by Mr. Fain, seconded by Mr. Miller: The Academic Affairs Committee has considered the Changes in the Faculty and Staff list dated 15 January 2021, and recommends that the Board of Visitors approve the changes in the Faculty and Staff and that the list be made part of the minutes. The motion passed unanimously. These Changes will be filed with the minutes as **Appendix IV**.
- b) Mr. Fain made the following motion, seconded by Mr. Hall: The Academic Affairs Committee has considered the attached Graduation List dated 21 January 2021 for January 2021 graduates. The Board of Visitors grants to the Deputy Superintendent for Academics and Dean of the Faculty the authority to delete the 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 Academic Affairs Committee further recommends that the final list of 15 September 2020 and 19 December 2020 graduates be accepted and filed

with the minutes of this meeting. The motion passed unanimously. The final list of graduates is filed with the minutes of this meeting as **Appendix V.**

- c) Mr. Fain made the following motion, seconded by Mr. Marsh: The Academic Affairs Committee has considered the recommended Curricular Changes dated 15 January 2021. The Committee recommends that the Board of Visitors approve these changes and that they be made part of the minutes. The motion passed unanimously. These changes will be filed with the minutes of this meeting as **Appendix VI.**
- d) Mr. Fain made the following motion, seconded by Mr. Miller: The Academic Affairs Committee has considered changes to the Academic Regulations dated 15 January 2021. The Committee recommends that the Board of Visitors approve these changes and that they be made part of the minutes. The motion passed unanimously. These changes will be filed with the minutes of this meeting as **Appendix VII.**
- e) Mr. Fain made the following motion, seconded by Mr. Miller: The Academic Affairs Committee has considered the Recommended Entrance Rate Guidelines for Faculty Salaries for the 2021-2022 academic year, dated 15 January 2021. The Committee recommends that the Board of Visitors approve these changes and that they be made part of the minutes. The motion passed unanimously. These changes will be filed with the minutes of this meeting as **Appendix VIII.**

10) Mr. Scott, Chair of External Relations, reported on the meeting of his Committee.

- a) The Committee approved their minutes from the previous meeting.
- b) Mr. Scott informed the Board that his committee received a consulting report from McGuire-Woods as it relates to the current General Assembly session. Additionally, the report highlighted that the next election will include the transition within the Office of the Governor, Lieutenant Governor and Attorney General, as well as all 100 seats within the House of Delegates.
- c) Mr. Scott reported that Colonel Kim Parker provided the committee with an update on the FY2022 Budget and Higher Education funding. He discussed the various budget amendments being proposed as well as the upcoming key dates. He commented that Major General Wins' visit for in-person meeting with various legislators was very well received.
- d) Mr. Scott reported that the committee received a communications and marketing update. He thanked Colonel Bill Wyatt and Communications & Marketing team for a job well done to date as it relates to media relations. He commented that the communications and messaging between Colonel Wyatt's office and the VMI Alumni Agencies has been very balanced and on target to avoid any misrepresentation of the Institute.

- e) Mr. Scott reported that his committee received an update on the VMI Museum Systems. The museums have experienced a 70% attendance rate relative to the 2019 numbers.
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11) Mrs. Chambers, Chair of the Athletics Committee, reported on the meeting of her Committee.

- a) Mrs. Chambers covered the fall 2020 VMI Academic Report and the Academic Progress Report by team. A review of the difference between NCAA cadet-athletes term grade point averages (GPA) compared to the VMI Corps of Cadets was also discussed. The cadet-athlete term GPA was a 2.85, and the cumulative was a 2.81 compared to the Corps term GPA of a 2.9 and cumulative GPA of 2.87. There were 5 cadet-athletes with a perfect 4.0 term GPA, 68 with a 3.5 or higher, and 170 with greater than a 3.0 GPA. No team posted lower than a 2.60 cumulative GPA.
 - b) Mrs. Chambers provided an update on the COVID-19 Athletics actions since last September. The board was provided with a list of actions and response timelines within their binders.
 - c) Mrs. Chambers provided the Board with an update on the FY21 Budget Review and Revenue Reforecast.
 - d) Mrs. Chambers provided the Board with the NCAA Legislative Landscape. Such legislation included 1) Name, Image, and Likeness measures, 2) a Uniform Transfer Proposal measure, 3) an Additional Year of Eligibility due to COVID-19 measure, and 4) a temporary Recruiting Dead Period proposal.
 - e) Mrs. Chambers concluded her remarks with an update on the NCAA landscape and a report on the VMI compliance and education program. She discussed the status of the Transfer Portal and the impact it has had on VMI to date with 13 entries from current cadets. She also provided an update on the status of the Name, Image and Likeness (NIL) issue impacting the NCAA and anticipates new rules regarding NIL to be in place in January 2021.
 - f) Mrs. Chambers covered the Aquatic Center construction and timeline. This is a \$41M project with \$10M in private donations and another \$31M in state funding. The anticipated completion date is November 2022.
 - g) Mrs. Chambers concluded her remarks with a Human Resources update. Ms. Emily Fulton was hired as the Assistant to the Athletics Director for Operations, Support and Logistics. Mr. Ray Noe was selected as the Assistant Coach to the Baseball program.
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12) Mr. Marsh, Chair of the Cadet/Military Affairs Committee, reported on the meeting of his Committee.

- a) Mr. Marsh reported that his committee reviewed and approved the minutes from their previous meeting. He commented that the staff has done a tremendous job responding to the COVID-19 issues and challenges.
- b) Mr. Marsh reported on the ROTC and commissioning programs. In FY20 the Institute commissioned 220 officers, and the projections for FY21 remain steady at 218. Additionally, he covered the activities and programs being covered by each of the ROTC departments.
- c) Mr. Marsh provided the board with an update on the Headquarters Company programs and Cadet Government initiatives. Briefings included updates by the General Committee, the Officer of the Guard Association, the Cadet Equity Association, and the Rat Disciplinary Committee.

13) Lieutenant General Dominy, Chair of the Nominating and Governance Committee, reported on the meeting of his committee.

- a) The committee reviewed its charter and approved the minutes from its previous meeting.
- b) The committee discussed upcoming appointments and potential reappointments based on the terms ending for some of the board members. Lieutenant General Dominy requested that the remaining report on the meeting of his committee be reserved for closed session. Mr. Boland agreed and stated that the discussion would be moved into closed session.

14) Mr. Miller, Chair of the Appeals Committee, reported on the meeting of his Committee.

- a) The committee reviewed its charter and approved the minutes from its previous meeting.
- b) The Committee met with cadet Honor Court leadership, Cadet Jordan Ward '21 (Vice President for Education). Also in attendance were Colonel George M. "Merce" Brooke IV '94, Colonel Thomas C. Timmes '92 (VTC), and Major Mary E. Schriver '14 (VTC), the Superintendent's representatives to the Honor Court. The Honor Court representatives provided an update on the current semester and trends in cases to date.
- c) The committee reviewed General Order #6 (Appeals) which explains how an appeal proceeds based on whether a cadet elects to appeal a decision of dismissal for honor.
- d) Mr. Miller commented that a change to the drum out procedure for honor violations has changed. The name of the cadet found guilty of an honor violation will no longer be mentioned during the drum out.

- e) Mr. Miller commented that the committee discussed the Honor Court Standard Operating Procedures which were last amended in August 2017. The committee recommended that the Honor Court, the Superintendent's Representatives, and administration take a full review of the procedures and report back to the committee. The committee requested that with the changing environment that this review focus on the process to ensure it is fair and precise to every individual concerned.
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15) Mr. Hamlar, Chair of the Diversity, Equity and Inclusion Committee reported on the meeting of his committee.

- a) Mr. Hamlar discussed the work his committee has done on the establishment of a new charter. There was discussion among board members with recommended changes to the language outlined in the charter. Specifically, paragraph two was changed to reflect the same language as proposed in the Commemorations and Memorials Naming and Review Committee charter. Paragraph two will reflect the following: "In exercising its oversight and providing recommendations to the full Board for approval, the Committee shall consider, among other things, VMI's mission and method of education." *Mr. Hamlar made a motion, seconded by Mr. Miller: The Committee recommends that the Board of Visitors approve and adopt the Diversity, Equity, and Inclusion Committee Charter and that it be made part of the minutes.* The motion passed unanimously. The charter with recommended changes will be filed with the minutes of this meeting as **Appendix IX**.
 - b) Mr. Hamlar highlighted Brigadier General Clark's efforts in working the Chief Diversity Officer job description. The job vacancy is currently posted to the VMI Human Resources website. He also discussed the Chief Diversity Officer position search timeline which was reviewed within committee discussion.
 - c) Mr. Hamlar commented that Brigadier General Clark provided his committee with a presentation on the VMI Equity Dashboard. Mr. Hamlar commented that there is more fine tuning on the information contained within the dashboard and that it is the work of this committee to continue that effort moving forward.
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16) Mr. Hines, Chair of the Commemorations and Memorials Naming and Review Committee, reported on the meeting of his committee held on 13 January 2021.

- a) Mr. Hines covered the extensive work his committee has accomplished to date, as well as the composition of the committee. The committee recently met on 13 January 2021. The minutes and presentation of the committee work can be found on the VMI board website.
- b) Mr. Hines discussed the work the committee has accomplished on the establishment of a charter. Lieutenant General Wilson asked if any of the responsibilities of this committee overlapped with the role of work charged to the External Relations Committee. Mr. Hines

commented that while the work of this ad hoc committee is ongoing, an amendment to the External Relations charter would need to be made until their work is completed. After further review, Mr. Boland commented that the language “VMI’s method of education” should be added to the charter. There was discussion among the board members on this terminology and how it should be used. The recommendation presented is that the following be amended to reflect the language within the charter: “In exercising its oversight and providing recommendations to the full Board for approval, the Committee shall consider, among other things, VMI’s method of education and VMI’s mission of producing citizen-soldiers imbued with honor, civility, and respect and shall ensure that all Memorials properly reflect the Institute’s commitment to diversity, equity, inclusion, and belonging.” Mr. Hines made a motion, seconded by Mr. Fain: The Committee recommends that the VMI Board of Visitors approve and adopt Commemorations and Memorials Naming and Review Committee charter, and that the Bylaws of the Board of Visitors be amended to add the charter as approved. The motion passed unanimously. The document will be filed with the minutes of this meeting as **Appendix X**.

- c) Mr. Hines discussed the work his committee has accomplished on the inventory and review of monuments and memorials related to confederate iconography across the post. The committee discussed at its last meeting each of the items contained within this inventory and recommends its approval. Mr. Hines made a motion, seconded by Mr. Fain: The Committee recommends that the VMI Board of Visitors approve the Inventory and Review of Monuments and Memorials Related to Confederate Iconography document, and that it be made part of the minutes. The motion passed unanimously. The document will be filed with the minutes of this meeting as **Appendix XI**.
- d) Mr. Hines presented the board with his committee’s review on the criteria by which the VMI landscape is to be evaluated. The charge to this committee is to review landscape features that have taken on questionable meaning in contemporary society. The criteria by which the landscape is evaluated will craft the future lessons offered to cadets, alumni, and the public. Mr. Hines made a motion, seconded by Mr. Miller: The Committee recommends that the VMI Board of Visitors approve the attached document outlining the criteria by which the VMI landscape is evaluated, and that it be made part of the minutes. The motion passed unanimously. The document will be filed with the minutes of this meeting as **Appendix XII**.
- e) Brigadier General Clark provided the Board with an update on the repositioning of the flagpoles on the VMI parade ground. The flagpoles will be centered on the VMI barracks and will flank on both sides the statue of General George C. Marshall. The repositioning will be conducted prior to the start of the next academic year. A copy of this presentation will be filed with the minutes of this meeting as **Appendix XIII**.

17) Mr. Scott, chair of the Superintendent Search Committee, provided an update on his committee’s work to date. In November the search committee was established and consists of board members, alumni, and members of the faculty. The search firm of WittKieffer was

selected as the firm to assist in the hiring of the next Superintendent. The committee assembled the job criteria with input by the full board and it was completed in December. It has been advertised since January to institutions of higher education and various media outlets nationally. The process from January through February is to consolidate a list of candidates for consideration. The list will be narrowed to 12 candidates in the March timeframe. A final list of 3 candidates will be presented to the full Board at its next meeting for final selection of the Superintendent in late April.

18) **Entered into Closed Session:** A motion was made by Mr. Boland, seconded by Mr. Hall, to enter into a Closed Session. The motion passed unanimously and the Board entered into Closed Session at 1613 hours to discuss:

- a) Disciplinary and other matters that would involve disclosure of information contained in the scholastic records of specific cadets, pursuant to Va. Code Section 2.2-3711 (A) (2), relating to discipline and cadet Honor Court cases.
 - b) Personnel matters related to the employment, assignment, appointment, or performance of specific employees, pursuant to Va. Code Section 2.2-3711 (A) (1), pertaining to a member of the Faculty and Staff, and (2), pertaining to the appointment of members of the Board of Visitors.
 - c) Discussion and performance of the Interim Superintendent pursuant to Va. Code Section 2.2-3711 (A) (1).
 - d) Consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by such counsel pursuant to Va. Code Section 2.2-3711 (A) (8), relating to the upcoming investigation of the Institute.
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19) **Return to Open Meeting:** At 1705 hours, a motion was made by Mr. Hines, seconded by Mr. Watjen, certifying the Closed Meeting. The motion passed unanimously. The Board returned to open session at 1705 hours.

20) Following the closed session, the Board took a vote on the proposed BOV reappointments to be provided to the VMI Alumni Association for consideration and submission to the Governor. A motion was made by Mr. Boland, seconded by Mr. Hines, to approve the proposed list of BOV reappointments to be submitted to the VMI Alumni Agency. The motion passed unanimously. Additionally, the Board took a vote to approve the Management By Objectives for the Interim Superintendent. A motion was made by Mr. Boland, seconded by Mr. Hines, to approve the Management By Objectives. The motion passed unanimously.

21) There being no further business to come before the Board, the meeting was adjourned at 1710 hours.

SEAN P. HARRINGTON, Lt Col, USAF (Ret.)
Board Secretary