

**LONGWOOD UNIVERSITY
BOARD OF VISITORS**

March 21, 2025

Minutes

Call to Order

The Longwood University Board of Visitors met on Friday, March 21 at Virginia Crossings Hotel and Conference Center in Glen Allen, Va. The meeting was called to order at 2 p.m. by Rector Ron White.

Members present:

Ron White

Jeff Nottingham

Fabiola Carter

Kathleen Early

Charles Fagan

Nadine Marsh-Carter

Kristie Proctor (joining remotely)

Kathryn Roberts

David Rose

Brian Schmalzbach

Also present:

President W. Taylor Reveley IV

Larissa Smith, Provost and Vice President for Academic Affairs

Justin Pope, Vice President and Chief of Staff

Cameron O’Brion, University Counsel

Matthew McWilliams, University Spokesperson and Deputy to the President

Rector’s and President’s Welcome

Rector White welcomed the Board, recognizing both the men’s and women’s basketball teams for successful seasons. He started the meeting with thoughts on a quote from Adm. William Halsey: “There are no extraordinary people, there are only extraordinary times in which ordinary people rise to the challenge and meet it.”

President Reveley shared thoughts on the state of the University, having just returned from watching the women’s basketball team continue their special season at a WNIT game that ended

in a close loss. He highlighted a new \$5 million gift to support Brock Experiences and a \$2 million matching challenge to help create eight endowed chairs across academic departments. President Reveley also updated the Board on a number of other fronts, including the continuing strength of the admissions cycle and the University's finances, which remain in good stead. He said the new music building will likely break ground after Commencement in late May or early June. He then discussed changes at the federal Department of Education. While these changes don't signal any immediate effect at Longwood, they affect the higher education sector as a whole.

Consent Agenda

The Rector requested a vote to approve the Consent Agenda. David Rose moved to approve and Kathleen Early seconded. The Board approved unanimously.

President Reveley circulated a resolution for the Board to consider, regarding diversity matters, saying it was a good, due diligence step that underscores that the University has been prudent in its decision-making, documents that we are in good stead, and will be thorough in ensuring compliance with federal and state guidance in the future.

Brian Schmalzbach, Charles Fagan, and Kristie Proctor led a discussion about scope and compliance.

Brian Schmalzbach made a motion to approve the resolution as presented (appended to these minutes). David Rose seconded. The motion to approve the resolution was passed unanimously.

Closed Session

Rector White asked for a motion pursuant to Virginia Code 2.2-3711(A)(1) that the Board convene in closed session to discuss matters related to personnel. The motion was approved unanimously.

In compliance with the provisions of the Freedom of Information Act, the Board returned to open session. Kathryn Roberts moved that the board certify by roll call vote that, to the best of each member's knowledge, 1) only matters lawfully exempted from open meeting requirements were discussed, and 2) only matters identified in the motion for closed session were discussed. Charles Fagan seconded and all members in attendance voted by roll call to certify: Charles Fagan, Kathleen Early, Fabiola Carter, Nadine Marsh-Carter, Kristie Proctor, Kathryn Roberts, Brian Schmalzbach, David Rose, Jeff Nottingham, Ron White.

The Rector asked for a motion to approve the recommendations of the Provost and President as presented to the Board regarding promotion, tenure and emeritus status. As follows:

Awarded Emeritus Status

Leigh Lunsford (Mathematics)
Maria Timmerman (Mathematics)

Promotion to Professor

Darrell Carpenter (Information Systems)
Scott Chapman (Theatre)
Ann Cralidis (Communication Sciences and Disorders)
Kenneth Fortino (Biology)
Reneé Gutierrez (Spanish)
Melissa Kravetz (European History)
John Miller (American Literature)
Michael Mucedola (Health)
JoEllen Pederson (Sociology)
Wendy Snow (Reading, Literacy, and Learning)
Andrew Yeagley (Chemistry)

Promotion to Associate Professor and Award of Tenure

Robert Barnwell (Marketing)
Corey Call (Criminal Justice)
Jennifer Gerlach (Counseling)
Jennifer Hutchinson (Nursing)
Alison King (Communication Sciences and Disorders)
Mark Kostro (Anthropology)
Hannan Sadjady Naeeni (Supply Chain Management)
Wendy Thompson (Nursing)
Erin Waggoner (Communication Studies)
Shayla Walker (Social Work)
Jonathan White (Chemistry)

Promotion to Senior Lecturer

Jill Mitten (Communication Studies)

Promotion to Senior Clinical Educator

Whitney Kallenbach (Therapeutic Recreation)

Nadine Marsh-Carter so moved, Kathleen Early seconded, and the motion was approved unanimously.

Open Discussion

President Reveley opened discussion for matters pertaining to the Board, offering thoughts on issues facing higher education over the coming spring and summer, including federal grant funding, proposed endowment taxes, and ongoing NCAA settlement negotiations. He reiterated

that public support for higher education in Virginia outpaces the rest of the nation, and that is a source of strength for the future.

Nadine Marsh-Carter opened discussion about student well-being in uncertain times. President Reveley and Provost Smith shared that our size with professors who are invested in students and teach constructive dialogue in the classroom is a source of strength and support, as are the many opportunities students have to get involved on campus. President Reveley shared that of all Virginia public universities, Longwood has the highest percentage of alumni who stay in the Commonwealth after graduation at 82%.

Fabiola Carter congratulated University staff for improving retention numbers this year.

In closing, President Reveley shared with the Board his sadness at the passing of acclaimed author John Feinstein, Longwood's writer-in-residence and broadcast analyst for men's basketball, saying that Feinstein loved living in Farmville, being at Longwood, and interacting with students in the class he co-taught with Chief of Staff Justin Pope.

Rector White adjourned the board meeting at 3:41 p.m.

**RESOLUTION OF LONGWOOD UNIVERSITY REGARDING THE PRESIDENTIAL
EXECUTIVE ORDER ON DIVERSITY, EQUITY, AND INCLUSION**

WHEREAS, LONGWOOD UNIVERSITY highly values diversity, including diversity of thought and experience, and fosters an inclusive environment, encouraging a culture of opportunity for all, which immensely enriches our campus, and is committed to providing every student an education that is free from discrimination and grounded in merit; and

WHEREAS, LONGWOOD UNIVERSITY'S mission statement includes a commitment to "the development of citizen leaders who are prepared to make positive contributions to the common good of society;" and a commitment to providing "an environment in which exceptional teaching fosters student learning, scholarship, and achievement;" and

WHEREAS, on January 21, 2025, President Donald J. Trump signed the Executive Order titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity;" and

WHEREAS, the U.S. Department of Education (USED) issued a Dear Colleague Letter on February 14, 2025, to clarify and affirm the nondiscrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, the USED released Frequently Asked Questions on March 1, 2025, to anticipate and answer questions that might be raised by the Dear Colleague Letter and to facilitate compliance with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and Students for Fair Admissions v. Harvard; and

WHEREAS, both the LONGWOOD UNIVERSITY Board of Visitors and its administration are committed to complying with the law, including the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, informed by guidance provided in the January 21, 2025 Executive Order, the Dear Colleague Letter, and the March 1, 2025 Frequently Asked Questions;

RESOLVED, the University will take the following actions as informed by the guidance in the February 14, 2025 Dear Colleague Letter as well as the March 1, 2025 Frequently Asked Questions document:

- 1) Ensure that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life;
- 2) Ensure there are no efforts to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such end; and
- 3) Ensure there are no third-party contractors, clearinghouses, or aggregators that are being used in an effort to circumvent prohibited uses of race.

RESOLVED FURTHER, the University shall continue to review ongoing guidance from USED and the U.S. Attorney General and make appropriate changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws; and

RESOLVED FURTHER, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.