President’s Cabinet
Meeting Minutes

Date: March 30, 2016
Location: George Washington Hall, Room 303
Present: President’s Cabinet: Richard Hurley, President; Leah Cox, Special Assistant to the President for Diversity and Inclusion; Sabrina Johnson, Associate Vice President of Human Resources and Affirmative Action; Jonathan Levin, Provost; Salvatore Meringolo, Vice President for Advancement and University Relations; Richard Pearce, Vice President for Administration and Finance; Jeffrey Rountree, CEO, UMW Foundation; Juliette Landphair, Vice President for Student Affairs; Martin Wilder, Chief of Staff; Kimberley B. Williams, Associate Provost for Enrollment Management

Additional: Pam Verbeck, Executive Office Manager

1. Private Scholarship Awards
   Presented by Heidi Hunter-Goldsworthy, Director of Financial Aid, and Catherine Seller, Assistant Vice President of Advancement Relations & Operations
   - Annual endowment awards are based on the spending policy approved each year by the UMW Foundation Board of Directors. A chart was reviewed that shows growth of the total award budget over the past ten years. Since FY05, the spending policy has been set at 5% of the average account balance for the previous three years.
   - The BOV approved a Hybrid Blended model at the April, 2013 meeting for the Washington and Alvey scholarships in which endowed and institutional funds cover tuition, fees, room and board for each recipient.
   - There are 35 scholarships available to freshmen “only”. Generally, students hold these scholarships for two years.
   - There are 44 freshman “eligible” scholarships, which can be awarded to students at any grade level – including freshmen. Many have restrictive criteria (geographic, interest, etc.).
   - The five largest freshmen eligible scholarships include: Lettie Pate Whitehead, Lalla Gresham Ball, Mary Ann Dorsey, Arabelle Laws Arrington, and Roland & Frances Brown scholarships.
   - Endowed scholarships have remained relatively flat
   - Availability of recycled scholarships is unpredictable until students graduate.
- Changes to the amount of money offered through endowments can affect the Noel-Levitz net tuition revenue model.
- There is a need for a consistent policy and message for the use of endowed funds as funding for the UMW General Scholarship.

2. Lee Hall Customer Service Project, “Be Your Customer’s Hero”  
*Presented by Heidi Hunter-Goldsworthy, Director of Financial Aid*  
- A customer service initiative started this past summer for student services in Lee Hall.  
- Each director in Lee Hall is a part of this committee.  
- The book “Be Your Customer’s Hero” was assigned reading for directors and their staff.  
- The author of the book will come to campus on Tuesday, May 10.

3. Salary Increase  
*Presented by Jonathan Levin, Provost*  
- A discussion was held regarding the expected 3% pay increase that the Governor recently approved.  
- Sabrina Johnson asked for a classified compensation committee and asked each Cabinet member to assign someone in their department to serve on this committee.

Announcements:  
Marty Wilder:  
- The Hurley High-Five needs more registrations, so please spread the word.

**Upcoming Meetings:**  
April 6 – President’s Cabinet meeting cancelled  
April 13 – President’s Cabinet meeting cancelled so that all can participate in the “Hurley High-Five” World Record Challenge  
April 20 – Leadership Council Meeting, 1-3:00 p.m., Lee Hall, Room 412, under the leadership of Provost Levin  
April 27 – President’s Cabinet Meeting, 2-4 p.m., GW 303