



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