

LONGWOOD UNIVERSITY

BOARD OF VISITORS

December 2, 2022

Minutes

Call to Order

The Longwood University Board of Visitors met on Friday, December 2 in Stallard Board Room. The meeting was called to order at 9 a.m. by Rector Michael Evans.

Members present:

Michael Evans
Polly Raible
Shawn Smith
Rhodes Ritenour
Katharine Bond
Steven Gould
Nadine Marsh-Carter
Judi Lynch

Also present:

President W. Taylor Reveley IV
Justin Pope, Vice President and Chief of Staff
Cameron O’Brion, University Counsel
Larissa Smith, Provost and Vice President for Academic Affairs
Cameron Patterson, Interim Vice President for Student Affairs
Matt McGregor, Vice President for Administration and Finance
Victoria Kindon, Vice President for Strategic Operations
Tim Hall, Director of Athletics
Lee Bidwell, Faculty Representative
Mackenzie Harry, SGA President
Bob Wertz, Longwood University Foundation
John Daniel, Longwood Real Estate Foundation
Erica Dickson Howell, Alumni Association

Rector’s Welcome and Approval of Minutes and Consent Agenda

The Rector welcomed those in attendance, and noted the sad news of the passing of Board member Ricshawn Roane’s father-in-law overnight. President Reveley noted that Ron White and Kristie Proctor were also absent due to family funerals, and Cookie Scott was recovering from a medical procedure. He also noted this is the first moment the Board has gathered since the recent tragedy at U.Va. He asked for a moment of silence in memory of those students who lost their

lives. He noted such a situation, as Dean of Students Jen Fraley commented in a Richmond Times-Dispatch article over the past weekend, is the worst nightmare for any institution. But he said there is also much to celebrate, as we are reminded with the inspiring view from Radcliff of the Rotunda and holiday tree, which was ritually lit earlier in the week. The president said that thanks to the hard work of so many, the admissions cycle is moving forward well, with families making applications and visits. Also, Longwood is poised to begin construction in the days ahead on the new facilities building, which will make possible later the Wygal replacement music building. He also noted the Rector and Cookie Scott had a productive meeting with representatives from C.H.A.N.G.E to discuss diversity equity and inclusion issues on campus, and how Longwood can continue to make progress on the Diversity Strategic Plan adopted by the Board this time last year, as well as a set of steps related to student-centric issues that are in motion and warrant continued attention. The Rector said it is also refreshing meet with students, especially those who come well prepared to present their views and concerns in a way that encourages civil discourse. It's also encouraging to hear students offer ideas on how we can do things better, as leaders don't always have a full opportunity in the swirl of work to consider new ways to move forward.

The Rector asked for a motion to approve the minutes and Consent Agenda. Katharine Bond so moved, Steven Gould seconded and the motion was approved unanimously.

Reports of the Vice Presidents

Cam Patterson noted, as the Board is aware, Chief Doug Mooney will retire January 1 after a 36-year career in law enforcement. He called the chief a "salt-of-the-earth" leader, and noted he addressed the SGA this week for the final time, capping a career that included stints as Farmville's police chief as well as Longwood's. He has always believed in building up a team of leaders below, so Lt. Stuart Raybold is well positioned to lead the department starting in January. The president noted the continuing hard work of Dean of Students Jen Fraley, and thanked the Longwood Foundation for the student emergency fund that has been a useful tool in supporting students facing urgent needs. He said he is proud of how that fund has been deployed, and of the collaboration with Advancement and other parts of the university it represents. He commended the flexibility around Octoberfest this year due to weather complications, and the ensuing productive partnership with Admissions. He also commended the Lancers Vote initiative during the recent election – a non-partisan effort to help students register and make a plan to vote. He commended in particular Katya Mayer '24, the Virginia 21 rep to SGA and also involved in many other activities on campus and off. Her efforts led Longwood to win the "Motivote" competition in which we registered the highest percentage of students to vote over the fall semester. He said the effort is an example of how we build good habits of democracy, and how in-class activities through Civitae coincide with extra-curriculars. Lastly, he shared the Counseling Center has been awarded a SCHEV grant to support a pre-licensure counseling position that will boost resources. Longwood will utilize this position in particular to help support the needs of our underrepresented student population.

He also noted the remarkable recent news that the County of Prince Edward, which has not always been on the right side of civil rights history, recently redesigned the County seal with an

image of the Moton Museum at its center. He said the step represents the forward progress of the museum and its partnership with the community, as well as the importance of our history, and the importance of sharing it more broadly. “If you know the history of this community, and you know where we’ve been, it is amazing to see where we have come.” The town of Farmville was also extremely helpful in endorsing the Moton Overlay District, an important step in the museum’s application for World Heritage status.

Tim Hall reported a successful start to the basketball season, including the highly successful November 18-20 JK54 MTE tournament, which had strong fan and donor support. The Joan Perry Brock Center is moving forward, and planning is underway among athletics and others across campus on plans to manage the facility. The trajectory for the cross country program is strong. He is reviewing overall program, facility and broader needs. He said he continues to believe Athletics has great potential in helping tell the Longwood story, and JPB will be a game-changer. Some athletic facilities will need some care. The people in the community love Longwood and the Longwood brand, and feel there is a strong link between the community and the university. He said another challenge is that staffing levels continue to be stretched, and that the NCAA in January will be setting new expectations for Division I programs. He noted Jonas Kalchner of men’s soccer was the Big South Scholar Athlete of the year.

Lara Smith noted that it is nearly the end of the semester, and reported on a successful Symposium Day for students. Campus leaders were scheduled to travel to Atlanta for an important SACS-COC accreditation meeting as the re-affirmation process moves forward. She noted events on campus including a talk by noted author Sandra Cisneros, which attracted more than 300 students and community members in attendance. She said the event was college at its best – a well-known intellectual speaking to students about their own experience and the broader human experience, using the humanities to create a sense of community on campus. She reminded the Board of key elements and timelines of the accreditation reaffirmation process and the work underway. The Quality Enhancement Plan is one element of the requirements, and it must focus on the student experience. It would be implemented in the fall of 2024. The Rector said the Board deeply appreciates the amount of time and effort that goes into the reaffirmation work.

Matt McGregor said he has spent the first semester navigating transition, getting to know people and the work they do, and better understanding the broad range of work that takes place across his division. This has prompted some productive reorganization, including moving the budget office in with broader financial operations to create a more seamless flow and be more proactive than reactive. The budget office will be meeting with budget managers around campus to try to be more interactive and forward-thinking as the FY ’24 process moves forward. He noted room and board rates have now been approved in the Consent Agenda, and reflecting the Aramark contract, which is now approaching 67 years as a partnership; Longwood was Aramark’s first higher education partner. In capital planning, Longwood just this week has received its final building permit and is moving forward with construction of the facilities building. President Reveley noted that the new facilities building will contribute to the architectural fabric of Farmville in a positive way. Matt McGregor noted JPB remains slated for substantial completion

in May 2023, and planning involves almost every area of campus as the building will have broad impact, including Athletics, Student Affairs, Conferences and Events, and Advancement. Lastly, he noted all faculty/staff in good standing received a \$1,000 bonus from Longwood and the Commonwealth this week. He also noted the recent retirement of Lisa Mooney as head of HR, with Shannon Meador poised to take over after January 1. In response to a question about parking for JPB events, Matt McGregor said it remains an area of focus, but he and President Reveley noted it is clear that there is ample parking supply but the main issue will be wayfinding and communication.

Victoria Kindon noted this is an extremely busy stretch for admissions, with December a priority deadline for the admissions cycle, including for merit scholarships and the nursing program. Demand for the Honors College is strong. Staffing challenges remain as people with data-management expertise are in high demand and have had strong job market opportunities elsewhere, and she is working to ensure data work remains on track. The goals for this point remain on target at this still-early phase of the cycle, with completion applications at their highest-level ever for December 1. However, there are many other factors in play that can affect yield, and tremendous continued change in the admissions landscape. The next incoming Longwood class were high school sophomores at the height of Covid and did not take the PSAT, which is a key communication pipeline to prospective students. She commended the deans for their support of initiatives to connect faculty with prospective students. She reported on a new partnership to respond to the challenge of keeping up-to-date information on alumni. She also provided an update on steps IT continues to take to meet the ongoing threat of cyber attacks.

Courtney Hodges reported that the success of men's and women's basketball has translated to increased giving to athletics generally, and a focus on planned giving is bearing fruits, with a matching incentive fund of \$300,000 securing more than \$5 million in pledges. University Events and Ceremonies remains extremely busy, with events including the Senate Finance retreat last month, with 35 of the 40 state Senators on site and having a very positive experience visiting Longwood and Farmville.

Reports of the Representatives to the Board

President Reveley noted the presence of a number of students, some of whom have met recently with him, the Rector and Board Secretary Cookie Scott.

Bob Wertz noted he had circulated to those in attendance the Foundation's annual report, and that those who have donated scholarships were recently notified the names of their recipients. He also noted the Foundation's recent contribution to the Longwood Cares Fund. Longwood's benchmark for its endowment fund is negative 22 percent, but Longwood's fund is down only about 10 percent currently, in what is of course a sharply down year overall for markets. Year-over-year scholarship awards were up to \$2.98 million from \$2.6 million the year before, helping more than 700 students. A recent analysis shows that awards align with the demographics of the student body. The Foundation is also managing a basketball strategic fund for the University that is performing well. He noted recent operational savings in the Foundation. President Reveley

said Longwood is tremendously fortunate that in a tumultuous time in the markets Bob Wertz and Burt Hazelwood are so ably overseeing Longwood's endowment.

Erica Dickson Howell reported on the occasion of her first Board meeting as Alumni Association President on a number of recent networking and connection events. She noted a VIP package being offered to alumni to take in a home basketball game during the final season in Willett Hall.

John Daniel said Lori Blackwood has stepped in very successfully to move the Real Estate Foundation along seamlessly after the departure of Louise Waller following her move to Alabama. He reported on a successful fundraising event at the Baliles Center on November 5.

Lee Bidwell said she as a teacher of a Citizen 110 course on change-making she is proud of students who are in attendance. She highlighted the broad ways Greenwood Library highlights both the campus and local community. A partnership with CAPS focused on community connections, helping bring students together following the Covid-19 pandemic. Also, the Southside Reads community initiative has helped bring students, faculty and community members together in various ways. She reported the club launched electronically during the pandemic, and on a personal note she reported it provided a very important point of connection for her mother during the isolation of the pandemic, and she wanted to express her thanks for the Library.

Mackenzie Harry noted that concerns expressed by the leadership of C.H.A.N.G.E regarding the climate for minority students on campus have been a recurring subject of discussion at SGA this semester. At the request of the group she read a letter from the group to the Board responding to the document written by President Reveley and shared with the group at a recent meeting that also included Cameron Patterson, the Rector and Board Secretary, Cookie Scott. (A copy of the letter as submitted to the SGA President to be read aloud is included as Appendix A, along with a copy of Cookie Scott's earlier letter to the students).

Nadine Marsh-Carter said the group's concerns and communication have been shared with the Board, she knows the issues they care about are a priority for Board members. She said members needed time to digest and reflect. She commended for the students for advocating for issues that are important to them and encouraged them to be willing partners. She said the diversity of the board is a reflection of Longwood's commitment to expand diversity, but it can't only start from the top. She encouraged the students to recognize that in a time when the country is so divided, students have an opportunity to give examples of how people can come together to make progress.

The Rector thanked students for coming and said Board members had expressed support for the steps being taken, and affirmed the commitment of the administration and the Board to making progress. But he said it is important to recognize that change does take time, and requires process, commitment and cooperation. However, it is helpful that students continue to remind Board members of the importance of making progress.

Mackenzie Harry continued with her report, noting the success of Symposium and Research Day. She said overall the mood on campus is positive and students are glad to be more back to normal post-Covid. She noted there are student concerns regarding reports of sexual assaults and other crimes on campus, but LUPD had a productive meeting with SGA this week to outline their practices and response. She also noted the success of the Safety Walk, and also the successful multi-year effort to persuade Centra Southside Hospital to maintain a S.A.N.E. nurse on staff to serve the campus and local communities.

The meeting was adjourned to join the Camerata Singers in the Rotunda, followed by lunch.

Quality Enhancement Plan

Pam Tracy presented the Board with an update on the process and development of Longwood's Quality Enhancement Plan under the SACS-COC reaffirmation process. She described the process of consulting faculty, staff and students through feedback sessions and a campus-wide survey. She emphasized the importance of student-centered outcomes such as retention, and always that outcomes can be assessed going forward. The relationship between self and community is forefront, and post-graduate success will require goal-setting, planning, reflecting and connecting. A key goal for students is for students to choose and complete curricular and co-curricular experiences that are linked to their post-graduate plans.

President Reveley said the thrust of the proposal is to give real substance to how Longwood students can be prepared for careers and post-graduate study, and invited the Board to contribute feedback during this process as to what Longwood could be doing in this regard, based on Board members' life and work experiences. Board members engaged in some discussion and feedback based on their own experiences

Executive Session:

The vice rector asked for a motion that the Board go into closed session pursuant to Virginia Code Section 2.2-371(a)(1) for discussion of personnel matters. Mr. Smith so moved, Mr. Gould seconded and the motion was approved unanimously. A motion was offered by Mr. Evans to return to open session. Mr. Gould so moved, Mr. Ritenour seconded.

In compliance with the provisions of the Freedom of Information Act, the Board returned to open session. Mr. Evans 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. Mr. Smith so moved, Mr. Ritenour seconded, and all members in attendance voted by roll call to certify: Michael Evans, Polly Raible, Shawn Smith, Rhodes Ritenour, Katharine Bond, Steven Gould, Nadine Marsh-Carter, and Judi Lynch.

University Counsel, Cameron O'Brion, briefed the Board regarding members' obligations under the Freedom of Information Act and the Conflict of Interest Act. In addition, he briefed the

Board regarding the role of the Office of the Attorney General and the scope of attorney client privilege.

There being no further business, the meeting was adjourned at approximately 4 p.m.

Statement to the Board of Visitors: The Minority College Experience

Introduction:

Our coalition, CHANGE, stands for Community, Humanity, Allyship, Networking, Grace, and Equity. We are a coalition of the multicultural organizations at Longwood University, gathered today to discuss how you, the leaders of Longwood, have failed to meet the needs of, and advocate for us, the minoritized students of Longwood.

Opening:

What is the college experience? One could say the opportunity and privilege to enrich oneself in educational, cultural, and social contexts. As minoritized students of a school that caters to the majority, our college experience is not only an opportunity and privilege to enrich ourselves, but it is also the obligation to do the same for others. The minority college experience involves us having to push for ourselves and future students to receive better treatment on campus in educational, cultural, and social contexts. However, we do not see you taking those same steps. You say that we do not need demands to make change, and emphasized conversation instead. However, we have had countless conversations with you in the past, repeatedly ending with verbal commitment, but no change. In the last meeting, you finally conceded to a written commitment, but gave no official deadlines to hold yourself accountable. How are we supposed to trust you to meet our needs when there is constant stagnation and equivocation on your end, despite your repeated assurance of being on our side? We value your action, transparency, and commitment. We implore you to value our voice.

CHANGE's Previous Actions:

To provide you insight on the previous efforts taken by CHANGE to address your inaction, we have compiled a list. We have written an open letter which described our experiences and thoughts as minorities on campus. As previously read aloud by the president of SGA, we have also written a list of 13 demands of actions and measures that need to be implemented at Longwood University to promote better treatment and experiences for the minoritized students. The open letter and 13 demands from CHANGE has not only been presented and addressed to the Student Government Association during their open forum, but to the administration of Longwood like President Reveley, Vice President of Student Affairs Cameron Patterson, Rector Michael Evans, and Cookie Scott. To provide public access, they have been published in the Longwood student newspaper, the Rotunda. We have met on several occasions with President Reveley to discuss the progress, or lack thereof, in implementing strategies and resources that would enhance the quality of education and experiences of Longwood's minoritized students. Our most recent meeting with President Reveley was on October 13th, accompanied by the Vice President of Student Affairs and the Provost Smith. Following this meeting, we also met with President Reveley, Rector Michael Evans, and Cookie Scott on Tuesday, November 22nd at 12:30pm, the day before Thanksgiving break. The meeting time and date was set without CHANGE's input and without consideration to prior engagements the members of CHANGE may have had, such as attending classes or returning

home for Thanksgiving. But despite the non-inclusive conduct from the end of Longwood administration, our members sacrificed their time and energy to attend this meeting. What came out of this meeting was a pre-written action plan presented by President Reveley which has no deadlines for the proposed actions and no method of holding the university accountable to actually implement these actions at Longwood. Rector Michael Evans also stated that he would discuss the content of this meeting to the rest of the Board of Visitors. We encourage the Board of Visitors to read CHANGE's Open Letter and List of 13 Demands, and learn about the issues and experiences that minoritized students at Longwood face. We ask that you take meaningful action to address our concerns and that you hold yourselves accountable to this important responsibility.

Transparency:

As stated previously, you have failed in providing the students of Longwood transparency with information that is not only useful, but necessary in evaluating Longwood's cultural competency. You have repeatedly boasted that Longwood University is implementing a diversity strategic plan. However, aside from composing a task force, you failed to disclose its methods and strategies. Most of the information found discusses the purpose and composition of the task force. Despite its availability on Longwood's website, it is highly difficult to access. Some information of the task force is not even on the website itself, rather Longwood's blog. For the gestures you have taken, we have received no transparency on as to what they entail. Creating a special diversity, equity, and inclusion task force with no disclosure of what the course of action will be is not systemic development. Rather, it is systemic deception.

Another instance where you failed to be transparent to the students was your stance regarding a troubling incident that took place during this year's Heart of Virginia Festival: the waving of a Confederate flag, a symbol of hate, directly in front of the Rotunda building, a symbol of Longwood. Though the Heart of Virginia festival is independent of Longwood, in nature, Longwood University displayed its affiliation to the event through advertising it as an event for Family Weekend, a Longwood-organized event, as well as actively sponsoring the event. In this affiliation, the leaders of Longwood owed it to the minoritized students to address the hate-motivated flag and the group waving it. With your inaction and lack of transparency regarding your reaction towards this incident, the students of Longwood are obligated to ask the question: "Why were you silent?" Furthermore, leading us to ask: "Does this university promote or tolerate racism?" "Do I want to be a part of a university that does not only ignore my experience, but supports their ignorance?"

Though we have only mentioned two instances, it is evident that you, the leaders of Longwood, need to acknowledge the message that your silence and lack of transparency sends out to the students, and reassess whether that is the message you intend to convey.

Concluding Thoughts:

In conclusion, we, as minority students at Longwood, have worked hard for so long to make Longwood a more inclusive and welcoming environment for all students. We have often felt

invisible, pushed to the side, and ignored by Longwood and its administration. Do we deserve this experience? Now it is time for the Board of Visitors and the administration at Longwood to give our issues and experiences the attention and due diligence that they desperately require.

The minority groups of Longwood are both a vulnerable population and an often underrepresented aspect in analyzing the potential advancements of Longwood. We give this statement, not as a conversation or demand, but a plea for your advocacy and action for us. We give you our time, our money, and our faces to use as tokens of diversity for Longwood University. What will you give us in return? Other than the minority college experience.

N. H. Cookie Scott

November 17, 2022

My Longwood Friends,

I have struggled with the message I want to deliver to you. After review of my comments for a couple of weeks, I decided instead of starting anew, I would add a preface to the letter I had already drafted because it reflected my feelings. As you see, I have been thinking about you since our meeting. Your concerns and comments were of utmost importance to me and continue to be.

Below is the letter I penned for you:

October 25, 2022

Hello My Dear Friends,

I thought long and hard about my salutation. You mean many things to me, however, I think "Dear Friends" encompasses most of what I feel for you. I am so pleased I had an opportunity to talk with you last week. I appreciate you as young women and men seeking their place in a sometimes hostile world that does not always appreciate you; young people who care about making their world better; and young people who are learning and growing to be the best they can be. Over the past week, I have thought a great deal about you and the concerns you raised.

As I stated I would, I have spoken with President Reveley and Longwood's Rector, Mr. Mike Evans. I hope I can put your minds at ease by assuring you I am confident of President Reveley's genuine care and concern for you. I respect President Reveley as a person and as a leader. You may not have had an opportunity to meet the new rector, but I have known him for a few years now and I know your well-being is a priority for him as well.

I interact with the members of the Board of Visitors and I regularly hear their questions and comments that reflect their commitment to a positive, productive, and supportive learning environment and experience for all Longwood students. I also acknowledge we are able to do more to make you aware of that commitment.

I hope this is a foundation we can build upon because I am asking you to trust me that your concerns have been heard, shared and are being considered. We will be reaching out to you to provide an opportunity(ies) for you to get better acquainted with us in an atmosphere that is comfortable for you.

I am thinking about you and I would like to revisit a few of the topics we discussed: Your time at Longwood University is the opportunity to explore who you are; to test who you want to be; and to find the voice to let others know who that person is. Will you make mistakes? Gosh, I hope you will because mistakes help all of us to reassess and grow. It is the time to test your theories about yourselves in a relatively safe environment before being held accountable in the work world or non-academic environment. Just as you may not always get it right or know all the answers, please try to forgive others as they may not either.

They are growing and learning as you are. Exploration of your differences and late night dorm discussions should be as much an intricate part of your university experience as your academic coursework. Those sessions help you learn more about each other; dispel some misconceptions you may have of each other; and define your boundaries. It does not mean you will agree with or like everyone, but communication may help you see each other in a different light, in a more human way.

The instances of micro-aggressions you describe can and do make life unpleasant. I am sorry you are having to deal with this. However, I read a quote by a retired African American appellate court judge in North Carolina which may be instructive. He said "*Leadership is the only ship that does not seek a port in a storm.*" This sentiment has been expressed by many experts on the subject of leadership and I absolutely agree with them. Without exception each of you conveyed your courage as leaders. We are in the storm politically and societally and we need leaders to shepherd us through.

I believe you are those leaders. You may sometimes become weary but you cannot disengage from the struggle. My generation owes it to you and your parents to remain vigilant and engaged, and you and your parents owe the same to yourselves and the next generation.

We must speak up and speak out in a language the listener can understand. You must show others the way. In the words of Reverend Dr. King, *"In the end, we will not remember the words of our enemies but the silence of our friends."* Your group may be small but your voices are not. Anthropologist and Sociologist, Margaret Meade counsels, *"Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has."* I hope you commit to be that group of citizens.

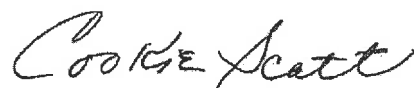
I am a staunch advocate for kindness. If our world is to change positively, it will not be through adversarial relationships. This does not mean we must agree on everything, but it does require we treat each other with dignity and respect. Kindness is not easy and kindness does not mean we do not hold others accountable for their behavior. Showing genuine kindness to unkind people may be the most difficult task we ask of ourselves, but it can reap amazing rewards. We can choose who we want to be; it is not dictated by others. I hope for you this means leading with kindness.

The following recommendation is in no way intended to indoctrinate you. For those of you who are Christians (or who may be interested), just by happenstance this week, I caught a glimpse of a Cosby Show which I believe was prophetic. I saw Mavis Staples (your grandparents will recognize the name) singing Holy, Holy. The words really touched me and I believe reflect the teachings of Rev. Dr. King. I had the great honor of listening to words of Dr. King in real time. Dr. King said *"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."* I invite you if you are interested to check out YouTube, pull up Mavis Staples on the Cosby Show and listen to the words as she sings Holy, Holy. I believe she is conveying Dr. King's message majestically. *(My recommendation is for Mavis Staples only. It is not a statement about Bill Cosby.)*

You are surrounded by many people who are in your corner, who want you to succeed and who want to hear your voices. Let us collaborate to address the issues we agree upon and continue to discuss those topics we may see differently. Your positive leadership is not just crucial for the Longwood community but also for the greater community that is our country. I am proud of your willingness to tackle difficult issues and I am proud of you. Do not hesitate to reach out to your support at Longwood University and to me. You know how to reach me. Please do not hesitate to do so.

The philosophy I try to live by is espoused by Jim Rohn, "*The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not a bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.*" These words strike a chord with me and I hope they do with you as well. We are in difficult times and we need leaders who can show others the way. I know you are and can be those leaders. College campuses need to take an active role in making this country one which respects and values our diversity. Please take the steps to demonstrate to others who we can be. Let us say four hundred years of putting others down because of their differences is enough. Enough is enough! Let us commit to make this country better now, today. Let us believe it; let us live it; let us demonstrate it; and let us shout it to the world.

With Love & Respect

A handwritten signature in cursive script that reads "Cooke Scott". The signature is written in dark ink and is positioned below the typed name "Cooke Scott".

cc: President Taylor W. Reveley IV

Rector Mike Evans