President’s Cabinet
Meeting Minutes

Date: February 3, 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: Carrie Nee, Assistant Attorney General

1. Title IX Training for Employees
   Presented by Leah Cox, Special Assistant to the President for Diversity and Inclusion, and Title IX Coordinator
   - Title IX training is required for both students and employees.
   - 73% of students have completed the training. Those that have not will have a hold placed on their registration accounts.

2. 2016 Marketing and Student Recruitment Practices Benchmark Report
   Presented by Kimberley B. Williams, Associate Provost for Enrollment Management
   - The 2016 Marketing and Student Recruitment Practices Benchmark Report was discussed (see below).

3. FLSA Changes
   Presented by Richard Pearce, VP for Administration and Finance and Sabrina Johnson, Associate Vice President of Human Resources and Affirmative Action
   - A discussion was held about proposed FLSA changes. The US Department of Labor is proposing to update the regulations governing which executive, administrative, and professional employees are entitled to the Fair Labor Standards Act’s minimum wage and overtime pay protections. With this proposed rule, the Department seeks to update the salary level required for exemption to ensure that the FLSA’s intended overtime
protections are fully implemented and to simplify the identification of nonexempt employees.

**Announcements:**
President Hurley:

- A legislative reception will be held in Richmond at the Library of Virginia on February 4.

**Upcoming Meetings:**
February 10 – President’s Cabinet Meeting, 2-4 p.m., GW 303
February 17 – Leadership Council Meeting, 1-3:00 p.m., Lee Hall, Room 412