

William & Mary – Vote “No Confidence” in Athletic Director Hoge

A Vote to Realign the College’s Values / Academic Priority

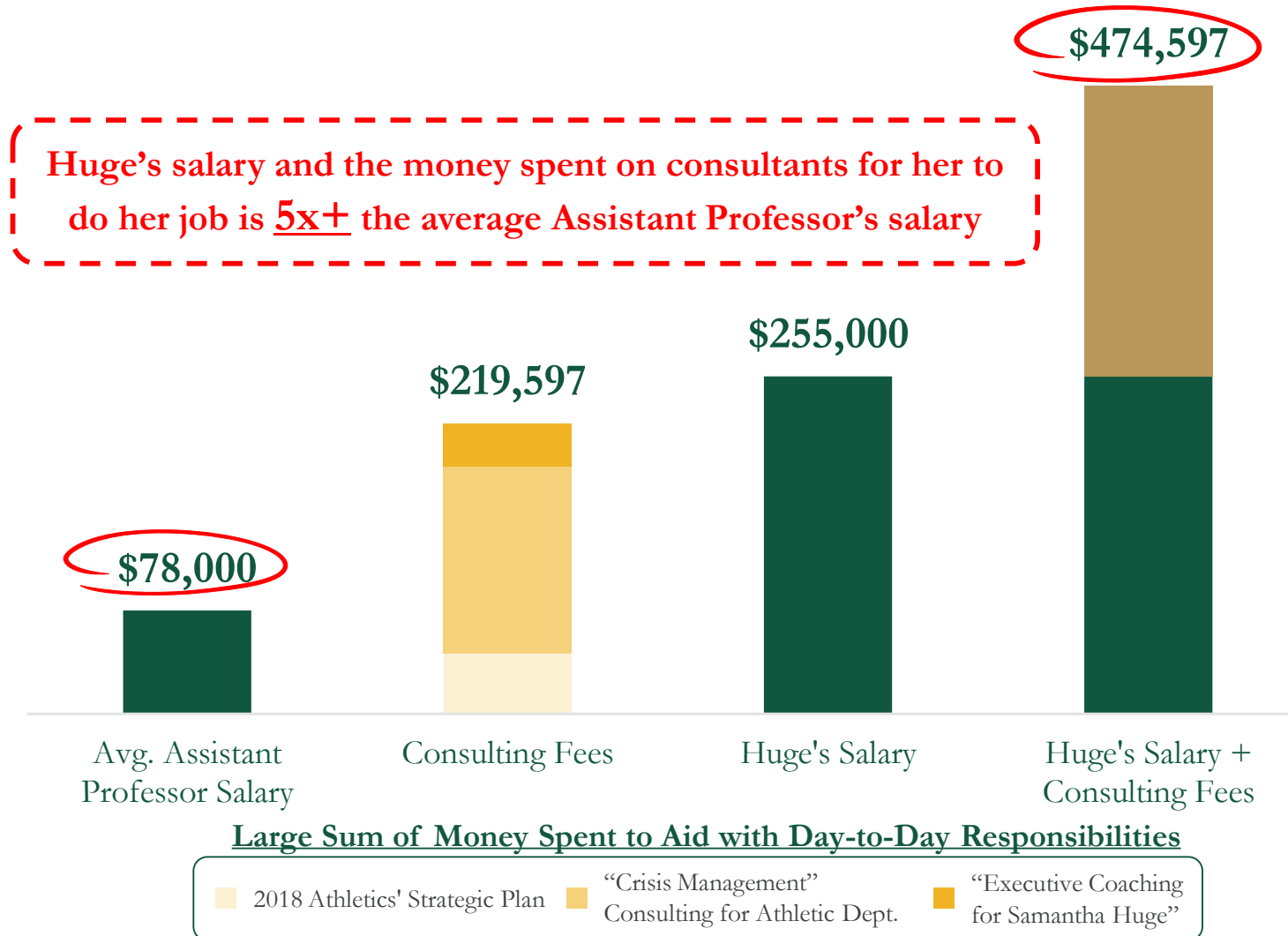
October 5, 2020



WILLIAM & MARY

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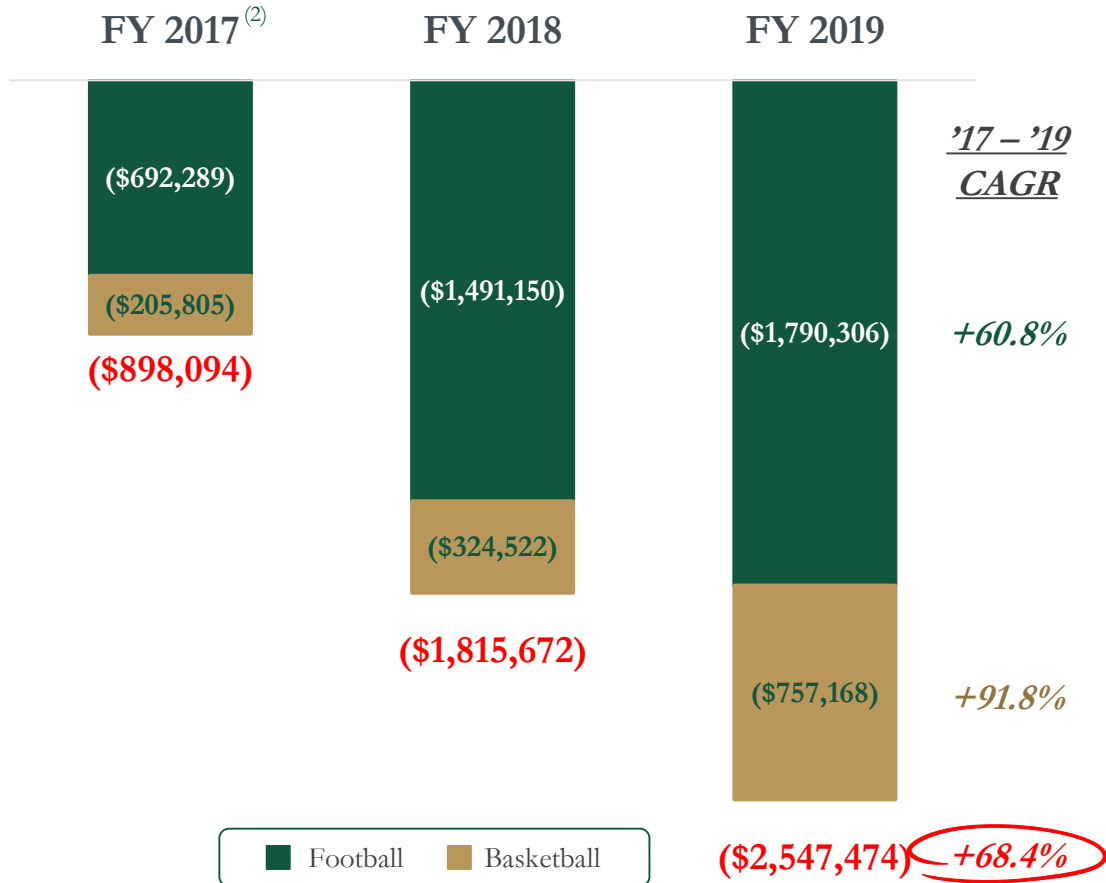
1 Fiscal Mismanagement – Part I



Source: eVA – Commonwealth of Virginia's Procurement website. (www.eva.Virginia.gov).

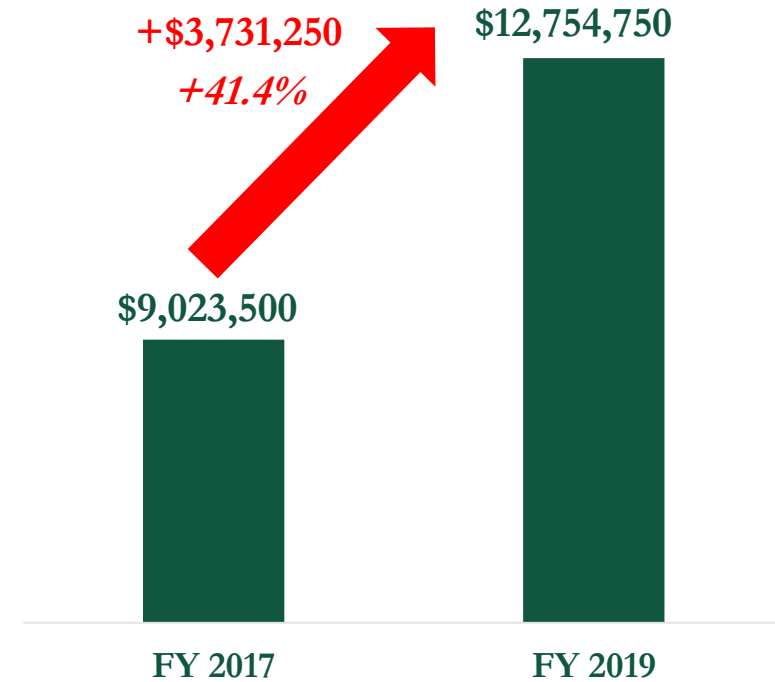
1 Fiscal Mismanagement – Part II

FY'17A – FY'19A Net Income⁽¹⁾



Athletics-Related Debt

Under Huge, Athletics-Related debt has increased by \$3.7 million or +41.4%



Source: Commonwealth of Virginia Auditor of Public Accounts (APA).

(1) Fiscal year ending June 30th.

(2) Huge announced as Athletic Director on May 1, 2017.

1 Fiscal Mismanagement – Part III

Since 2017, students have paid \$215,760 to pay for the Laycock Football Facility – a building that no student has access too...

Laycock Center Fee			
Year	Fee / Student	Undergrad. Pop.	Total
2017	\$11.50	6,285	\$72,278
2018	11.50	6,377	73,336
2019	11.00	6,377	70,147
Total			\$215,760

\$2 Million+ in Interest Paid for Laycock Football Facility Since 2007

Interest Rates				Maturity	Balance as of June 30	Debt Payment	Interest Paid	Principal Paid	Source
Low	High	Effective							
J. Laycock Football Facility, Series 2006A									
2007	3.0%	5.0%		2027	\$5,610,000				Pg. 13 2007 APA Audit
2008	3.0%	5.0%	4.5%	2027	5,440,000	421,722	251,722	170,000	Pg. 12 2008 APA Audit
2009	3.0%	5.0%	4.5%	2027	5,260,000	424,094	244,094	180,000	Pg. 10 2009 APA Audit
2010	3.0%	5.0%	4.5%	2027	5,075,000	422,203	237,203	185,000	Pg. 10 2010 APA Audit
2011	3.0%	5.0%	4.5%	2027	4,880,000	423,650	228,650	195,000	Pg. 13 2011 APA Audit
2012	3.0%	5.0%	4.5%	2027	4,675,000	424,864	219,864	205,000	Pg. 10 2012 APA Audit
2013	3.0%	5.0%	4.5%	2027	4,460,000	425,628	210,628	215,000	Pg. 10 2013 APA Audit
2014	3.0%	5.0%	4.5%	2027	4,235,000	425,942	200,942	225,000	Pg. 9 2014 APA Audit
Refinancing of Debt in 2014									
J. Laycock Football Facility, Series 2006A									
2015			3.0%	2027	\$1,725,000				Pg. 13 2015 APA Audit
2016			3.0%	2027	1,475,000	301,750	51,750	250,000	Pg. 12 2016 APA Audit
2017			3.0%	2027	1,100,000	419,250	44,250	375,000	Pg. 13 2017 APA Audit
2018			3.0%	2027	1,100,000	33,000	33,000	-	Pg. 13 2018 APA Audit
2019			3.0%	2027	1,100,000	33,000	33,000	-	Pg. 13 2019 APA Audit
J. Laycock Football Facility, Series 2014B									
2015			5.0%	2024	\$2,100,000				Pg. 13 2015 APA Audit
2016			5.0%	2024	2,100,000	105,000	105,000	-	Pg. 12 2016 APA Audit
2017			5.0%	2024	2,100,000	105,000	105,000	-	Pg. 13 2017 APA Audit
2018			5.0%	2024	1,840,000	365,000	105,000	260,000	Pg. 13 2018 APA Audit
2019			5.0%	2024	1,570,000	362,000	92,000	270,000	Pg. 13 2019 APA Audit
Total of 2016A and 2014B Bonds									
2015					\$3,825,000			\$410,000	<i>Check</i>
2016			4.1%		3,575,000	406,750	156,750	250,000	TRUE
2017			4.2%		3,200,000	524,250	149,250	375,000	TRUE
2018			4.3%		2,940,000	398,000	138,000	260,000	TRUE
2019					2,670,000	395,000	125,000	270,000	TRUE
Debt Outstanding as of June 30, 2019					\$2,670,000				
Est. 2020 Interest Payments					111,500				
Total Interest Paid 2007 - 2019								\$2,162,103	

Source: Commonwealth of Virginia Auditor of Public Accounts (APA).

② Pattern of Ethical Lapses – Deceit

When asked about freezing all athletic scholarships for Student-Athletes, Athletic Director Huge was recorded as saying that “is not true”

Audio 1:

S. Huge: "So the first I hear of you being upset is, frankly, the president's office got it. And so this has elevated to a point where the president, Board of Visitors, I've heard from donors, I've heard from the public - right? And it will likely be in the news tomorrow that William and Mary has frozen scholarships *in hushed voice* which is not true." |

Audio 2:

S. Huge: "The bottom line is this: I wish I could fully fund every single one of our programs. I can't. We don't have the resources to do it. So I have to make decisions which are in the best interest of the whole."

Male voice: "Of course"

S. Huge: "And when that happens I'm not going to please everybody. But I'm always willing to talk about the decisions I've made. I may not give you the reason - and you may have to be okay with that. You know sometimes did your mom ever say because I said so?"

Male voice: "All the time"

S. Huge: And that stinks, like we hated that as kids. Um, but I will say there is no policy. Like you put that out, that's just not true. And so now my my fear is we've got a whole lot of people out there who we've just told something to, that isn't true"

Male voice: "Mhm"

S. Huge: "What would you do if you were me?"

Audio 3:

S. Huge: "You know, they run background checks and this'll come up *inaudible* and it's not that it's bad and again it's one of those things where I'm like there are so many ways when you're in college - and this is your answer if they ever ask you about it - like listen I was in college, I was discovering my voice, I perceived an injustice and I wanted to do something about it. Right? But it's just I think that in the future it's in your best interest and this isn't about I mean it is what it is people say stuff about us all the time right."

2 Pattern of Ethical Lapses – Plagiarism

The yellow highlighted material from the Huge / Rowe / Agouris signed letter on September 3rd was plagiarized from Stanford's Open Letter on July 11th – violating W&M's code of ethics that all faculty / employees agree to abide by...

WM (<https://tribeathletics.com/news/2020/9/3/general-open-letter-to-the-william-mary-community-and-to-all-who-support-william-mary-athletics.aspx>)

Our goal is to provide excellent support and a world-class experience for our student-athletes in the sports that we offer. However, the costs associated with operating a department that sponsors 23 varsity teams – and what is now required for them to excel at a high level – have grown dramatically over time.

Stanford (<https://news.stanford.edu/2020/07/08/athletics/>)

Our goal is to provide excellent support and a world-class experience for our student-athletes in the sports that we offer. Over time, however, providing 36 varsity teams with the level of support that they deserve has become a serious and growing financial challenge.

WM

We recognize that the decision has impacts far beyond the student-athletes. These seven programs were built by more than 5,000 alumni whose contributions led to 22 Colonial Athletic Association championships, 36 All-Americans, two national champions, one Olympian, three Rhodes Scholars, 29 Phi Beta Kappas and many professional achievements. We honor their accomplishments and feel deep gratitude for all that they have done to elevate William & Mary.

Stanford

This is heartbreaking news to share. These 11 programs consist of more than 240 incredible student-athletes and 22 dedicated coaches. They were built by more than 4,000 alumni whose contributions led to 20 national championships, 27 Olympic medals, and an untold number of academic and professional achievements. Each of the individuals associated with these programs will forever have a place in Stanford's history.

WM

All student-athletes who elect to remain on their team's roster for the upcoming 2020-21 campaign will continue to have access to the full complement of academic, medical, performance and coaching services, provided that they remain in good standing under NCAA, CAA and William & Mary rules and that circumstances related to COVID-19 allow.

Stanford (<https://news.stanford.edu/2020/07/08/athletics-faq/>)

All student-athletes who elect to remain on their team's roster for the upcoming 2020-21 campaign will continue to have access to the full complement of academic, medical, performance and coaching services to which they have become accustomed, provided they remain in good standing under NCAA, Stanford Athletics and Stanford University rules.

psychologist teams were also on hand. As you may imagine, this was difficult news for our students to receive....

There is no good time to deliver such devastating news. We decided to move forward with the announcement now to provide our student-athletes and coaches with as much time as possible to explore options in the coming months, should they elect to continue their collegiate athletics careers elsewhere. We are committed to a final season for these programs (pandemic permitting), as we believe that our student-athletes deserve it.

Stanford

We understand that the timing of this announcement, in early summer and against a backdrop of uncertainty and change across our country, is certainly far from ideal, as is the method by which we had to deliver the news to our student-athletes and coaches today, via Zoom. However, we felt it was imperative to confront the financial challenge before it worsened, to undertake a deliberate and collaborative decision-making process with our Board of Trustees and campus leadership, and to exhaust all viable alternatives before making profound changes in our programs, especially during this difficult time. That process has recently come to a conclusion, and we wanted to share the news as quickly as possible in order to provide our student-athletes and staff with as much flexibility and choice as possible. Given the timing, we determined that offering these 11 programs the opportunity for one final season of varsity competition in 2020-21 was the right thing to do.

WM

William & Mary Athletics sponsors 23 varsity sports, more than any conference peer and more than the average Division I institution despite our relatively small size. Due to the escalating costs of operating 23 programs, a structural deficit of over \$1 million emerged several years prior to the COVID-19 pandemic. The pandemic and associated financial climate exacerbated this situation.... Before these sport reductions, our revised forecasts indicated a best-case scenario of a \$3.2 million deficit in FY21, and a cumulative shortfall of nearly \$10 million over the next three years (\$3.29M in FY21, \$3.22M in FY22, and \$3.20M in FY23).

Stanford

Over time, however, providing 36 varsity teams with the level of support that they deserve has become a serious and growing financial challenge. Due to the escalating costs of operating such a large athletics department, a structural deficit emerged several years prior to the COVID-19 pandemic. That deficit was projected to exceed \$12 million in FY21 and to grow steadily in the years ahead. The COVID-19 pandemic and associated recession have only exacerbated the gap; before these sport reductions, our revised forecasts indicated a best-case scenario of a \$25 million deficit in FY21, factoring in the effects of COVID-19, and a cumulative shortfall of nearly \$70 million over the next three years.

Taking these actions today will create a path for William & Mary stability while maintaining competitiveness and supporting our student-athletes. We are committed to...

Stanford

While painful, the discontinuation of these 11 sports at the reductions in our support staff will create a path for Stanford while maintaining gender equity and competitiveness.

WM

As of now, these are our offerings:

Stanford

We are taking these financial stability, a sport offerings and...

WM

William & Mary At nationally competit immediately needed That sum would en scholarships as Div and additional depa fundraising initiative recognizing the full structural deficit an will itself require gr committed to that e

Stanford

We have calculated sports at a national recognizing the full structural deficit an require garnering re endeavor.

Open Letter to the William & Mary Community and to All Who Support William & Mary Athletics

Share:

FAQ
REALIGNMENT DOCUMENTS
THOUGHTS FROM THE W&M COMMUNITY

President Katherine Rowe
Provost Peggy Agouris
Director of Athletics Samantha K. Huge

Code of Ethics

Integrity is one of the core values of William & Mary. Thus, we are committed to lawful and ethical behavior in all of the university's activities. At William & Mary, we insist that all members of the university community -- our board members, employees, students, and volunteers -- comply with all laws, regulations, policies and ethical norms applicable to them. More generally, we are to be honest, fair, and trustworthy ourselves and to take care that other members of the university community are also.

We, as members of the William & Mary community, will:

1. Obey the laws, regulations, and policies applicable to our university activities.
2. Protect and preserve university resources and ensure their proper use.
3. Avoid both conflicts of interest and the appearance of such conflicts.
4. Safeguard confidential information.
5. Make procurement decisions impartially and objectively.
6. Maintain effective internal controls to safeguard the regularity and integrity of our activities.
7. Treat other people with dignity and respect, ensuring there is no discrimination or harassment at William & Mary.
8. Report any illegal or unethical action that comes to our attention, so the university can investigate and take corrective steps.

This Code of Ethics was adopted by the Board of Visitors of William & Mary on April 17, 2009. It applies to William & Mary and the Virginia Institute of Marine Science.

② Pattern of Ethical Lapses – Tactics of Fear / Intimidation

the
REVIEW

Home Coronavirus News Mosaic Sports

Home > The Centerpiece

“Psychological warfare”: Over on a platform of fear”

May 2, 2017 7:04 am 21

“I’m going to fix it for you”

Before Ziady, Bernard Muir held the position of athletic director. Muir left Delaware for Stanford University on July 27, 2012. Samantha Huge, the deputy director of athletics and recreation services, served as interim athletic director from that point until Ziady took office a few months later.

Soon after Huge began her tenure as interim athletic director, she met with Karina Evans and another player who wished to remain anonymous. Evans, who had knee surgery as a sophomore in 2011, battled through the injury the following season — her knee was drained six times, but Kenny continued to play her.

“Samantha [Huge], we told her, we cried to her for months, told her everything that was going on,” Evans said. “She told us that she was a safe space, that we could go talk to her. We let her know everything they were saying to us, half of us were in therapy, we’d cry and tell her and she would say ‘I’m going to fix it for you.’”

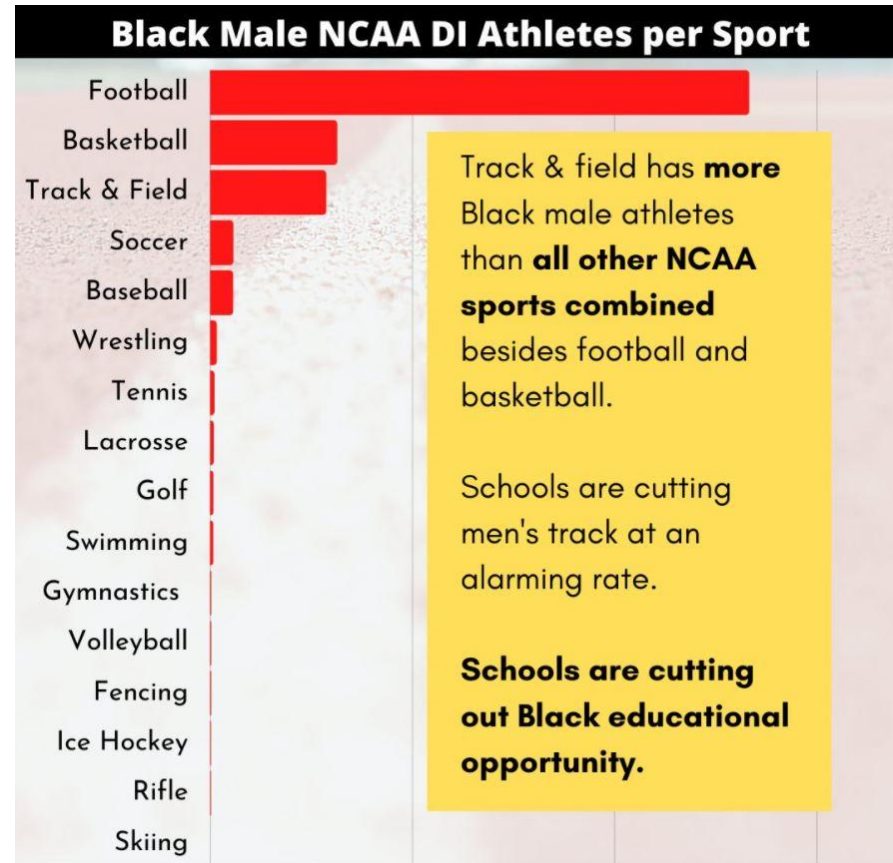
Evans said Huge did not keep these concerns confidential, sharing them with Kenny and Gregory.

Huge, who began her tenure as athletic director of the College of William & Mary May 1, declined to comment.



THE REVIEW

② Pattern of Ethical Lapses – Elimination of Diversity / Inclusion



Data : NCAA Demographics Data (2012 - 2019)

At William & Mary, 47% of opportunities lost in men's indoor and outdoor track & field are currently held by people of color