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Appendix F: Vote of No Confidence

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APPENDIX F

VOTE OF NO CONFIDENCE

UNIVERSITY OF RICHMOND FACULTY RESOLUTION OF NO CONFIDENCE IN
RECTOR PAUL QUEALLY

This motion addresses Rector Paul Queally's actions that, by putting in jeopardy the reputation and good standing of the University of Richmond, demonstrate his failure to abide by his fiduciary duties as Rector and member of the Board of Trustees.¹ Through the most recent communication from the Board of Trustees, dated April 5, 2021, that ratified Rector Queally's behavior in the meetings described below, it has become clear that his leadership imperils the ability of the University to move forward in serving our students, furthering our educational mission, and expanding our stature in the higher education community. As President Ronald Crutcher indicated in his email dated April 2, 2021, the University's "values have not been on display recently, including during the meetings held last week with faculty, staff, and students. The experience of those in attendance, especially one of our staff colleagues, was inconsistent with our stated values and expectations for our community." We base the motion of no confidence on the following, and we request Rector Paul Queally's removal as Rector and as a Member of the Board of Trustees:

¹ The current Members of the Board of Trustees are:

Stephen J. Aronson, R'87, P'15, P'18 of Richmond, Virginia.
 Russell C. Ball III, P'22 of King of Prussia, Pennsylvania.
 R. Lewis Boggs, GB'78, of Richmond, Virginia.
 Jeff A. Brown, M.D., R'85, of Richmond, Virginia.
 Ronald A. Crutcher, D.M.A, of Richmond, Virginia.
 H. Hitler Harris III of Richmond, Virginia.
 Kathleen Hughes, W'89, P'2, of London, United Kingdom.
 Susan Moomaw Humphreville, B'76, of Los Angeles, CA
 Tracey H. Ivey, B'82, P'20, of Richmond, Virginia.
 Reginald N. Jones, R'65, L'68, of Richmond, Virginia
 Mariana López de Lara, P'19, P'21, of Guatemala City, Guatemala.
 Herbert H. McDade, III, P'15, of Rye, New York.
 Louis W. Moelchert, Jr., P'90, P'96, of Richmond, Virginia.
 Mary-Beth L. Nash, GB'93, P'20, P'22 of Midlothian, Virginia.
 Austin P. Neuhoff, R'91, of Dallas, Texas.
 S. Georgia Nugent, Ph.D., of Bloomington, Illinois.
 Karen Gregory O'Maley, B'81, of Cincinnati, Ohio.
 Paul B. Queally, R'86, P'14, P'16, P'20, of Palm Beach, Florida.
 Susan G. Quisenberry, W'65, of Richmond, Virginia.
 Robert E. Rigsby, R'71, of Richmond, Virginia.
 Gregory S. Rogowski, GB'91, of Atlanta, Georgia.
 John A. Roush, of Danville, Kentucky.
 Patricia L. Rowland, W'77, GB'81, of Glen Ellyn, Illinois.
 Wendell L. Taylor, L'98, of Washington, DC.
 Michael P. Walrath, '97, of Locust Valley, New York.

Whereas, students have been demanding for over a year that the Board of Trustees change the names of Ryland Hall and Freeman Hall, citing evidence that Ryland was an enslaver and Freeman was a white supremacist and eugenicist; and

Whereas, on April 3, 2019, the student demands about the building names were formalized in a joint resolution by the Westhampton College Government Association and the Richmond College Student Government Association; and

Whereas, in January 2021, the University of Richmond Inclusive History Project released their two reports that provided further evidence about the two men — “A Season of Discipline”: Enslavement, Education & Faith in the Life of Robert Ryland and “The Virginia Way”: Race, The “Lost Cause,” & The Social Influence of Douglas Southall Freeman; and

Whereas, on February 25, 2021, the Board announced that it would retain Ryland’s name on Ryland Hall and would rename Freeman Hall as Mitchell-Freeman Hall; and

Whereas, the Senate voted unanimously on March 19, 2021 in urging the Board of Trustees to reconsider its decision on the building names; and Whereas, the faculty of the University of Richmond believes that the existing names have damaged our educational mission for our students, and for Black students in particular, by continuing to honor an enslaver and a white supremacist; and

Whereas, on or about March 22, 2021, the Board of Trustees invited senators, staff, and students to two separate meetings to discuss the issue of the building names; and

Whereas, both groups were informed by Rector Queally at those meetings that the Board of Trustees decision on the building names was unanimous and that the Board would not revisit the issue; and

Whereas, Rector Queally refused to engage with an issue that was throwing the campus into turmoil, demonstrating inconsistency with our values of open debate and mutual respect and with the ethical guidelines established by the Association of Governing Boards; and

Whereas, Rector Queally interrupted the only African-American representative from the senators and staff at the meeting and made comments discrediting her experience, knowledge, and perspective; and

Whereas, Rector Queally in his comments referred to Black, Brown and “regular students...”, clearly implying an unequal status for Black and Brown students; and

Whereas, Rector Queally's behavior is inconsistent with appropriate and professional treatment of employees of the University, over whom he wields power; and

Whereas, on April 2, 2021, the University Faculty Senate unanimously voted to censure Rector Queally for his conduct; and

Whereas, under Rector Queally's leadership, the Board has refused to acknowledge or apologize for the disrespect displayed to staff, faculty, and students in the March 26, 2021 meetings and have instead claimed that such derogatory comments are acceptable in the course of a "candid and passionate" conversation; and

Whereas, under Rector Queally's leadership, the Board failed in its fiduciary responsibilities by deciding to "suspend the recent naming decision, pending further study" only on April 5, 2021, after weeks of student protest, multiple negative stories in major newspapers, and censure by the Senate, thereby alienating members of the University community and damaging the University's local and national reputation.

Therefore, the Faculty of the University of Richmond has approved the following resolution.

Be It Resolved:

- 1) With this motion, the Faculty expresses no confidence in Paul Queally as Rector or as a Member of the Board of Trustees;
- 2) The Faculty calls on Mr. Queally to immediately resign his post as Rector and as a Member of the Board of Trustees;
- 3) If Mr. Queally refuses to resign his posts, the Faculty calls on the Trusteeship Committee of the Board of Trustees as well as the full Board of Trustees to examine whether his behavior and decisions are in keeping with the Board's own values and to determine whether he should be removed from office in accordance with Article 1.4(c) of the University's Amended and Restated Bylaws, which state that Board of Trustees members may be removed by the Board if they take any action "that may negatively reflect on the University."