

RESOLUTIONS ADOPTED BY THE BOARD OF VISITORS

JULY 11-12, 2003

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TENTATIVE MINUTES -  
SUBJECT TO THE  
APPROVAL OF THE  
BOARD OF VISITORS

July 11-12, 2003

The Board of Visitors of the University of Virginia met in Retreat on Friday, July 11, and Saturday, July 12, 2003, at Upper Brandon in Prince George County. All save two of the sessions were held in Open Session; all were led by the Rector, Gordon F. Rainey, Jr. The following Members attended: Thomas J. Bliley, Jr., William G. Crutchfield, Jr., Ms. Susan Y. Dorsey, Thomas F. Farrell, II, Charles L. Glazer, William H. Goodwin, Jr., Mark J. Kington, Lewis F. Payne, Don R. Pippin, Thomas A. Saunders, III, Warren M. Thompson, E. Darracott Vaughan, Jr., M.D., Ms. Georgia M. Willis, John O. Wynne, and John R.M. Rodney.

Also present were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Ms. Amy D. Cronin, Ms. Carol Wood, and Ms. Jeanne Flippo Bailes. John A. Blackburn attended the evening session on July 11<sup>th</sup>.

The Rector opened the meeting at 2:00 p.m., on Friday, July 11<sup>th</sup>, with a very brief business session before the beginning of the Retreat proper.

The Board considered and approved a resolution authorizing the University to submit to Richmond for consideration by the General Assembly in the 2004 Session a proposal that would exempt the Medical Center from State information technology oversight requirements which were enacted recently.

The follow resolution was adopted:

UNIVERSITY OF VIRGINIA MEDICAL CENTER LEGISLATIVE  
PROPOSAL

WHEREAS, the Board of Visitors has reviewed a proposed legislative action to amend Section 2.2-2001 of the Code of Virginia to provide autonomy for the University of Virginia

Medical Center from state centralized information technology planning, oversight and procurement requirements; and

WHEREAS, the Board of Visitors concludes that the proposed changes are prudent and in the best interest of the Medical Center;

RESOLVED that the Executive Vice President and Chief Operating Officer is authorized to seek legislation accomplishing the above-described purpose.

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Mr. Crutchfield, as Chair of the Board's Committee on The University of Virginia's College at Wise, reported changes in the Wise Advisory Board: Mr. William Sturgill has retired as Chair and Mr. Jim Gott has been elected in his stead. Ms. Marcia Gilliam has been elected as Vice-Chair.

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The Secretary reported that Dr. Vaughan, as Chair of the Medical Center Operating Board, was authorized by the MCOB at its May meeting to approve credentialing and recredentialing actions when approval is needed between meetings of the MCOB. Dr. Vaughan approved a set of actions on July 1<sup>st</sup>, and the listing is appended to these Minutes as Attachment A. No action by the Board of Visitors is required and the listing is in these Minutes simply as a matter of record.

The first two items on the Retreat Agenda had to do with the operations of the Board, and were grouped under two headings: "How can the Board of Visitors add greatest value to the University?" and "What is - and is not - a Board issue and why?" Discussion on these was done in Open Session and lasted from shortly after 2:00 p.m., until 4:00 p.m., when the Board recessed.

In discussion, Members concurred that the new format of Board meetings where much of the Board's work has been

pushed down to the committee level, is the correct approach but that refinements are needed. Thursday and Friday of Board meeting weekends should be reserved for committee meetings. The President suggested that Members attend conferences and programs organized by the Association of Governing Boards of Universities and Colleges (AGB). There was a feeling that the Board needs to be concerned more about academic affairs, recognizing, of course, that there is a line in such matters beyond which the Board should not go.

The Board resumed its deliberations at 4:15 p.m., with a report from the Special Committee on Diversity made by the Committee Chair, Mr. Thompson. Mr. Thompson presented the following draft mission statement:

DRAFT MISSION STATEMENT

The mission of the Special Committee on Diversity of the Board of Visitors is the encouragement and support of an atmosphere at the University that ensures that the diverse elements of the University of Virginia community are treated equally and fairly. The accomplishment of this mission is essential to creating an educational experience for our students to prepare them for productive and responsible citizenship in the world beyond this community.

The Special Committee defines diversity to include race and ethnicity, gender, disability status, sexual orientation, religious and national origin, socio-economic status, and other aspects of individual experience and identity.

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Board Members suggested several changes and the Chair and the Board Secretary will work these into a new version of the mission statement. Ms. Cronin, the President's Chief of Staff, reported on the organization of the Commission on Diversity and Equity, which is being appointed by the President.

Mr. Farrell, the Vice Rector and Chair of the Special Committee on Governance, reported on matters considered by the Committee over the last several months.

The Board recessed for dinner at 6:15 p.m.

The Board resumed its meeting at 8:30 p.m., and after adopting the following motion, went into Executive Session:

That the Board of Visitors of the University of Virginia go into Executive Session to discuss with General Counsel the two recent Supreme Court decisions concerning admissions and his report on pending litigation risk affecting the University, as provided for in Section 2.2-3711 (A) (7) of the Code of Virginia.

The Board resumed in Open Session and after adopting the following resolution certifying that its discussions had been held in accordance with the exemptions afforded by the Virginia Freedom of Information Act, adjourned at 9:45 p.m.:

Mr. Rector, I move that we vote on and record our certification that, to the best of each Board member's knowledge, only public business matters lawfully exempted from open meeting requirements and which were identified in the motion(s) authorizing the closed session, were heard, discussed or considered in closed session.

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The Board resumed in Open Session at 8:45 a.m., on Saturday, April 12<sup>th</sup>. There was a short business session during which the Board ratified its meeting dates for 2004: February 5, 6 and 7; April 15, 16 and 17; June 10, 11, and 12; and September 30, and October 1 and 2. The Retreat was set for July 30 and 31 at Montpelier in Orange County.

From 8:50 a.m., to 9:00, the Buildings and Grounds Committee met concurrently with the full Board to consider six Consent Agenda resolutions: three of these were for architect selections, two for the selection of engineers and the last for an easement. The resolutions are listed below (see also the separate Minutes of the Buildings and Grounds Committee, July 12, 2003); all were approved by the full Board.

APPROVAL OF ARCHITECT SELECTION FOR THE PERFORMING  
ARTS CENTER

RESOLVED that Barton Myers Associates, Inc., of Los Angeles, is approved for the performance of architectural and engineering services for the Performing Arts Center.

APPROVAL OF ARCHITECT SELECTION FOR THE NEW  
RESIDENCE HALL AT THE UNIVERSITY OF VIRGINIA'S  
COLLEGE AT WISE

RESOLVED that Ken Ross Architects, Inc., of Johnson City, Tennessee, is approved for the performance of architectural and engineering services for the new residence hall at The University of Virginia's College at Wise.

APPROVAL OF ENGINEER SELECTION FOR A TERM CONTRACT  
FOR TRAFFIC ENGINEERING SERVICES

RESOLVED that Kimley Horn and Associates, Inc., of Chesapeake, is approved for the performance of architectural and engineering services initiated under the term contract for traffic engineering services.

APPROVAL OF ARCHITECT SELECTIONS FOR TERM CONTRACTS  
FOR HEALTH SYSTEM PROJECTS

RESOLVED that the Smith Group, Inc., of Washington, D.C., and Hillier of Washington, D.C., are approved for the performance of architectural and engineering services initiated under the term contracts for Health System projects.

APPROVAL OF ENGINEER SELECTIONS FOR TERM CONTRACTS  
FOR MECHANICAL, ELECTRICAL AND PLUMBING PROJECTS

RESOLVED that Carter Burgess of Raleigh, and Affiliated Engineers of Chapel Hill, are approved for the performance of architectural and engineering services initiated under the term contracts for mechanical, electrical and plumbing projects.

APPROVAL OF A PERMANENT EASEMENT FOR VIRGINIA  
ELECTRIC AND POWER COMPANY FOR A POWER LINE ON  
UNIVERSITY PROPERTY AT THE EAST END OF THE EMMET  
STREET PARKING GARAGE

RESOLVED that the granting of a permanent easement, dated July 12, 2003, to Virginia Electric and Power Company for a power line at the Emmet Street Parking Garage on property owned by The Rector and Visitors of the University of Virginia, is approved; and

RESOLVED FURTHER that appropriate officers of the University are authorized to execute said dedication and easement.

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The Board resumed, in Open Session, in Retreat at 9:00 to discuss faculty compensation. In preparation for this discussion at the Retreat, the Finance Committee met on July 7<sup>th</sup>, to consider a report by Mr. Sandridge on faculty compensation questions raised at the June Board meeting. A memorandum summarizing the Committee's discussions and Mr. Sandridge's report was distributed to the Board at the Retreat and formed the basis for discussion (a copy of the memorandum is appended as Attachment B).

The Board is concerned about faculty and staff morale and the effects of salary freezes, brought on by the State budget crisis, on both salary and retirement plan accumulations. There was strong consensus that compensation of faculty and staff must be competitive with the University's national peer institutions. There was agreement, however, that more information is needed. The administration is to collect this, under the direction of the President and Mr. Sandridge, and report to the Board at the October meeting. The Educational Policy Committee will consider some of these questions at its meeting on August 29<sup>th</sup>.

Following this discussion, there was a brief report by the President on the expansion of the Atlantic Coast Conference.

The Board recessed at 10:25 a.m., and resumed at 10:35. On motion, the Board then went into Executive Session.

That the Board of Visitors of the University of Virginia go into Executive Session to discuss the performance of specific employees of the University as provided for in Section 2.2-3711 (A)(1) of the Code of Virginia.

The Board resumed in Open Session at 12:00 noon, after voting on the following resolution certifying that its Executive Session discussions had been conducted in accordance with the exemptions granted by the Virginia Freedom of Information Act:

The Board of Visitors, sitting in Open Session, unanimously adopted a resolution certifying that while meeting in Executive Session - as permitted by the relevant provisions of the Code of Virginia - only public business authorized by its motion and lawfully exempted from consideration in closed session.

On motion, the meeting was adjourned at 12:05 p.m.

Respectfully submitted,

Alexander G. Gilliam, Jr.  
Secretary

AGG:jb

ADDENDUM TO THE OFFICIAL MINUTES OF THE MEETING OF  
THE BOARD OF VISITORS OF THE UNIVERSITY OF VIRGINIA

Meeting Date: July 11-12, 2003

CERTIFICATION OF EXECUTIVE MEETING

The Board of Visitors, sitting in Open Session, unanimously adopted a resolution certifying that while meeting in Executive Session - as permitted by the relevant provisions of the Code of Virginia - only public business authorized by its motion and lawfully exempted from consideration in closed session.

Respectfully submitted,

  
Alexander G. Gilliam, Jr.  
Secretary



ATTACHMENT A

CONFIDENTIAL

THESE MATERIALS WERE COMPILED  
EXCLUSIVELY FOR EXECUTIVE SESSION

Copy Number \_\_\_\_\_

MEDICAL CENTER OPERATING BOARD  
UNIVERSITY OF VIRGINIA

July, 2003

RECOMMENDED CREDENTIALING AND RECREDENTIALING  
ACTIONS

RESOLVED that pursuant to the delegation of authority contained in the May 8, 2003, Resolution of the Medical Center Operating Board, the undersigned Chair of the Medical Center Operating Board hereby approves the following Credentialing and Recredentialing Actions as specifically set forth below:

1. NEW APPOINTMENTS TO THE CLINICAL STAFF

RESOLVED that the recommendations of the Clinical Staff Executive Committee for appointment to the Clinical Staff of the University of Virginia Medical Center and the granting of specific privileges to the following practitioners are approved:

Caswell, Kenneth L., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Chen, Donna T., M.D., Psychiatrist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Appointment: May 13, 2003, through March 31, 2004; Privileged in Psychiatric Medicine.

Fulmer, Brant R., M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Appointment: May 9, 2003, through May 4, 2004; Privileged in Urology.

Ham, Peter S., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Appointment: July 14, 2003, through July 13, 2004; Privileged in Family Medicine.

Kelly, Heather C., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Appointment: April 17, 2003, through March 31, 2004; Privileged in Anesthesiology.

Laurencin, Cato T., M.D., Ph.D., Orthopedic Surgeon in Chief in the Department of Orthopedic Surgery; Attending Staff Status; Period of Appointment: May 10, 2003, through January 31, 2004; Privileged in Orthopedic Surgery.

Maedgen, Jennifer W., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Appointment: May 6, 2003, through April 30, 2004; Privileged in Psychology.

Pirttima, Steven T., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Snyder, Kevin E. M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Westfield, Wendy K., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Appointment: May 12, 2003, through May 11, 2004; Privileged in Internal Medicine.

2. LOCUM TENENS APPOINTMENT TO THE CLINICAL STAFF

RESOLVED that the recommendation of the Clinical Staff Executive Committee for the appointment as a locum tenens for appointment to the clinical staff of the University of Virginia Medical Center and the granting of specific privileges to the following practitioner is approved:

Beitinjaneh, Firas, M.D., Neurologist in the Department of Neurology; Locum Tenens Staff Status; Period of Appointment: May 12, 2003, through June 30, 2003; Privileged in Neurology.

3. REAPPOINTMENTS TO THE CLINICAL STAFF

RESOLVED that the recommendations of the Clinical Staff Executive Committee for reappointment to the Clinical Staff of the University of Virginia Medical Center and the granting of specific privileges to the following practitioners are approved:

Abdrabbo, M. Khalouck, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Internal Medicine.

Abdullah, David C., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: September 2, 2003, through September 1, 2005; Privileged in Radiology.

Alford, Bennett A., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Angle, John F., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Radiology.

Ardesia, John A., D.O., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: August 1, 2003, through June 30, 2005; Privileged in Internal Medicine.

Barrett, Michael A., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Internal Medicine.

Borowitz, Stephen M., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Pediatrics.

Brenin, Christiana M., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: September 9, 2003, through September 8, 2005; Privileged in Internal Medicine.

Calhoun, Alice O., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Family Medicine.

Calhoun, Robert B., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Family Medicine.

Chander, Nivedita, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: August 1, 2003, through December 31, 2004; Privileged in Internal Medicine.

Chhabra, Abhinav B., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: August 25, 2003, through August 24, 2005; Privileged in Orthopedic Surgery.

Courtney, Andrea U., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Family Medicine.

Davison, John S., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Family Medicine.

Degnan, Gregory G., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Orthopedic Surgery.

Friedman, Daniel L., M.D., Physician in the Department of Internal Medicine; Visiting Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Internal Medicine.

Froh, Deborah K., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: September 15, 2003, through September 14, 2005; Privileged in Pediatrics.

Gaare, John D., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: September 2, 2003, through June 30, 2004; Privileged in Radiology.

Gomez, R. Ariel, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Pediatrics.

Goodkin, Howard P., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Neurology.

Griffin, Mary P., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Pediatrics.

Gutgesell, Howard, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Pediatrics.

Hauck, Fern R., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Family Medicine.

Hellems, Martha A., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Pediatrics.

Hoffman, Daniel M., M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Reappointment: June 25, 2003, through June 24, 2004; Privileged in Urology.

Huerta, Milagros G., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Pediatrics.

Hughes, Molly A., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2005; Privileged in Internal Medicine.

Hulvey, J. Thomas, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2004; Privileged in Orthopedic Surgery.

Keats, Theodore E., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Kiselica, Daria, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Internal Medicine.

Kupfer, Gary M., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Pediatrics.

Lee, Laura W., M.D., Physiatrist in the Department of Physical Medicine; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2005; Privileged in Physical Medicine.

Lin, Kant Y., M.D., Plastic and Maxillofacial Surgeon in the Department of Plastic Surgery; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Plastic Surgery.

Lynch, Carl, M.D., Ph.D., Anesthesiologist in Chief in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2005; Privileged in Anesthesiology.

Mason, J. Holland M., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: August 25, 2003, through August 24, 2005; Privileged in Anesthesiology.

Matsumoto, Julie A., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

McGahren, Eugene D., M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Reappointment: August 16, 2003, through August 15, 2005; Privileged in Surgery.

Mendelsohn, Mark, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Pediatrics.

Mirmira, Raghavendra G., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Internal Medicine.

Moran, Ruth E., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Moskaluk, Christopher A., M.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Pathology.

Mulligan, Kimberly A., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: January 30, 2003, through July 26, 2004; Privileged in Anesthesiology.

Older, Robert A., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Radiology.

Osborn, Tiffany M., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: August 15, 2003, through August 14, 2005; Privileged in Emergency Medicine.

Pannunzio, Michael E., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Orthopedic Surgery.

Payne, Nancy Jean, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Pediatrics.

Preston, Mary B., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Internal Medicine.

Quillian, Heather R., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Pediatrics.

Raymond, Colleen A., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Obstetrics and Gynecology.

Redick, Dana L., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Obstetrics and Gynecology.

Reikersdorfer, Christian G., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Anesthesiology.

Rich, Tyvin A., M.D., Radiologist Oncologist in the Department of Radiation Oncology; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Radiation Oncology.

Riddervold, Hans O., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Rizk, Alex H., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Family Medicine.

Ross, Pamela, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Emergency Medicine.

Ryan, Eileen P., D.O., Psychiatrist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: September 3, 2003, through September 2, 2005; Privileged in Psychiatric Medicine.

Schofield, William P., M.D., Psychiatrist in the Department of Psychiatric Medicine; Visiting Staff Status; Period of Reappointment: August 14, 2003, through August 31, 2004; Privileged in Psychiatric Medicine.

Silverman, Lawrence M., Ph.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Reappointment: September 2, 2003, through June 30, 2005; Privileged in Pathology.

Smolkin, Mitchell T., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: September 1, 2003, through June 30, 2005; Privileged in Internal Medicine.

Staiger, Linda F., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: July 25, 2003, through July 24, 2005; Privileged in Orthopedic Surgery.

Sturgill, Benjamin C., M.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Reappointment: July 2, 2003, through July 1, 2005; Privileged in Pathology.

Troiano, Jason J., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Family Medicine.

Waldron, Peter E., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Pediatrics.

Wallace, Karl K., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Wenger, Jennifer B., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Obstetrics and Gynecology.

White, H. George, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: July 1, 2003, through June 30, 2004; Privileged in Orthopedic Surgery.

Woods, William, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Emergency Medicine.

4. SECONDARY REAPPOINTMENTS TO THE CLINICAL STAFF

RESOLVED that the recommendations of the Clinical Staff Executive Committee for secondary reappointment to the Clinical Staff of the University of Virginia Medical Center and the granting of specific privileges to the following practitioner are approved:

MacKnight, John M., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Secondary Reappointment: September 1, 2003, through August 31, 2005; Privileged in Orthopedic Surgery.

5. RESIGNATIONS FROM THE CLINICAL STAFF

RESOLVED that the recommendations of the Clinical Staff Executive Committee for the resignation of clinical privileges to the following practitioners are approved:

Aldrich, C. Knight, M.D., Psychiatrist in the Department of Psychiatric Medicine; Visiting Staff Status; Effective date of Resignation: June 30, 2003.

Baer, Alexander B., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Barnett, Lisa C., M.D., Pathologist in the Department of Pathology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Brown, Devin L., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Buckley, Ralph S., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 13, 2003.

Burtner, Melissa G., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Burwell, Lawrence R., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: May 12, 2003.

Buss, William C., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Cantrell, Robert W., M.D., Otolaryngologist Head and Neck Surgeon in the Department of Otolaryngology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Coggins, Claire A., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Corley, Sarah T., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: August 17, 2003.

Dillingham, Rebecca A., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Dunn, John T., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Eagleson, Christine A., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Enelow, Richard I., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: July 31, 2003.

English, Joseph C., III, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: July 17, 2003.

Haines, David E., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: July 6, 2003.

Johnson, Michael A., M.D., Ophthalmologist in the Department of Ophthalmology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Leisure, Marketa, M.D., Pediatrician in Regional Primary Care; Attending Staff Status; Effective date of Resignation: March 1, 2003.

Lynde, James L., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: April 16, 2003.

Marx, William F. M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: June 2, 2003.

Mather, Cheri C., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: August 1, 2003.

Miesfeldt, Susan, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: July 25, 2003.

Morgan, John C., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Mullick, Tarun, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Nunes, Kenneth J., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Effective date of Resignation: July 31, 2003.

Parlette, Harry L., M.D., Dermatologist in the Department of Dermatology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Perron, Andrew D., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Pope, James S., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Prichard, Jennifer M., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Razack, Nasser, M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Rupp, Theresa A., M.D., Physician in the Department of Family Medicine; Visiting Staff Status; Effective date of Resignation: June 30, 2003.

Samady, Habib, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: August 31, 2003.

Savory, John, Ph.D., Pathologist in the Department of Pathology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Scott, J. Ryland, M.D., Surgeon in the Department of Surgery; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Shepard, Robert C., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Smith, Teresa L., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Spellman, Michael J., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Tabbara, Imad A., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Tom, Jennifer V., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.

Tufro, Alda, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Effective date of Resignation: June 30, 2003.

6. PRIVILEGES FOR NEW ALLIED HEALTH PROFESSIONALS

RESOLVED that the recommendations of the Clinical Staff Executive Committee for the granting of privileges to the following Allied Health Professionals are approved:

Ballew, Carole C., R.N., A.N.P., Acute Care Nurse Practitioner in Cardiology Clinic; Period of Privileging: April 4, 2003, through April 3, 2004; Privileged as an Acute Care Nurse Practitioner.

Diepold, Amy E., R.N., A.N.P., Acute Care Nurse Practitioner 6 Central Neurosurgery; Period of Privileging: May 28, 2003, through February 9, 2004; Privileged as an Acute Care Nurse Practitioner.

Exline, Charlene G., R.N., F.N.P., Family Nurse Practitioner in Gamma Knife; Period of Privileging: May 20, 2003, through May 19, 2004; Privileged as a Family Nurse Practitioner.

Fisher, Charles A., R.N., A.N.P., Acute Care Nurse Practitioner on TCV-PO; Period of Privileging: April 25, 2003, through April 24, 2004; Privileged as an Acute Care Nurse Practitioner.

Jaeger-Landis, Beth A., R.N., A.N.P., Acute Care Nurse Practitioner in UMA Clinic; Period of Privileging: May 20, 2003, through May 19, 2004; Privileged as an Acute Care Nurse Practitioner.

Powers, Kathleen M., R.N., E.N.P., Emergency Nurse Practitioner in Nephrology; Period of Privileging: June 16, 2003, through June 15, 2004; Privileged as an Emergency Nurse Practitioner.

Register, Angela L., R.N., F.N.P., Family Nurse Practitioner in Fontaine Orthopedic Clinic; Period of Privileging: April 4, 2003, through April 3, 2004; Privileged as a Family Nurse Practitioner.

Roy, Arika B., R.N., A.N.P., Pediatric Nurse Practitioner in Pediatric Neurology; Period of Privileging: May 20, 2003, through April 20, 2004; Privileged as a Pediatric Nurse Practitioner.

7. RENEWED PRIVILEGES FOR ALLIED HEALTH PROFESSIONALS

RESOLVED that the recommendations of the Clinical Staff Executive Committee for the renewal of privileges to the following Allied Health Professionals are approved:

Aurisy, Laura L., R.N., N.N.P., Neonatal Nurse Practitioner in NICU; Period of Privileging: September 19, 2003, through September 18, 2005; Privileged as a Neonatal Nurse Practitioner.

Bender, Catherine H., R.N., C.R.N.A., Certified Nurse Anesthetist in the Operating Room; Period of Privileging: August 20, 2003, through August 19, 2005; Privileged as a Certified Nurse Anesthetist.

Cherniawski, Patricia M., R.N., C.R.N.A., Certified Nurse Anesthetist in the Operating Room; Period of Privileging: August 1, 2003, through July 31, 2005; Privileged as a Certified Nurse Anesthetist.

Edwards, Jodie A., R.N., C.R.N.A., Certified Nurse Anesthetist in the Operating Room; Period of Privileging: August 27, 2003, through August 26, 2005; Privileged as a Certified Nurse Anesthetist.

Enterline, Leslie C., P.A., Physician's Assistant in the Hematology Oncology Clinic; Period of Privileging: August 11, 2003, through May 31, 2004; Privileged as a Physician's Assistant.

Foster, Lisa W., P.A., Physician's Assistant in Neurosurgery; Period of Privileging: September 8, 2003, through September 7, 2003; Privileged as a Physician's Assistant.

Gibson, Harriette E., L.C.S.W., Licensed Clinical Social Worker in the Department of Psychiatric Medicine; Period of Privileging: September 1, 2003, through August 31, 2004; Privileged as a Licensed Clinical Social Worker.

Green, Colleen, P.A., Physician's Assistant in Gastroenterology; Period of Privileging: August 1, 2003, through July 31, 2004; Privileged as a Physician's Assistant.

Hart, Jennifer A., P.A., Physician's Assistant in McCue Center; Period of Privileging: September 15, 2003, through September 14, 2004; Privileged as a Physician's Assistant.

Lee, Virginia K., R.N., A.N.P., Adult Nurse Practitioner in Senior Service; Period of Privileging: August 1, 2003, through July 31, 2005; Privileged as an Adult Nurse Practitioner.

Molnar, Helen M., R.N., A.N.P., Acute Care Nurse Practitioner in Cardiac Cath Lab Heart Center; Period of Privileging: August 1, 2003, through July 31, 2005; Privileged as an Acute Care Nurse Practitioner.

Perry, Lois M., R.N., F.N.P., Family Nurse Practitioner in Neurology Oncology Clinic; Period of Privileging: July 18, 2003, through July 17, 2005; Privileged as a Family Nurse Practitioner.

Rainey, Joan, R.N., F.N.P., Family Nurse Practitioner in Infectious Diseases Clinic; Period of Privileging: May 22, 2003, through May 21, 2005; Privileged as a Family Nurse Practitioner.

Ryan, Beverly J., R.N., A.N.P., Acute Care Nurse Practitioner in Lung Transplant; Period of Privileging: August 1, 2003, through July 31, 2005; Privileged as an Acute Care Nurse Practitioner.

Strider, David V., R.N., A.N.P., Acute Care Nurse Practitioner in Heart Center; Period of Privileging: August 1, 2003, through July 31, 2005; Privileged as an Acute Care Nurse Practitioner.

Wallace, Ellen, F., R.N., N.N.P., Neonatal Care Nurse Practitioner in NICU; Period of Privileging: August 1, 2003, through July 31, 2005; Privileged as a Neonatal Nurse Practitioner.

8. SECONDARY APPOINTMENT RENEWED PRIVILEGES FOR ALLIED HEALTH PROFESSIONALS

RESOLVED that the recommendations of the Clinical Staff Executive Committee for the secondary appointment renewal of privileges to the following Allied Health Professional is approved:

Snyder, Audrey L., R.N., A.N.P., Acute Nurse Practitioner in Neurosurgery; Period of Privileging: May 5, 2003, through June 11, 2004; Privileged as an Acute Nurse Practitioner.

9. RESIGNATIONS OF ALLIED HEALTH PROFESSIONALS

RESOLVED that the recommendations of the Clinical Staff Executive Committee for the resignation of privileges to the following Allied Health Professionals are approved:

Doty, Elissa, P.A., Physician's Assistant in TCV Surgery; Effective Date of Resignation: June 4, 2003.

Guarini, Eleanor J., R.N., F.N.P., Family Nurse Practitioner in the Heart Center; Effective Date of Resignation: October 19, 2002.

Krausz, Linda J., R.N., A.N.P., Acute Care Nurse  
Practitioner in Cardiac Cath Lab; Effective Date of  
Resignation: February 2, 2003.

Simpkins, Lynn H., R.N., F.N.P., Family Nurse  
Practitioner in Kidney Center; Effective Date of  
Resignation: March 14, 2003.

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E. Darracott Vaughan, Jr., M.D.  
Chair, Medical Center Operating  
Board

BOARD OF VISITORS RETREAT  
Report on Faculty Compensation  
9:00-10:00 a.m. - Saturday, July 12, 2003

PURPOSE OF THE RETREAT DISCUSSION: 1) Report on results of July 7 Finance Committee meeting -- do not intend to arrive at a decision on compensation (salaries and benefits) during the Retreat; and 2) consider a process and timeline for a broader review of relevant topics leading to a policy statement on faculty compensation.

REPORT ON RESULTS OF JULY 7, 2003 FINANCE COMMITTEE

MEETING: The Finance Committee asked the administration during the June 2003 Board meeting to determine the cost of moving faculty salaries to the 60<sup>th</sup> percentile of the SCHEV rankings; and how to provide the funding. During the July 7 meeting, the Finance Committee a) heard a report that supplemental increases of approximately 3.5% each year for three years, in addition to assumed state authorized increases of 2.25%, are needed to achieve the 60<sup>th</sup> percentile of the SCHEV rankings and b) received confirmation that funding could be provided from a combination of sources. However, to the extent that the increases were funded from local sources, the actual SCHEV percentile ranking would not be impacted. The Committee also received information on companion salary improvement programs for administrative and professional faculty and classified staff.

BROADER DISCUSSION LEADING TO A CONCLUSION ON FACULTY/STAFF

COMPENSATION: During the course of the July 7 Finance Committee discussion, it became apparent that there are a series of important questions that should be addressed before a decision is made to commit University funds for special compensation increases. The questions deal with priorities, justification, risk/reward, return on investment/relative value added and strategies, with the objective of developing a Board of Visitors policy statement on faculty and staff compensation and a timeline to address the issue.

A series of questions that reflect the Finance Committee's discussion on July 7, is provided below as a basis for further consideration of this topic during the Retreat:

1. What resources are required to be market-competitive and to influence faculty recruitment and retention, i.e., salary, benefits, laboratories, facilities, graduate students and spousal hiring? Why do we lose faculty and why are offers not accepted?
2. How do we evaluate the return on the University's investment in faculty? What is the academic process for evaluating teaching loads, research productivity and service (advising, committees, etc.)?
3. What is the process for allocating compensation increases across categories of faculty and staff on the basis of merit? What performance assessment processes are used? How does the allocation of compensation increases reflect market factors, academic disciplines and historic funding patterns?
4. Are compensation adjustments the highest institutional priority relative to the opportunity costs of investing in research, graduate support, libraries, technology, etc.?
5. Should we complete a comprehensive segmentation analysis of compensation, recruitment and retention across schools, disciplines, ranks and length of service before deciding what actions are appropriate?
6. What is the proper role of cost of living indices in analyzing and setting faculty and staff compensation?
7. Do we purposely invest in faculty resources that are committed to areas of strength and programs where we aspire to be truly outstanding? How are such centers of excellence identified?
8. How do we balance the immediate need to boost faculty and staff morale while we gather the information and perform the analyses necessary to reach sound decisions with regard to compensation increases?

9. Does the state acknowledge its long-term responsibility to support faculty and staff compensation? What can the University do to increase the likelihood that the state will replace institutional funds used to address compensation issues?
10. Can we secure reasonable assurances from the state that the University of Virginia's Board of Visitors will have the tuition authority to support its decision on compensation increases?
11. Given the several funding options/sources identified in the Proposed Supplemental Compensation Plan presented to the Finance Committee, what are the relative risks and advantages of each source? To what degree is each source sustainable? If not sustainable or if sustainable for only a limited period of time, what are the University's options?

Each of the questions and discussion topics require data collection and analysis. Each topic calls for careful deliberation. The purpose of the discussion at the Retreat is to identify additional information needed to support the decision process, highlight good quality assurance practices and note processes that should be strengthened.

NEXT STEPS: Many of the questions listed relate to academic priorities, programs and opportunities. It is suggested that the Rector consider asking the Educational Policy Committee (or some combination of Committees) to undertake a review and assessment of the underlying issues with the objective of having the Educational Policy Committee provide a status report and, if appropriate, recommendations to the full Board of Visitors at the October 2003, meeting.

