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Approval of Permanent Easements for Virginia Electric and Power Company and NTelos for Utility Lines on University Property at the Ivy Road Entrance to the Emmet Street Parking Garage

Approval of Permanent Easements for the University of Virginia at the Ivy Road – Rothery Road Intersection on Properties Adjacent to the Intersection

Conflict of Interest Exemption (Medical Predictive Science Corporation)

Conflict of Interest Exemption (JKM Technologies, LLC)

Approval of the Board of Visitors Representatives to the Governing Boards of University-Related Foundations

Approval of the Programming Agreement with WVTF and Authorization for the Executive Vice President and Chief Operating Officer to Transfer Assets and License for Wise-FM to WVTF-FM

Approval of WTJU’S 2002-2003 Annual Report

Delegation of Approval Authority to the President with Regard to Employee Personal Interests in Contracts for Research and Development or Commercialization of Intellectual Property

Approval of the Creation of the University of Virginia School of Architecture Foundation

Approval of the 2004-2006 Biennial Budget Request for the Academic Division, the Medical Center and The University of Virginia’s College at Wise

Approval of Expansion of the University of Virginia Policy Statement Governing Exercise of Autonomy in Leases of Property to Include Income Operating Leases and Capital Leases
Approval of the Appointment of a Public Member to the Board of the University of Virginia Investment Management Company

Approval of Investment in the University’s Research Enterprise

Approval of Compensation Adjustments and Intent to Achieve Competitive Compensation for Faculty and Staff

Memorial Resolution for Frederick G. Pollard

Approval of the Summary of Audit and Compliance Findings

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Actions Relating to Chairholders
Election of Chairholders
Change in the Title of the Chairholder Election of Dr. Cato T. Laurencin
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Retirements
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The Rector asked Mr. Glazer to lead the Board in the Pledge of Allegiance, following which he asked for a motion to approve the Minutes of the Board of Visitors meetings of May 30-31 and July 11-12 (the Board Retreat). The motion was offered, seconded and approved.

ACC CERTIFICATION

The Rector then reminded the Board that he is required once a year to certify to the Atlantic Coast Conference that 1) responsibility for the administration of the athletics program has been delegated to the Chief Executive Officer of the University; 2) the Chief Executive Officer has the mandate and support of the Board to operate a program of integrity in full compliance with NCAA, ACC and all other relevant rules and regulations; and 3) the Chief Executive Officer, in consultation with the Faculty Representative and the Director of Athletics, determines how the institutional vote shall be cast on issues of athletic policy presently to the NCAA and the ACC. As part of this certification, the Rector is required to read these terms to the Board.
ASSIGNMENT OF THE LOWER APARTMENT IN PAVILION VIII

The Rector reported that the Executive Committee, in a telephone poll conducted on August 27 and 28, voted to assign the Lower Apartment in Pavilion VIII to Ms. Gladys Saunders, Associate Professor of French. Ms. Saunders' lease is for five years (see the Minutes of the Executive Committee polling, August 27-28).

SUMMER ORIENTATION

The Rector thanked Members who had participated in the Summer Orientation sessions in July and August: Mesdames Dorsey and Willis, and Messrs. Crutchfield, Farrell, Glazer, Kington, Payne and Saunders (the Rector also participated). He thanked Ms. Tabitha Enoch, Director of Orientation, for her excellent organization of Orientation as well as the Opening Convocation for entering students, which was held on the Lawn August 24th.

The Rector commended Mr. Thompson for his excellent speech to parents and students at the Office of African American Affairs Welcoming Reception and Program in Newcomb Hall on August 23rd.

PRESIDENT’S REPORT

The President gave his customary report.

Hurricane Isabel struck Charlottesville September 18-19. Classes were suspended at 1:00 p.m., on the 18th and all day on the 19th. Although there were power outages on some parts of the Grounds and over 200 trees were lost, damage to the University was minimal. The Hospital functioned without interruption and basic services were maintained. The President thanked Ms. Lampkin and Messrs. Sandridge and Howell and their staffs, and Facilities Management for the work they did.

The entering undergraduate class, at 3,070 students, is the largest such class in the history of the University. Two thirds of them are Virginia residents, 54.2% are women, 5.3% are international students, 8.8% African-American, 10.1% Asian-American, and 2.7% Hispanic-American. The average SAT scores are 653 Verbal and 670 Math; 85.1% ranked in the top tenth of their high school class.
The President reminded the Board of the *U.S. News and World Report* rankings, released in late August, which placed the University in tie with the University of California at Berkeley as the best public university in the country.

The President listed several new appointments and hirings since the last meeting of the Board: Dr. Ariel Gomez has been made Vice President for Research, after having been Interim Vice President; Mr. Ted Genoways assumed his duties as Editor of the *Virginia Quarterly Review* on July 1st; Mr. Brian O'Conner has been made Baseball Coach and Mr. William Pease Director of the forming Concert/Marching Band. In addition, Mr. Block has appointed three new Vice Provosts: Mr. Milton Adams as Vice Provost for Academic Programs; Ms. Gertrude Fraser, Vice Provost for Faculty Advancement; and Dr. Leigh Grossman as Vice Provost for International Affairs. Ms. Fraser and Dr. Grossman will assume their duties in January.

**GIFTS AND GRANTS**

The President then made his customary Gifts and Grants Report.

Private giving to the University and its related foundations was $261.9 million for the fiscal year that ended June 30th; this is an increase of $6.9 million over the previous fiscal year and is a new record for philanthropic support at the University. The figure for the first two months of the current fiscal year, which is to say through August 31st, is $20.9 million, an increase of 92.4% over the comparable period last year.

Some significant gifts received since the May Board meeting include an anonymous $5 million pledge payment toward the McIntire Building Campaign Fund; a $4 million gift in kind of a 20% undivided interest in a First Edition of the First Printing of the Declaration of Independence; $3 million from the Estate of Paul Mellon for the Paul Mellon Prostate Cancer Institute Fund in the School of Medicine; $2.5 million in pledge payments for the University of Virginia Concert and Marching Band, the Performing Arts
Center and the football stadium at The University of Virginia's College at Wise; an $8.5 million pledge for the South Lawn Project from Mr. John L. Nau, III and Mrs. Barbara B. Nau; a $5 million pledge from CCA Industries, Inc. for the basketball arena and a gift of $1.2 million from Victor and Sonia Elmaleh toward the additions to Campbell Hall at the School of Architecture.

On motion, the Board accepted the Gifts and Grants Report.

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The Board recessed, as the full Board, at 10:45 a.m., to hear reports from the Committees - the Minutes of these reports are published as Committee Minutes.

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The Board went to lunch at Clark Hall at noon for the dedication of the Science Library.

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The Board resumed meeting as the full Board at 1:50 p.m., in the East Oval Room of the Rotunda; all Members present at the morning session were there, save Mr. Farrell.

After approving the following motions to go into Executive Session, the Board went into Executive Session at 1:55 p.m.:

That the Audit Committee of the Board of Visitors of the University of Virginia go into Executive Session to discuss and seek the advice of our General Counsel with respect to the Auditor's evaluation of specific University departments, which will also involve discussion of the performance of University managers and personnel; and, in the case of the Medical Center, will involve consideration of personnel performance and regulatory compliance involving the Medical Center's proprietary business-related information at the Medical Center where disclosure at this time would adversely affect the competitive position of the Medical Center. This action is provided for in Section 2.2-3711 (A) (1), (7) and (23) of the Code of Virginia.
That the Board of Visitors of the University of Virginia go into Executive Session for the purpose of discussing personnel matters pertaining to the appointment, assignment, reappointment, promotion, performance, compensation, discipline, separation and resignation of specific employees of the University of Virginia; as provided for in Section 2.2-3711 (A) (1) of the Code of Virginia.

That the Board of Visitors go into Executive Session to confer with General Counsel and be advised on pending and anticipated litigation risk affecting the University, as provided for in Section 2.2-3711 (A) (7) of the Code of Virginia.

That the Finance Committee of the Board of Visitors go into Executive Session to discuss both the acquisition and disposition of real estate for the University, as well as to consult with Legal Counsel in such matters as may be appropriate, where disclosure at this time would adversely affect the University’s bargaining position and negotiation strategy, as provided for in Section 2.2-3711 (A)(3), (6), and (7) of the Code of Virginia.

That the Board of Visitors of the University of Virginia go into Executive Session to discuss fund-raising and specific gifts and pledges for the arena and University operations; to discuss endowment investment options and strategies, and to confer with Legal Counsel on the University’s legal authority in such matters including the marketing and licensing terms for arena suites, where disclosure at this time would adversely affect the University’s financial interests; as provided for in Section 2.2-3711 (A)(6), (7), (8), and (30) of the Code of Virginia.

The Board resumed in Open Session at 4:00 and adopted a resolution attesting to the legality of its Executive Session discussions.

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.
The Board recessed at 4:00 and resumed its meeting, in Open Session, at 4:10 in the Dome Room of the Rotunda. Present were all Members in attendance earlier in the afternoon.

The Board adopted the following resolutions:

**ESTABLISHMENT OF THE ALVIN V. AND NANCY BAIRD PROFESSORSHIP IN HISTORICAL COLLECTIONS**

WHEREAS, Alvin V. Baird and his wife Nancy Chappelear Baird of Harrisonburg have had a strong awareness of the importance of historical archives; and

WHEREAS, Mr. Baird attended the University and Mrs. Baird took a degree from what is now James Madison University; and

WHEREAS, Mrs. Baird died in 2002; and

WHEREAS, Mr. and Mrs. Baird in 1999 pledged a gift to the Claude Moore Health Sciences Library to be used to create an endowed position of curator for historical collections, a position that few medical libraries have;

RESOLVED, the Board of Visitors thanks Mr. Baird for his and the late Mrs. Baird’s generosity and vision, and creates the Alvin V. and Nancy Baird Professorship in Historical Collections, to be held in the Claude Moore Health Sciences Library.

**ESTABLISHMENT OF THE CORY PROFESSORSHIP IN POLITICAL PHILOSOPHY, POLICY AND LAW**

WHEREAS, Charles R. Cory took a B.A. from the College in 1977 and a joint M.B.A./J.D. from the Darden School and the School of Law in 1982; and

WHEREAS, Mr. Cory, since his student days, has been interested in the relationships between political philosophy and legal theory, and law and public policy; and

WHEREAS, Mr. Cory has made a gift to establish a professorship in which the holder of the chair would direct undergraduates in the studies of these relationships;
RESOLVED, the Board of Visitors establishes the Cory Professorship in Political Philosophy, Policy, and Law, to be held in the College and Graduate School of Arts and Sciences, and expresses its appreciation to Charles R. Cory for his vision and support.

ESTABLISHMENT OF THE COSMO A. DIFAZIO PROFESSORSHIP IN ANESTHESIOLOGY

WHEREAS, Dr. Cosmo DiFazio has been a member of the faculty of the Department of Anesthesiology of the School of Medicine for 35 years; and

WHEREAS, Dr. DiFazio has been an inspired teacher, a dedicated and caring physician, and a respected scholar; and

WHEREAS, Dr. DiFazio is retiring from the faculty; and

WHEREAS, a group of Dr. DiFazio’s former residents, as a measure of the respect they hold for their mentor, have led the successful effort to raise funds for a Chair in Dr. DiFazio’s honor;

RESOLVED, the Board of Visitors creates the Cosmo A. DiFazio Professorship in Anesthesiology, to be held in the Department of Anesthesiology of the School of Medicine, thanks the donors whose generosity made this possible, and expresses its gratitude to Dr. DiFazio for his years of devoted service to his profession, his patients and his students, and to the University of Virginia.

ESTABLISHMENT OF THE IVY FOUNDATION DISTINGUISHED PROFESSORSHIPS IN PEDIATRICS

WHEREAS, the Ivy Foundation of Charlottesville has been a generous supporter of biomedical research at the University; and

WHEREAS, the Foundation has provided funds for the creation of two professorships, the holders of which are to be engaged in research focused on morphogenesis and regenerative medicine; and
WHEREAS, the two Ivy Foundation professors are to be members of the Morphogenesis and Regenerative Medicine Institute;

RESOLVED, the Board of Visitors establishes two professorships, each to be known as The Ivy Foundation Distinguished Professorship in Pediatrics and both to be held in the Department of Pediatrics in the School of Medicine; and

RESOLVED FURTHER, the Board expresses its appreciation to the Ivy Foundation for this generous gift, acknowledges the Foundation’s wish that the Ivy Foundation Professors be engaged in research focused on morphogenesis and regenerative medicine, and recognizes that the Foundation may wish, at some point, to request that one or both of the Professorships be renamed.

THE DISTINGUISHED PROFESSORSHIP IN THE HISTORY OF LANDSCAPE ARCHITECTURE

WHEREAS, an anonymous donor has provided funds to establish a professorship in the history of landscape architecture in the School of Architecture;

RESOLVED, the Board of Visitors establishes The Distinguished Professorship in the History of Landscape Architecture, to be held in the Department of Architecture and Landscape Architecture in the School of Architecture; in doing so, the Board thanks the anonymous donor and the Saunders family whose generous gifts have made this possible; and

RESOLVED FURTHER, the Board recognizes that the anonymous donor may wish to rename the Professorship in the near future.

ESTABLISHMENT OF THE HARRY W. PORTER, JR., VISITING PROFESSORSHIP IN THE SCHOOL OF ARCHITECTURE

WHEREAS, Harry W. Porter, Jr., joined the faculty of the School of Architecture in 1969 and established the Landscape Architecture degree program in the School; and
WHEREAS, Mr. Porter served as the eighth Dean of the School of Architecture and the first Architect for the University; and

WHEREAS, an anonymous donor and many of Mr. Porter’s friends and former students have contributed to a professorship in his honor;

RESOLVED, the Board of Visitors establishes the Harry W. Porter, Jr. Visiting Professorship in the School of Architecture, to be held in the School of Architecture; the professorship shall rotate among the disciplines of Architecture, Landscape Architecture, Architectural History, and Urban and Environmental Planning. The Board thanks the friends and former students of Mr. Porter whose generosity has made the Porter Professorship possible.

ESTABLISHMENT OF THE WILLIAM STONE WEEDON PROFESSORSHIP IN ASIAN ARCHITECTURE

WHEREAS, William S. Weedon, a native of Wilmington, Delaware and the holder of three degrees from the University, joined the Faculty as an Assistant in Mathematics in 1929; and

WHEREAS, Mr. Weedon, as a graduate student, became an Instructor in the Philosophy Department in 1934, rising through the ranks to become Chairman of the Department in 1955 after service in the United States Navy during the Second World War; and

WHEREAS, Mr. Weedon was made our first University Professor and subsequently taught courses in Asian art, architecture and culture, his classes on Asian Architecture at the School of Architecture being particularly popular; and

WHEREAS, the Ellen Bayard Weedon Foundation, matched with funds from the Saunders family, has made a gift for a professorship in Asian Architecture;

RESOLVED, the Board of Visitors creates the William Stone Weedon Professorship in Asian Architecture, to be held in the School of Architecture, and expresses its thanks to the Ellen Bayard Weedon Foundation and the Saunders family for their generosity.
NAMING OF THE STUDIO ART BUILDING, RUFFIN HALL

WHEREAS, Mr. and Mrs. Peter Ruffin were generous supporters of the University during their lifetimes; and

WHEREAS, Mr. and Mrs. Ruffin established the Peter B. and Adeline W. Ruffin Foundation, which has continued this generosity; and

WHEREAS, the Ruffin Foundation has made a significant gift toward the construction of the Studio Art Building, a gift which covers the entire cost of the project to be raised from private sources;

RESOLVED, the Board of Visitors names the Studio Art Building Ruffin Hall, and thanks the Ruffin Foundation for its continuing support of the University.

NAMING OF SHEA HOUSE

WHEREAS, A. Vincent Shea, a native of Richmond, took a B.A. from the University in 1934 and an M.A. in 1935; and

WHEREAS, Mr. Shea joined the faculty of the University in 1936 as a member of the Bureau of Public Administration; and

WHEREAS, after distinguished service in the United States Navy during the Second World War, Mr. Shea returned to the University and served, variously, as Bursar, Comptroller, Assistant to President Darden, Secretary to the Board of Visitors, Vice President for Business and Finance, Chair of the Department of Government and Foreign Affairs, and Secretary of the Alumni Board of Trustees; and

WHEREAS, Mr. Shea retired from the faculty in 1982 and died on May 18, 2002;

RESOLVED, that the Monroe Lane Language House, the student dormitory at the corner of Jefferson Park Avenue and Monroe Lane, be named Shea House in honor of A. Vincent Shea.
The Board recessed at 4:30 p.m., for a reception honoring donors and persons for whom professorships and buildings were named.

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The Board resumed meeting, in Open Session, as the full Board at 8:45 a.m., on Saturday, October 4, 2003, in the East Oval Room of the Rotunda. All Members present at the opening session the previous day were once more present.

The Board had a policy discussion on compensation and research initiatives; the discussion is recounted in the separate Minutes of that part of the Board meeting.

The session ended at 10:15 and the Board went immediately into the final portion of its meeting.

REPORT FROM THE PRESIDENT

The President reported briefly on the dedication and opening in September of the new University of Virginia Center at Valencia in eastern Spain, which he and Mrs. Casteen attended. The Spanish Department for some years has had a summer program in Valencia, a program which in recent years has expanded to formal offerings during the regular academic year. The new Center represents an established presence of the University in Valencia.

The Board then took up its regular Agenda and adopted the following resolutions:

ARCHITECT SELECTION, DRAMA BUILDING ADDITION AND RENOVATION AT THE COLLEGE AT WISE

RESOLVED that Bushman Dreyfus Architects of Charlottesville, is approved for the performance of architectural and engineering services for the Drama Building Addition and Renovation project at The University of Virginia’s College at Wise.
APPROVAL OF A PERMANENT EASEMENT FOR VIRGINIA ELECTRIC AND POWER COMPANY FOR A POWER LINE ON UNIVERSITY PROPERTY AT THE MILLMONT STREET TRANSPORTATION BUILDING

RESOLVED that the granting of a permanent easement to Virginia Electric and Power Company for a power line at the Millmont Street Transportation Building 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 easement. [Mr. Farrell abstained from voting.]

APPROVAL OF PERMANENT EASEMENTS FOR VIRGINIA ELECTRIC AND POWER COMPANY, SPRINT, ADELPHIA, AND NTELLOS FOR UTILITY LINES ON UNIVERSITY PROPERTY ON THE WEST SIDE OF EMMET STREET AT THE EMMET STREET BRIDGE

RESOLVED that the granting of permanent easements to Virginia Electric and Power Company, Sprint, Adelphia, and NTELLOS for utility lines on the west side of Emmet Street at the Emmet Street Bridge 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 easements. [Mr. Farrell abstained from voting.]

APPROVAL OF PERMANENT EASEMENTS FOR VIRGINIA ELECTRIC AND POWER COMPANY AND NTELLOS FOR UTILITY LINES ON UNIVERSITY PROPERTY AT THE IVY ROAD ENTRANCE TO THE EMMET STREET PARKING GARAGE

RESOLVED that the granting of permanent easements to Virginia Electric and Power Company and NTELLOS for utility lines on the north side of Ivy Road 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 easements. [Mr. Farrell abstained from voting.]

APPROVAL OF PERMANENT EASEMENTS FOR THE UNIVERSITY OF VIRGINIA AT THE IVY ROAD – ROTHERY ROAD INTERSECTION ON PROPERTIES ADJACENT TO THE INTERSECTION

RESOLVED that the requests to the owners of the properties adjacent to the Ivy Road – Rothery Road intersection for easements for improvements to the intersection are authorized; and

RESOLVED FURTHER that appropriate officers of the University are authorized to request said easements.

CONFLICT OF INTEREST EXEMPTION (MEDICAL PREDICTIVE SCIENCE CORPORATION)

WHEREAS, the University of Virginia wishes to enter into sponsored research contracts with Medical Predictive Science Corporation (MPSC), for developing systems for heart rate variability measurement and analysis; and

WHEREAS, Pamela M. Griffin, M.D., and Randall J. Moorman, M.D., have disclosed in advance their equity interests of eight percent each, in the Medical Predictive Science Corporation; and

WHEREAS, the University’s entry into research agreements with Medical Predictive Science Corporation would thereby expose Drs. Griffin and Moorman to violation of the Virginia Conflict of Interests Act unless approved by the Board as permitted by §2.2-3106(C)(7) of the Code of Virginia;

RESOLVED that the conflict of interest of Pamela M. Griffin, M.D., and Randall J. Moorman, M.D., is approved by the Board of Visitors in order to permit the University to enter into agreements with Medical Predictive Science Corporation, for research funding for the development of
systems for heart rate variability measurement and monitoring; provided, as required by the law, Drs. Griffin and Moorman file the required annual disclosure statement of personal interests in Medical Predictive Science Corporation, the University files the required annual report concerning the contracts with the Secretary of the Commonwealth, and the relevant department chair vigilantly oversees application of University resources in the best interests of the University and in accordance with policy.

CONFLICT OF INTEREST EXEMPTION (JKM Technologies, LLC)

WHEREAS, the University of Virginia wishes to enter into sponsored research contracts with JKM Technologies, LLC, to test the biomechanical and physiological effects of several shoe prototypes; and

WHEREAS, D. Casey Kerrigan, M.D., has disclosed in advance her equity interests of 100 percent, in JKM Technologies, LLC; and

WHEREAS, the University's entry into research agreements with JKM Technologies, LLC, would expose Dr. Kerrigan to violation of the Virginia Conflict of Interests Act unless approved by the Board as permitted by §2.2-3106(C)(7) of the Code of Virginia;

RESOLVED that the conflict of interest of D. Casey Kerrigan, M.D., is approved by the Board of Visitors in order to permit the University to enter into agreements with JKM Technologies, LLC, for research funding for the testing of the biomechanical and physiological effects of several shoe prototypes; provided, as required by the law, Dr. Kerrigan files the required annual disclosure statement of personal interests in JKM Technologies, LLC, the University files the required annual report concerning the contracts with the Secretary of the Commonwealth, and the relevant department chair vigilantly oversees application of University resources in the best interests of the University and in accordance with policy.
RESOLVED that the following persons be ratified or confirmed as representatives of the Board of Visitors to the governing boards of the following University-Related Foundations:

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<th>Foundation</th>
<th>Board of Visitors Representative</th>
<th>Term Ending</th>
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<tr>
<td>Alumni Association of the University of Virginia</td>
<td>John O. Wynne</td>
<td>06/30/07*</td>
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<tr>
<td>Alumni Board of Trustees of the University of Virginia Endowment Fund</td>
<td>Robert V. Hatcher, Jr.</td>
<td>12/31/04</td>
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<tr>
<td>The College Foundation of the University of Virginia</td>
<td>Timothy B. Robertson</td>
<td>12/31/04</td>
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<tr>
<td>The University of Virginia’s College at Wise Alumni Association and Foundation</td>
<td>Don R. Pippin</td>
<td>06/30/07*</td>
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<tr>
<td>Curry School of Education</td>
<td>Thomas A. Saunders, III</td>
<td>06/30/06</td>
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<tr>
<td>Darden School Foundation</td>
<td>Lemuel E. Lewis</td>
<td>12/31/04</td>
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<tr>
<td>Foundation of the State Arboretum at Blandy Experimental Farm</td>
<td>Rebecca D. Kneedler</td>
<td>12/31/04</td>
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<tr>
<td>Healthcare Partners, Inc.</td>
<td>E. Darracott Vaughan, Jr., M.D.</td>
<td>06/30/06</td>
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<td>University of Virginia Health Services Foundation</td>
<td>Harry J.G. van Beek</td>
<td>12/31/04</td>
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<tr>
<td>Historic Renovation Corporation</td>
<td>David W. Carr</td>
<td>12/31/04</td>
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<td>Law School Alumni Association and Foundation, University of Virginia</td>
<td>Gordon F. Rainey, Jr.</td>
<td>12/31/04</td>
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<tr>
<td>McIntire School of Commerce Foundation</td>
<td>Georgia M. Willis</td>
<td>06/30/07*</td>
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* Denotes ratification required by the Board of Visitors
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<tr>
<th>Foundation</th>
<th>Board of Visitors Representative</th>
<th>Term Ending</th>
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<tr>
<td>Medical School Alumni Association and Foundation, University of Virginia</td>
<td>Charles M. Caravati, Jr., M.D</td>
<td>12/31/04</td>
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<tr>
<td>Miller Center Foundation</td>
<td>Gordon F. Rainey, Jr.</td>
<td>06/30/07*</td>
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<tr>
<td>Patent Foundation, University of Virginia</td>
<td>Terence P. Ross</td>
<td>06/30/07*</td>
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<tr>
<td>University of Virginia Foundation and University Real Estate Foundation</td>
<td>John P. Ackerly, III</td>
<td>06/30/04</td>
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<tr>
<td>University of Virginia Host Properties, Inc. (subsidiary of the UVA</td>
<td>Robert G. Butcher, Jr.</td>
<td>12/31/04</td>
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<td>Foundation)</td>
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<td>University of Virginia Health Foundation</td>
<td>E. Darracott Vaughan, Jr., M.D.</td>
<td>06/30/07*</td>
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<td>Virginia Ambulatory Surgery, Inc.</td>
<td>John B. Hanks, M.D.</td>
<td>06/30/07*</td>
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<td>Virginia Engineering Foundation</td>
<td>James E. Ryan, Jr.</td>
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<td>Virginia Urologic Foundation</td>
<td>William D. Steers, M.D.</td>
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<td>Virginia Athletic Foundation</td>
<td>Craig K. Littlepage</td>
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<td>Virginia Tax Foundation, Inc.</td>
<td>Joseph E. Gibson</td>
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* Denotes ratification required by the Board of Visitors
APPROVAL OF THE PROGRAMMING AGREEMENT WITH WVTF AND AUTHORIZATION FOR THE EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER TO TRANSFER ASSETS AND LICENSE FOR WISE-FM TO WVTF-FM

WHEREAS, WISE-FM does not have sufficient sources of funding to continue as a radio station owned and operated by The University’s College at Wise; and

WHEREAS, the majority of WISE-FM’s current programming is public radio programming also broadcast by WVTF-FM, the public radio affiliate operated by Virginia Tech; and

WHEREAS, WVTF-FM has agreed to assume programming for WISE-FM on a short term basis, providing the area residents with uninterrupted public radio programming; and

WHEREAS, The University of Virginia’s College at Wise would like to transfer the WISE-FM license and other pertinent assets to WVTF-FM, not to include office equipment and other assets that may be used by the College at Wise.

RESOLVED that the programming agreement with WVTF-FM is hereby ratified; and

RESOLVED FURTHER that the Executive Vice President and Chief Operating Officer is authorized to take the necessary steps to transfer the license and other pertinent assets of WISE-FM to WVTF-FM, in accordance with applicable law.

APPROVAL OF WTJU’S 2002-03 ANNUAL REPORT

RESOLVED that WTJU’s 2002-03 Annual Report be approved, as recommended by the President and the Vice President for Student Affairs.
DELEGATION OF APPROVAL AUTHORITY TO THE PRESIDENT
WITH REGARD TO EMPLOYEE PERSONAL INTERESTS IN
CONTRACTS FOR RESEARCH AND DEVELOPMENT OR
COMMERCIALIZATION OF INTELLECTUAL PROPERTY

WHEREAS, Virginia Code § 2.2-3106 was recently amended to allow delegation to the President of the authority to approve a waiver of the Virginia Conflict of Interests Act (the “Act”) related to a contract for research and development or commercialization of intellectual property between the University and a business in which a University employee has a personal interest; and

WHEREAS, Virginia Code § 2.2-3106(E) requires that any such delegation be made a part of the University’s policy, mandated by Virginia Code § 2.2-3106(C)(7)(iii), governing the waiver of such conflicts; and

WHEREAS, the Board wishes to delegate such authority to the President;

RESOLVED that the President of the University pursuant to Virginia Code § 2.2-3106(E), is delegated the authority to approve waivers of the Act as it applies to contracts for research and development or commercialization of intellectual property between the University and a business in which a University employee(s) has a personal interest. In evaluating requests for waivers and exercising the authority granted hereunder, the President shall comply with the Act and the University’s policy on Conflict of Interests (the “Policy”). This delegation shall be effective until revoked by the Board. The University Comptroller shall revise the Policy as necessary to incorporate (i) this delegation of authority to the President and (ii) the requirements imposed by Virginia Code § 2.2-3106(E) in the event of such delegation.
APPROVAL OF THE CREATION OF THE UNIVERSITY OF VIRGINIA SCHOOL OF ARCHITECTURE FOUNDATION

WHEREAS, The University Policy on University-Related Foundations requires that the creation of new University-Related Foundations be approved by the Board of Visitors; and

WHEREAS, the Senior Vice President for Development and Public Affairs recommends that the Board of Visitors approve the creation of a University-Related Foundation for the School of Architecture; and

WHEREAS, this new Foundation will adhere to the University’s Policy on University-Related Foundations;

RESOLVED that the creation of a University-Related Foundation for the School of Architecture is approved.


WHEREAS, the expected 2004-2006 biennial budget request has been carefully reviewed; and

WHEREAS, the expected biennial budget request represents the highest priority initiatives and is aligned with the mission of the institution;

RESOLVED that the Board of Visitors of the University of Virginia endorses and supports the preliminary 2004-2006 biennial budget; and

RESOLVED FURTHER that the Executive Vice President and Chief Operating Officer is authorized to transmit the final biennial budget request to the Governor as long as there are no material differences from the items already endorsed by the Board of Visitors; and

RESOLVED FURTHER that the Board of Visitors understands that to the extent these initiatives are not
included in the Governor’s 2004-2006 biennial budget, the Academic Division, the Medical Center and The University of Virginia’s College at Wise may want to pursue similar requests to the legislature; and

RESOLVED FURTHER that the Executive Vice President and Chief Operating Officer is authorized to transmit to the General Assembly any request not funded by the Governor as long as there are no material differences from the items already endorsed by the Board of Visitors.

APPROVAL OF EXPANSION OF THE UNIVERSITY OF VIRGINIA POLICY STATEMENT GOVERNING EXERCISE OF AUTONOMY IN LEASES OF PROPERTY TO INCLUDE INCOME OPERATING LEASES AND CAPITAL LEASES

WHEREAS, the General Assembly of Virginia, at the 1996 Session, enacted legislation providing for a permanent delegation of autonomy to the University to be exercised on behalf of the Medical Center in relation to leases of property; and

WHEREAS, the enabling legislation further delegated autonomy to the University to be exercised through a two-year pilot program for expense leases of property, other than leases entered into on behalf of the Medical Center; and

WHEREAS, the pilot program has been continued by subsequent legislative actions; and

WHEREAS, the General Assembly of Virginia, at the 2003 Session, enacted legislation 1) expanding the 1996 pilot program for the delegation of autonomy for operating leases to the University to include income operating leases and 2) creating a pilot program for capital leases; and

WHEREAS, the legislation as enacted by the General Assembly of Virginia in 1996 required that the authority delegated to the University not be exercised until the Board of Visitors adopted an appropriate system of policies, procedures, reviews, approvals and guidelines pursuant to which University officials would be guided in their exercise of the delegated autonomy; and
WHEREAS the Board of Visitors on June 14, 1996, approved a "Policy Statement Governing Exercise of Autonomy in Leases of Property," for the permanent delegation to the Medical Center and for the pilot program for the balance of the University; and

WHEREAS, the system of policies, procedures and guidelines included in the "Policy Statement" has provided for the efficient and businesslike administration of property leases; and

WHEREAS, the 1996 policy statement has been revised to include income operating leases and capital leases, and is now titled "Policy Statement Governing Exercise of Autonomy in Operating and Capital Leases of Property;"

RESOLVED that the "Policy Statement Governing Exercise of Autonomy in Operating and Capital Leases of Property," attached hereto, is approved; and

RESOLVED FURTHER that the President be delegated the authority (1) to implement the Policy Statement in the manner he deems most appropriate; and (2) to delegate further to his designee the administrative responsibility to implement and assure compliance with the Policy Statement.

APPROVAL OF THE APPOINTMENT OF A PUBLIC MEMBER TO THE BOARD OF THE UNIVERSITY OF VIRGINIA INVESTMENT MANAGEMENT COMPANY

RESOLVED that Peter F. Dolan, of Medfield, Massachusetts, is hereby appointed to serve as a public member of the Board of the University of Virginia Investment Management Company for a term of four years, beginning July 1, 2003.

APPROVAL OF INVESTMENT IN THE UNIVERSITY’S RESEARCH ENTERPRISE

WHEREAS, the Board has reviewed the status of the research program within the University with the intention that the University build its research enterprise in support of its goals and the Governor’s goals for teaching, knowledge creation, technology transfer, and economic development; and
WHEREAS, the University's research program requires an investment in facilities and faculty to achieve and maintain the national standing it seeks; and

WHEREAS, the Educational Policy Committee has asked the President and the Executive Vice President to propose a plan to proceed promptly with the construction of Medical Research Building #6; and

WHEREAS, the Educational Policy Committee also has requested a detailed five-year plan for research based on preliminary information provided by the Vice President and Provost in August 2003, calling for a total investment of $128.5 million and a Board of Visitors commitment of $60 million over the period 2004-2009;

RESOLVED that $20 million be allocated to complete the funding required for Medical Research Building #6 from institutional indirect cost recoveries and investment earnings, subject to funding of the remainder from School of Medicine sources and General Obligation Bond proceeds; and

RESOLVED FURTHER that it is the intent of the Board to invest an additional $40 million from institutional funds in the research enterprise over the five-year period 2004-2009 to fund, along with other monies provided by the schools and Vice President for Research, ten "National Academy caliber" faculty teams and an Advanced Research and Technology Facility, subject to the submission of an acceptable five-year plan for research not later than April 2004; and

RESOLVED FURTHER that such investment will be made as part of the annual budget approval process over the five-year period 2004-2009 subject to confirmation that funding is available, that appropriate measures and milestones are in place, and that progress is being made consistent with the plan to be presented for the research program.

In adopting the next resolution, the Board expressed its intent as follows: It is the intent of the Board of Visitors that additional funding equivalent to 1 3/4% of
the salary budget base be provided to The University of Virginia’s College at Wise in 2003-04. Resources comparable to those envisioned for the University of Virginia’s classified employees also will be provided to The University of Virginia’s College at Wise.

APPROVAL OF COMPENSATION ADJUSTMENTS AND INTENT TO ACHIEVE COMPETITIVE COMPENSATION FOR FACULTY AND STAFF

WHEREAS, the Board has reviewed the compensation provided to faculty and staff of the University; and

WHEREAS, the Board intends to pay people what they are worth in the marketplace based on individual qualities and measured by appropriate indices that are tested regularly and disclosed publicly; and

WHEREAS, the University’s faculty and staff compensation has fallen over the last decade in all major surveys including those used by the Commonwealth to determine the desired funding of faculty salaries; and

WHEREAS, it is the expectation of the Board of Visitors that the state meet its obligation to restore faculty and staff salaries in the institutions of higher education in Virginia as quickly as possible; and

WHEREAS, it is the intent of the Board to restore faculty compensation at the University by the end of Fiscal Year 2007 to nationally competitive levels compared with peer institutions as measured by appropriate compensation surveys and institutional priorities;

RESOLVED that funding be provided from institutional resources to supplement state faculty salary increases effective November 25, 2003, by an average of 1.75 percent to be allocated on the basis of merit; and

RESOLVED FURTHER that two compensation funds be established effective November 25, 2003, for classified staff consisting of a) $250,000 plus benefits to provide strategic base salary adjustments through the Classified
Compensation Plan’s In-Band Adjustment program and b) $200,000 plus benefits for one-time bonuses and awards payable to outstanding performers under the State Rewards and Recognition Plan; and

RESOLVED FURTHER that the President and Executive Vice President propose a policy on compensation to the Board not later than April, 2004, that achieves the Board’s intent to restore faculty compensation to nationally competitive levels by the end of fiscal year 2007 and preserve market driven/performance based compensation for classified staff subject to annual budget review processes, specific performance measures, milestones, and funding strategies to ensure accomplishment of the compensation objectives.

MEMORIAL RESOLUTION FOR FREDERICK G. POLLARD

WHEREAS, Frederick Gresham Pollard was born in Richmond in 1918 and took a B.A. from the University in 1940 and a law degree in 1942; and

WHEREAS, Mr. Pollard returned to Richmond after service in the United States Navy during World War II and began the practice of law; and

WHEREAS, Mr. Pollard was elected to the House of Delegates in 1950 and served until 1965 when he was elected Lieutenant Governor of the Commonwealth, in which capacity he served until 1970; and

WHEREAS, Mr. Pollard during his years in the General Assembly and as Lieutenant Governor, became known as an expert on the State Budget process; and

WHEREAS, Mr. Pollard served on numerous public and corporate boards; and

WHEREAS, Mr. Pollard was appointed to the Board of Visitors by Governor Dalton in 1980 and reappointed by Governor Robb in 1984; and
WHEREAS, Mr. Pollard served with great distinction on the Board and was elected Rector by his colleagues in 1982; and

WHEREAS, Mr. Pollard died on July 7th, 2003;

RESOLVED, the Board of Visitors notes with profound sorrow the death of Frederick Gresham Pollard, recalls his devoted service to the Board, his many contributions to the life of the University of Virginia and his love of this institution, and expresses its condolences to Mrs. Pollard and their family.

APPROVAL OF SUMMARY OF AUDIT AND COMPLIANCE FINDINGS

RESOLVED that the Summary of Audit Findings for the period May 1, 2003, through August 31, 2003, as presented by the Director of Audits and the Compliance Schedule Accomplishments for Fiscal Year 2002-03 as presented by the Corporate Compliance Officer, is approved as recommended by the Audit & Compliance Committee.
FACULTY PERSONNEL ACTIONS

ELECTIONS

RESOLVED that the following persons are elected to the faculty:

Mr. Rajesh K. Aggarwal as Associate Professor of Commerce, effective August 25, 2003, at an academic year salary of $155,000.

Dr. Elizabeth M. Baker as Assistant Professor of Clinical Obstetrics and Gynecology, for one year, effective July 1, 2003, at an annual salary of $100,000.

Ms. Bernadette M. Black as Assistant Professor, General Faculty, for one year, effective August 25, 2000, at an annual salary of $61,000.

Ms. Keonya C. Booker as Assistant Professor, General Faculty, for one year, effective July 25, 2003, at an annual salary of $55,000.

Ms. Nisha H. Botchwey as Assistant Professor of Urban and Environmental Planning, for three academic years, effective August 25, 2003, at an academic year salary of $50,000.

Ms. Susan M. Broniarczyk as Visiting Associate Professor of Commerce, for one academic year, effective August 25, 2003, at an academic year salary of $125,000.

Dr. James A. Burns as Assistant Professor of Otolaryngology – Head and Neck Surgery, for three years, effective June 25, 2003, at an annual salary of $100,000.

Dr. Donna T. Chen as Assistant Professor of Health Evaluation Sciences, for three years, effective April 7, 2003, at an annual salary of $100,000.

Dr. Lawrence W. Comerford as Assistant Professor of Internal Medicine, for two years, effective July 1, 2003, at an annual salary of $100,000.
Dr. Laura D. Cook as Assistant Professor of Ophthalmology, for three years, effective July 1, 2003, at an annual salary of $90,000.

Ms. Selena D. Cozart as Assistant Professor, General Faculty, for one year, effective June 25, 2003, at an annual salary of $51,500.

Ms. Patricia M. Crawford as Assistant Professor, General Faculty, for one year, effective July 25, 2003, at an annual salary of $55,000.

Ms. Heidi L. Dodson as Assistant Librarian, General Faculty, Science and Engineering Libraries, for the period August 25, 2003, through June 30, 2006, at an annual salary of $40,000.

Dr. John D. Ferguson as Assistant Professor of Clinical Internal Medicine, for three years, effective July 1, 2003, at an annual salary of $100,000.

Mr. Robert C. Frysinger as Professor of Research in Neurosurgery, for one year, effective July 15, 2003, at an annual salary of $75,000.

Dr. Brant R. Fulmer as Assistant Professor of Urology, for three years, effective May 5, 2003, at an annual salary of $100,000.

Ms. Nataly Gattegno as Assistant Professor of Architecture, General Faculty, for two academic years, effective August 25, 2003, at an academic year salary of $40,000.

Ms. Tatiana Globus as Research Associate Professor of Electrical and Computer Engineering, for the period July 25, 2003, through November 24, 2006, at an annual salary of $81,000.

Mr. Jack L. Goldsmith as Professor of Law, effective July 1, 2003, at an annual salary of $209,600.

Mr. Christopher P. Goyne as Research Assistant Professor of Mechanical and Aerospace Engineering, for three years, effective June 25, 2003, at an annual salary of $68,500.
Dr. Joseph Han as Assistant Professor of Otolaryngology – Head and Neck Surgery, for three years, effective July 14, 2003, at an annual salary of $100,000.

Mr. Ira C. Harris as Assistant Professor of Commerce, General Faculty, for one academic year, effective August 25, 2003, at an academic year salary of $75,000.

Ms. Carrie M. Heilman as Assistant Professor of Commerce, for three academic years, effective August 25, 2003, at an academic year salary of $115,000.

Dr. Martha A. Hellems as Assistant Professor of Clinical Pediatrics, for one year, effective August 1, 2003, at an annual salary of $90,000.

Ms. Geraldine R. Henderson as Visiting Associate Professor of Business Administration, for one academic year, effective August 25, 2003, at an academic year salary of $120,000.

Dr. Aileen Heras-Herzig as Assistant Professor of Research in Internal Medicine, for three years, effective July 1, 2003, at an annual salary of $100,000.

Mr. Albert O. Humbertson, Jr., as Associate Professor of Medical Education in Cell Biology, for the period August 20, 2003, through December 19, 2003, at an annual salary of $45,000.

Mr. Scott R. Imig as Assistant Professor of Education, General Faculty, for one year, effective April 25, 2003, at an annual salary of $59,900.

Mr. Vikram K. Jaswal as Assistant Professor of Psychology, for four academic years, effective August 25, 2003, at an academic year salary of $57,000.

Mr. Mitchell Kane as Associate Professor of Law, for five years, effective August 25, 2003, at an annual salary of $120,000.

Dr. Donald L. Kimpel as Associate Professor of Internal Medicine, for three years, effective August 1, 2003, at an annual salary of $100,000.
Dr. Daniel A. Landes as Assistant Professor of Clinical Otolaryngology – Head and Neck Surgery, for three years, effective August 1, 2003, at an annual salary of $100,000.

Dr. Laura W. Lee as Assistant Professor of Physical Medicine and Rehabilitation, for two years, effective July 1, 2003, at an annual salary of $100,000.

Mr. Filip T. Loncke as Assistant Professor, General Faculty, for three academic years, effective August 25, 2003, at an academic year salary of $52,000.

Mr. Clayton A. Looney as Assistant Professor of Commerce, for three academic years, effective August 25, 2003, at an academic year salary of $103,000.

Dr. Alexander P. LoRusso as Assistant Professor of Clinical Radiology, for three years, effective May 1, 2003, at an annual salary of $100,000.

Mr. Bernhard F. Maier as Assistant Professor of Research in Neuroscience, for two years, effective April 25, 2003, at an annual salary of $60,000.

Ms. Janette M. Martin as Assistant Professor, General Faculty, for two academic years, effective August 25, 2003, at an academic year salary of $42,000.

Mr. Roger D. Martin as Assistant Professor of Commerce, for three academic years, effective August 25, 2003, at an academic year salary of $100,000.

Mr. Matthew R. McBrady as Assistant Professor of Business Administration, for three academic years, effective August 25, 2003, at an academic year salary of $138,000.

Dr. Christopher R. McCartney as Assistant Professor of Research in Internal Medicine, for three years, effective July 1, 2003, at an annual salary of $75,000.

Ms. Susan O. Morelli as Assistant Professor, General Faculty, for the period May 25, 2003, through June 24, 2004, at an annual salary of $54,000.
Mr. David W. Mullins as Assistant Professor of Research in Microbiology, for one year, effective July 1, 2003, at an annual salary of $55,000.

Ms. Dinah Nieburg as Assistant Professor of Clinical Psychiatric Medicine, for one year, effective July 25, 2003, at an annual salary of $50,000.

Dr. Steven Pirttima as Assistant Professor of Clinical Radiology, for three years, effective July 1, 2003, at an annual salary of $100,000.

Mr. Gregory W. Roberts as Assistant Professor, General Faculty, for three years, effective August 1, 2003, at an annual salary of $60,000.

Ms. Elizabeth Roderick as Assistant Librarian, General Faculty, Alderman Library, for the period June 2, 2003, through December 31, 2004, at an annual salary of $46,500.

Mr. Peter L. Rodriguez as Associate Professor of Business Administration, for five academic years, effective August 25, 2003, at an academic year salary of $103,000.

Dr. Devereux N. Saller, Jr., as Professor of Obstetrics and Gynecology, effective August 15, 2003, at an annual salary of $100,000.

Ms. Stephanie B. Scheer as Assistant Professor, General Faculty, for one year, effective September 15, 2003, at an annual salary of $54,000.

Dr. Maria S. Sequeira-Lopez as Assistant Professor of Research in Pediatrics, for one year, effective September 1, 2003, at an annual salary of $75,000.

Dr. Christopher I. Shaffrey as Professor of Clinical Neurosurgery, effective June 1, 2003, at an annual salary of $100,000.

Ms. Erin S. Stalberg as Assistant Librarian, General Faculty, Alderman Library, for three years, effective July 15, 2003, at an annual salary of $53,000.
Mr. Gerry M. Swan, II, as Acting Assistant Professor of Education, General Faculty, for one year, effective July 25, 2003, at an annual salary of $52,000.

Ms. Julie K. Turner as Research Assistant Professor of Education, for the period July 15, 2003, through December 24, 2004, at an annual salary of $41,000.

Mr. Corey D. Walker as Research Assistant Professor in the Carter G. Woodson Institute, for the period May 25, 2002, through August 24, 2003, at an annual salary of $40,000.

CHANGE IN THE ELECTION OF MS. MERCEDES Q. PROCACCINI

RESOLVED that the election of Ms. Mercedes Q. Procaccini as Assistant Librarian, General Faculty, Alderman Library, for three years, effective June 25, 2003, at an annual salary of $39,100, as shown in the Minutes of the meeting of the Board of Visitors dated May 30-31, 2003, be changed to read as follows:

Ms. Mercedes Q. Procaccini as Assistant Librarian, General Faculty, Alderman Library, for three years, effective June 25, 2003, at an annual salary of $41,000.

ACTIONS RELATING TO CHAIRHOLDERS

RESOLVED that the actions relating to the chairholders are approved as shown below:

(a) Election of Chairholders

Mr. Paul A. Cantor as Clifton Waller Barrett Professor, effective August 25, 2003. Mr. Cantor will continue as Professor of English, without term.

Mr. Carl E. Creutz as Harrison Medical Teaching Professor of Pharmacology, effective June 25, 2003. Mr. Creutz will continue as Professor of Pharmacology, without term.
Dr. Anindya Dutta as Harry Flood Byrd, Jr., Professor of Biochemistry, effective July 1, 2003, at an annual salary of $175,000.

Ms. M. Jamie Ferreira as Carolyn M. Barbour Professor of Religious Studies, effective August 25, 2003. Ms. Ferreira will continue as Professor of Religious Studies, without term.

Mr. John W. Glynn as MacAvoy Professor of Business Administration, for three academic years, effective August 25, 2003, at a salary of $50,000.

Mr. Michael J. Ho as Dale S. Coenen Associate Professor of Free Enterprise, for the period August 25, 2003, through December 24, 2003, at a salary of $49,500.

Mr. Robert H. Pate, Jr., as William Clay Parrish, Jr., Professor of Education, effective June 25, 2003. Mr. Pate will continue as Professor of Education, without term.

(b) Change in the title of the chairholder election of Dr. Cato T. Laurencin

RESOLVED that the title of the chairholder election of Dr. Cato T. Laurencin as Lillian T. Pratt Distinguished Professor of Orthopaedic Surgery, University Professor, and Professor of Biomedical Engineering, effective January 25, 2003, at an annual salary of $450,000, as shown in the Minutes of the meeting of the Board of Visitors dated May 30-31, 2003, be changed to read as follows:

Dr. Cato T. Laurencin as Lillian T. Pratt Distinguished Professor of Orthopaedic Surgery, University Professor, Professor of Biomedical Engineering, and Professor of Chemical Engineering, effective January 25, 2003, at an annual salary of $450,000.

(c) Change of Title of Chairholder

Mr. Robert C. Pianta from William Clay Parrish, Jr., Professor of Education to Novartis US Foundation Professor of Education, effective June 25, 2003. Mr. Pianta will continue as Professor of Education, without term.
(d) Special Salary Actions of Chairholders

Mr. Scott T. Acton, Walter N. Munster Associate Professor of Research in Intelligence Enhancement, effective June 25, 2003, at an annual salary of $106,300.

Mr. Carl E. Creutz, Harrison Medical Teaching Professor of Pharmacology, effective June 25, 2003, at an annual salary of $140,000.

Ms. Claire R. Cronmiller, Cavaliers' Distinguished Teaching Associate Professor and Associate Professor of Biology, effective June 25, 2003, at an annual salary of $85,100.

Dr. John P. DiMarco, Julian Ruffin Beckwith Professor of Medicine and Professor of Internal Medicine, effective June 25, 2003, at an annual salary of $100,000.

Mr. Paul W. Farris, Landmark Communications, Incorporated, Professor of Business Administration, effective August 25, 2003, at an academic year salary of $170,000.

Mr. Robert M. Grainger, W. L. Lyons Brown Professor of Biology, effective August 25, 2003, at an annual salary of $155,000.

Mr. Daniel P. Hallahan, Cavaliers' Distinguished Teaching Professor, effective June 25, 2003, at an annual salary of $154,800.

Dr. Marie-Louise Hammarskjold, Charles H. Ross, Jr., Professor of Multiple Sclerosis and Professor of Microbiology, effective July 1, 2002, at an annual salary of $126,100.

Dr. Sharon L. Hostler, McLemore Birdsong Professor of Pediatrics, effective June 25, 2003, at an annual salary of $100,000.

Mr. Robert H. Pate, Jr., William Clay Parrish, Jr., Professor of Education, effective June 25, 2003, at an annual salary of $160,900.

Mr. Richard A. Scott, Arthur Andersen and Company Alumni Professor of Commerce and Carman G. Blough Professor of Accounting, effective June 25, 2003, at an annual salary of $166,300.

Mr. Alfred C. Weaver, Lucien Carr, III, Professor of Engineering and Applied Science, effective June 25, 2003, at an annual salary of $146,700.

(e) Retirement of Chairholder

Mr. Stephen E. Schnatterly, Francis H. Smith Professor of Physics, effective May 24, 2003. Mr. Schnatterly has been a member of the faculty since September 1, 1977.

(f) Resignation of Chairholders

Mr. David C. Brydges as Commonwealth Professor of Mathematics, effective May 24, 2003, to accept another position.

Dr. Scott R. Vandenberg as John T. and Louise Nerancy Professor of Neuroscience and Professor of Pathology and Neurosurgery, effective July 21, 2003, to accept another position.

(g) Death of Chairholder

Mr. Louis T. Rader, Alice M. and Guy A. Wilson Professor Emeritus of Electrical Engineering and Professor Emeritus of Business Administration, died August 13, 2003. Mr. Rader was a member of the faculty from 1969 until his retirement in 1982.
PROMOTIONS

RESOLVED that the following persons are promoted:

Ms. Sharon R. Hays from Associate Professor of Sociology to Professor of Sociology, effective August 25, 2003.

Dr. Mary E. Jensen from Associate Professor of Radiology, without term, and Associate Professor of Neurosurgery, with term, to Professor of Radiology, without term, and Professor of Neurosurgery, for three years, effective July 1, 2003.

CHANGE IN THE PROMOTION OF MR. KAMALINI RAMDAS TO MS. KAMALINI RAMDAS

RESOLVED that the promotion of Mr. Kamilini Ramdas from Assistant Professor of Business Administration to Associate Professor of Business Administration, effective August 25, 2003, as shown in the Minutes of the meeting of the Board of Visitors, dated May 30-31, 2003, be changed to read as follows:

Ms. Kamilini Ramdas from Assistant Professor of Business Administration to Associate Professor of Business Administration, effective August 25, 2003.

CANCELLATION OF THE PROMOTION OF DR. WILLIAM W. HAMMILL

RESOLVED that the promotion of Dr. William W. Hammill from Assistant Professor of Clinical Pediatrics to Associate Professor of Clinical Pediatrics, for three years, effective July 1, 2003, as shown in the Minutes of the meeting of the Board of Visitors, dated May 30-31, 2003, be cancelled. Dr. Hammill resigned on June 30, 2003.
SPECIAL SALARY ACTIONS

RESOLVED that the following persons shall receive the salary indicated:

Mr. James M. Adams, Professor of Biomedical Engineering, effective August 25, 2003, at an annual salary of $170,000.

Ms. Allison E. Anderson, Lecturer, General Faculty, effective July 15, 2003, at an annual salary of $51,700.

Mr. Stephen D. Arata, Associate Professor of English, effective June 25, 2003, at an annual salary of $73,000.

Mr. David T. Auble, Associate Professor of Biochemistry and Molecular Genetics, effective April 25, 2003, at an annual salary of $83,000.

Ms. Ottilie F. Austin, Assistant Professor, General Faculty, effective August 25, 2003, at an annual salary of $54,000.

Ms. Dorothe J. Bach, Assistant Professor, General Faculty, effective August 25, 2003, at an annual salary of $39,500.

Ms. Beth A. Bailey, Assistant Professor of Medical Education, effective July 25, 2003, at an annual salary of $80,000.

Dr. Kenneth A. Ballew, Associate Professor of Clinical Internal Medicine, effective July 1, 2003, at an annual salary of $100,000.

Dr. George Bamias, Instructor of Research in Internal Medicine, effective July 1, 2003, at an annual salary of $55,000.

Ms. Sally N. Barber, Lecturer, General Medical Faculty, effective July 1, 2003, at an annual salary of $115,000.
Dr. Sarice Bassin, Instructor in Clinical Neurology, effective June 25, 2003, at an annual salary of $44,000.

Mr. Jason D. Bauman, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $69,000.

Dr. Kristin C. Bell, Assistant Professor of Clinical Internal Medicine, effective July 1, 2003, at an annual salary of $94,600.

Ms. Nancy C. Bertram, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $100,000.

Ms. Bernadette M. Black, Assistant Professor, General Faculty, effective August 25, 2003, at an annual salary of $63,500.

Ms. Martha R. Blodgett, Associate Librarian, General Faculty, Alderman Library, effective July 25, 2003, at an annual salary of $105,000.

Dr. Howard P. Boggess, Professor of Clinical Pediatrics, effective May 25, 2003, at an annual salary of $67,400.

Ms. Daniela Bomgardner, Instructor of Research in Cell Biology, effective July 1, 2003, at an annual salary of $50,000.

Mr. Corwin A. Brown, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $92,000.

Ms. Rebecca S. Brown, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $82,500.

Ms. Susan E. Bruce, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $50,000.

Mr. Robert E. Burnett, Professor of Chemistry, General Faculty, effective May 25, 2003, at an annual salary of $134,200.

Ms. Kathryn Buzzoni, Lecturer, General Faculty, effective August 25, 2003, at an annual salary of $44,000.
Mr. James R. Carnes, Lecturer in Internal Medicine, General Medical Faculty, effective July 25, 2003, at an annual salary of $91,000.

Mr. Griffith Chaussee, Lecturer in Asian and Middle Eastern Languages and Cultures, effective August 25, 2003, at an academic year salary of $45,000.

Mr. Charles P. Cocke, Jr., Lecturer, General Faculty, effective September 1, 2003, at an annual salary of $70,000.

Mr. Ishmail A. Conway, Lecturer, General Faculty, effective May 25, 2003, at an annual salary of $33,000.

Mr. Kevin M. Cross, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $46,000.

Ms. Lori A. Cwalina, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $77,000.

Mr. Adam R. Daniel, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $95,000.

Mr. Pablo J. Davis, Lecturer, General Faculty, effective August 18, 2003, at an annual salary of $47,500.

Ms. Laurie U. deBettencourt, Associate Professor, General Faculty, effective August 25, 2003, at an annual salary of $64,100.

Ms. Deborah B. Donnelly, Lecturer, General Faculty, effective March 15, 2003, at an annual salary of $125,000.

Dr. Wael M. El-Rifai, Assistant Professor of Research in Internal Medicine, effective June 25, 2003, at an annual salary of $110,000.

Ms. Elaine F. Etter, Instructor of Research in Internal Medicine, effective August 1, 2003, at an annual salary of $40,000.

Mr. Jay C. Evans, Instructor in Clinical Pathology, effective July 25, 2003, at an annual salary of $68,000.
Mr. Xitao Fan, Associate Professor of Education, effective May 25, 2003, at an annual salary of $93,100.

Ms. Elana Farace, Assistant Professor of Research in Neurosurgery, effective June 25, 2003, at an annual salary of $75,000.

Ms. Rita Felski, Professor of English, effective August 25, 2003, at an academic year salary of $85,000.

Ms. Mary C. Fowler, Assistant Professor, General Faculty, effective August 25, 2003, at an annual salary of $54,000.

Ms. Gertrude J. Fraser, Associate Professor of Anthropology, effective December 25, 2003, at an annual salary of $130,000.

Mr. Robert W. Freer, Lecturer, General Faculty, effective July 1, 2003, at an annual salary of $166,000.

Mr. Brent A. French, Associate Professor of Biomedical Engineering and Associate Professor of Research in Radiology, effective April 25, 2003, at an annual salary of $97,000.

Ms. Patricia D. Froggett, Lecturer, General Faculty, effective August 25, 2003, at an annual salary of $53,000.

Ms. Kelli M. Frye, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $34,000.

Mr. Michael J. Furlough, Assistant Librarian, General Faculty, Alderman Library, effective March 25, 2003, at an annual salary of $65,100.

Ms. Elizabeth M. Gibson, Instructor of Medical Education in Internal Medicine, effective May 25, 2003, at an annual salary of $32,500.

Mr. Matthew S. Gibson, Affiliate Librarian, General Faculty, Alderman Library, effective June 25, 2003, at an annual salary of $54,000.
Mr. John L. Gittleman, Professor of Biology, effective May 25, 2003, at an academic year salary of $90,000.

Mr. Alfred J. Golden, Jr., Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $170,000.

Ms. Robbie A. Greenlee, Lecturer, General Faculty, effective July 1, 2003, at an annual salary of $61,000.

Mr. Albert M. Groh, III, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $96,000.

Dr. Leigh B. Grossman, Professor of Pediatrics, effective December 25, 2003, at an annual salary of $180,000.

Ms. Donna C. Gutman, Lecturer, General Faculty, effective May 25, 2003, at an annual salary of $57,500.

Ms. Jeanne M. Hammer, Lecturer, General Faculty, Alderman Library, effective July 25, 2003, at an annual salary of $72,200.

Dr. Daniel P. Harrington, Associate Professor of Clinical Psychiatric Medicine, effective May 25, 2003, at an annual salary of $96,200.

Dr. Mirta R. Herrera, Assistant Professor of Research in Internal Medicine, effective July 1, 2003, at an annual salary of $51,000.

Ms. Ruth Ann Hill, Associate Professor of Spanish, Italian and Portuguese, effective August 25, 2003, at an academic year salary of $62,000.

Mr. Christopher H. Hoebeke, Assistant Librarian, General Faculty, Alderman Library, effective March 25, 2003, at an annual salary of $51,000.
Mr. Bradford K. Holland, Lecturer, General Faculty, effective July 25, 2003, at an annual salary of $89,210.

Dr. Eric R. Houpt, Assistant Professor of Research in Internal Medicine, effective July 1, 2003, at an annual salary of $125,000.

Ms. Mary V. Hughes, Lecturer, General Faculty, effective May 25, 2003, at an annual salary of $73,500.

Dr. Keith K. Hunt, Jr., Professor of Clinical Internal Medicine, effective May 25, 2003, at an annual salary of $87,200.

Ms. Laura R. Hutchinson, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $30,000.

Ms. Allison H. Innes, Assistant Professor of Medical Education in Medical Education, effective July 25, 2003, at an annual salary of $70,000.

Ms. Sarah Isham, Lecturer, General Faculty, effective June 30, 2003, at an annual salary of $40,000.

Ms. Kathryn L. Jarvis, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $65,000.

Ms. Sarah P. Johnson, Lecturer, General Faculty, effective July 1, 2003, at an annual salary of $50,400.

Ms. Laura M. Justice, Assistant Professor of Education, effective May 25, 2003, at an annual salary of $66,500.

Ms. Eleanor Kaufman, Associate Professor of English, effective August 25, 2003, at an academic year salary of $70,000.

Ms. Joan S. Kindig, Assistant Professor, General Faculty, effective August 25, 2003, at an annual salary of $54,000.
Mr. Paul K. Kipps, Lecturer, General Faculty, effective August 25, 2003, at an annual salary of $70,000.

Ms. Donna F. Klepper, Lecturer, General Faculty, effective April 25, 2003, at an annual salary of $79,000.

Ms. Robin H. Kuzen, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $65,000.

Mr. Derek B. Laing, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $55,000.

Mr. James P. Landers, Professor of Chemistry, effective June 25, 2003, at an academic year salary of $85,000.

Ms. Priscilla K. Lawson, Lecturer, General Faculty, effective July 25, 2003, at an annual salary of $49,000.

Mr. Nikolai Lebedev, Research Associate Professor of Biology, effective April 25, 2003, at an annual salary of $80,500.

Mr. Robert D. Leheup, Lecturer, General Faculty, effective March 25, 2003, at an annual salary of $53,500.

Ms. Rebecca L. Leonard, Lecturer, General Faculty, effective August 25, 2003, at an academic year salary of $67,000.

Mr. William B. Levy, Professor of Neurosurgery, effective April 25, 2003, at an annual salary of $109,300.

Mr. Rong Li, Associate Professor of Biochemistry and Molecular Genetics, effective April 25, 2003, at an annual salary of $83,000.

Dr. Zhenqi Liu, Assistant Professor of Research in Internal Medicine, effective July 1, 2003, at an annual salary of $100,000.

Mr. Jon Lohman, Lecturer, General Faculty, effective July 25, 2003, at an annual salary of $47,500.
Mr. Michael W. London, Sr., Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $116,000.

Dr. Mani S. Mahadevan, Associate Professor of Pathology, effective May 1, 2003, at an annual salary of $104,000.

Mr. Melvin Mallory, Lecturer, General Faculty, effective August 1, 2003, at an annual salary of $54,500.

Mr. Arabinda Mandal, Instructor of Research in Cell Biology, effective May 25, 2003, at an annual salary of $48,000.

Ms. Barbara J. Mann, Associate Professor of Internal Medicine and Associate Professor of Research in Microbiology, effective June 25, 2003, at an annual salary of $74,900.

Ms. Felicia C. Marston, Associate Professor of Commerce, effective August 25, 2003, at an academic year salary of $107,500.

Mr. Worthy N. Martin, Associate Professor of Computer Science, effective August 25, 2003, at an academic year salary of $81,300.

Mr. Fred E. Maus, Associate Professor of Music, effective August 25, 2003, at an academic year salary of $65,100.

Mr. James L. McBride, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $90,000.

Mr. Eric E. Meier, Lecturer, General Faculty, effective March 25, 2003, at an annual salary of $97,400.

Ms. Jane Miller, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $98,000.

Ms. Ellen M. Missana, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $76,000.
Mr. Dilaawar (Danny) Mistry, Assistant Professor of Research in Physical Medicine and Rehabilitation, effective June 25, 2003, at an annual salary of $75,074.

Ms. Suzanne M. Moenter, Associate Professor of Internal Medicine and Associate Professor of Cell Biology, effective July 25, 2003, at an annual salary of $78,000.

Ms. Shauna Morgan, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $27,487.

Ms. Rachel Most, Associate Professor, General Faculty, effective June 25, 2003, at an annual salary of $71,300.

Mr. Jeffrey L. Moster, Lecturer, General Faculty, effective April 25, 2003, at an annual salary of $90,000.

Mr. William B. Mowry, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $70,000.

Mr. Alan R. Napier, Assistant Librarian, General Faculty, Alderman Library, effective July 25, 2003, at an annual salary of $70,400.

Ms. Alison M. Nohara, Instructor in Clinical Radiology, effective July 1, 2003, at an annual salary of $70,000.

Dr. M. Norman Oliver, Assistant Professor of Family Medicine, effective July 1, 2003, at an annual salary of $137,000.

Mr. Gregory S. Orr, Professor of English, effective August 25, 2003, at an academic year salary of $85,000.

Mr. Gary K. Owens, Professor of Molecular Physiology and Biological Physics, effective June 25, 2003, at an annual salary of $180,000.

Ms. Charlotte A. Partain, Lecturer, General Faculty, effective August 25, 2003, at an annual salary of $55,500.
Dr. Richard D. Pearson, Professor of Internal Medicine, effective June 25, 2003, at an annual salary of $176,000.

Mr. Robert H. Perkins, Associate Librarian, General Faculty, Alderman Library, effective July 25, 2003, at an annual salary of $90,000.

Dr. Christine M. Peterson, Associate Professor of Clinical Obstetrics and Gynecology, effective July 1, 2003, at an annual salary of $145,000.

Mr. Daniel V. Pitti, Lecturer, General Faculty, effective July 1, 2003, at an annual salary of $91,000.


Mr. Tedd E. Povar, Lecturer, General Faculty, effective April 25, 2003, at an annual salary of $70,000.

Mr. Robert C. Price, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $108,000.

Mr. Ronald D. Prince, Lecturer, General Faculty, effective February 25, 2003, at an annual salary of $130,000.

Mr. Jay B. Ragon, Lecturer, General Faculty, Claude Moore Health Sciences Library, effective July 1, 2003, at an annual salary of $55,000.

Dr. Karen S. Rheuban, Professor of Pediatrics, effective April 25, 2003, at an annual salary of $184,000.

Mr. Lorenzo D. Rivers, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $38,000.

Mr. Daniel C. Rocco, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $128,000.
Ms. Carmen M. Rodriguez, Instructor of Research in Internal Medicine, effective August 1, 2003, at an annual salary of $40,000.

Mr. Kevin J. Ross, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $92,000.

Ms. Deborah A. Ryan, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $201,000.

Ms. Barbara A. Schmertz, Lecturer, General Faculty, effective May 25, 2003, at an annual salary of $57,000.

Mr. James H. Scott, III, Lecturer, General Medical Faculty, effective June 25, 2003, at an annual salary of $180,000.

Ms. Catherine Serenelli, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $34,000.

Dr. Hubert A. Shaffer, Jr., Professor of Clinical Radiology, effective July 1, 2003, at an annual salary of $80,000.

Mr. Scott A. Silet, Assistant Librarian, General Faculty, Alderman Library, effective March 25, 2003, at an annual salary of $41,800.

Dr. Helmy M. Siragy, Professor of Internal Medicine, effective May 25, 2003, at an annual salary of $175,000.

Ms. Amy E. Sofka, Lecturer, General Faculty, effective April 16, 2003, at an annual salary of $40,000.

Ms. Amy E. Sofka, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $44,500.

Ms. Rebekah L. Starkenburg, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $27,487.

Mr. Kenneth S. Stroupe, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $75,000.
Mr. Peter T. Stukenberg, Assistant Professor of Biochemistry and Molecular Genetics, effective April 25, 2003, at an annual salary of $78,000.

Ms. Elizabeth K. Thurston, Assistant Professor of Commerce, General Faculty, effective August 25, 2003, at an academic year salary of $91,500.

Dr. Amy L. Tucker, Associate Professor of Internal Medicine, effective July 25, 2003, at an annual salary of $129,800.

Mr. Corey D. Walker, Assistant Professor of Religious Studies, effective August 25, 2003, at an academic year salary of $55,000.

Ms. Diane P. Walker, Librarian, General Faculty, Alderman Library, effective July 25, 2003, at an annual salary of $109,000.

Ms. Constance P. Warnock, Lecturer, General Faculty, effective May 25, 2003, at an annual salary of $65,000.

Mr. William H. West, Jr., Lecturer, General Faculty, effective June 12, 2003, at an annual salary of $175,000.

Mr. Andrew C. Wicks, Associate Professor of Business Administration, effective August 25, 2003, at an academic year salary of $125,000.

Mr. Michael J. Wolkowicz, Instructor of Research in Cell Biology, effective May 25, 2003, at an annual salary of $48,000.

Dr. Judith A. Woodfolk, Assistant Professor of Research in Internal Medicine, effective June 25, 2003, at an annual salary of $66,000.

Ms. Ida Lee Wootten, Lecturer, General Faculty, effective June 25, 2003, at an annual salary of $66,000.

Mr. John C. Worth, Lecturer, General Faculty, effective July 25, 2003, at an annual salary of $115,000.
Mr. De-Xing Zhang, Assistant Professor of Research in Neurology, effective April 25, 2003, at an annual salary of $48,000.

RESIGNATIONS

The following resignations were announced:

Mr. Waddah Al-Khatib, Assistant Professor of Asian and Middle Eastern Languages and Cultures, effective May 24, 2003, for personal reasons.

Ms. Melissa M. Appleyard, Assistant Professor of Business Administration, effective May 24, 2003, to accept another position.

Mr. Edward M. Blumenthal, Research Assistant Professor of Biology, effective August 15, 2003, to accept another position.

Mr. Stephen G. Carr, Associate Professor of Electrical and Computer Engineering, General Faculty, effective June 15, 2003, for personal reasons.

Dr. Sarah T. Corley, Associate Professor of Clinical Internal Medicine, effective August 17, 2003, for personal reasons.

Ms. Bella M. Depaulo, Professor of Psychology, effective May 24, 2003, for personal reasons.

Ms. Nancy L. Desmond, Associate Professor of Research in Neurosurgery, effective July 24, 2003, to accept another position.

Mr. Wendell E. Dunn, III, Professor of Business Administration, General Faculty, effective April 30, 2003, to accept another position.

Dr. Richard I. Enelow, Associate Professor of Internal Medicine, effective July 31, 2003, to accept another position.

Dr. Joseph C. English, III, Assistant Professor of Dermatology, effective July 17, 2003, to accept another position.
Mr. Jonathan M. Flatley, Assistant Professor of English, effective May 24, 2003, for personal reasons.

Dr. David E. Haines, Professor of Internal Medicine, effective July 6, 2003, to accept another position.

Dr. William W. Hammill, Assistant Professor of Clinical Pediatrics, effective June 30, 2003, for personal reasons.

Mr. Joel M. Harp, Assistant Professor of Research in Biochemistry and Molecular Genetics, effective July 24, 2003, to accept another position.

Mr. Christopher M. S. Johns, Professor of Art, effective May 24, 2003, to accept another position.

Ms. Helen H. Kim, Assistant Professor of Education, effective May 24, 2003, for personal reasons.

Ms. Sue Kim, Assistant Professor of Nursing, effective May 24, 2003, for personal reasons.

Ms. Emily L. Luebke, Assistant Professor of Systems and Information Engineering, effective May 24, 2003, for personal reasons.

Mr. Robert A. McPherson, Assistant Professor of Research in Internal Medicine, effective August 31, 2003, to accept another position.

Dr. Susan Miesfeldt, Associate Professor of Internal Medicine, effective July 25, 2003, to accept another position.

Mr. James S. Monk, Assistant Professor of Spanish, effective May 24, 2003, to accept another position.

Ms. Gail V. Oltmanns, Associate Librarian, General Faculty, Alderman Library, effective June 24, 2003, for personal reasons.

Mr. Thomas F. Oltmanns, Professor of Psychology, effective August 24, 2003, to accept another position.
Dr. Andrew D. Perron, Assistant Professor of Emergency Medicine, effective June 30, 2003, to accept another position.

Mr. Chris P. Pullig, Assistant Professor of Commerce, effective May 24, 2003, to accept another position.

Mr. Donald S. Richards, Professor of Statistics, effective May 24, 2003, to accept another position.

Ms. Mercedes T. Richards, Professor of Astronomy, effective May 24, 2003, to accept another position.

Dr. Habib Samady, Assistant Professor of Internal Medicine, effective August 31, 2003, to accept another position.

Mr. Scott A. Saul, Assistant Professor of English, effective May 24, 2003, to accept another position.

Ms. Alisa M. Smith, Assistant Professor of Research in Internal Medicine, effective May 30, 2003, for personal reasons.

Dr. Imad A. Tabbara, Professor of Internal Medicine, effective July 1, 2003, to accept another position.

Dr. Sana O. Tabbara, Associate Professor of Pathology, effective July 1, 2003, for personal reasons.

Mr. Paul C. Ticco, Research Assistant Professor in the Virginia Graduate Marine Science Consortium, effective August 8, 2003, for personal reasons.

Dr. Alda Tufro, Associate Professor of Pediatrics, effective June 30, 2003, to accept another position.

Mr. John M. Unsworth, Associate Professor of English, effective June 24, 2003, to accept another position.
Mr. Steven M. Zinder, Assistant Professor, General Faculty, effective May 24, 2003, for personal reasons.

RETIREMENTS

The following retirements were announced:

Dr. Lawrence R. Burwell, Professor of Internal Medicine, effective May 12, 2003. Dr. Burwell has been a member of the faculty since July 1, 1975.

Ms. Barbara A. Jackson, Assistant Librarian, General Faculty, Fiske Kimball Fine Arts Library, effective June 24, 2003. Ms. Jackson has been a member of the faculty since September 5, 1979.

Dr. Charles W. Miller, Professor of Clinical Orthopaedic Surgery, effective July 27, 2003. Dr. Miller has been a member of the faculty since September 19, 1994.

Mr. Walter L. Newsome, Associate Professor of Humanities and Social Sciences, effective June 24, 2003. Mr. Newsome has been a member of the faculty since September 16, 1970.

Mr. Julian V. Noble, Professor of Physics, effective May 24, 2003. Mr. Noble has been a member of the faculty since September 1, 1971.

Mr. William J. Randolph, Assistant Professor, General Faculty, effective June 30, 2003. Mr. Randolph has been a member of the faculty since June 1, 1976.

Mr. John Savory, Professor of Pathology, effective June 30, 2003. Mr. Savory has been a member of the faculty since August 1, 1977.

Mr. Kendon L. Stubbs, Professor, Alderman Library, effective December 1, 2003. Mr. Stubbs has been a member of the faculty since August 28, 1961.

Dr. Thomas W. Tillack, Professor of Pathology, effective June 30, 2003. Dr. Tillack has been a member of the faculty since August 1, 1976.
Mr. Carlos Villar Palasi, Professor of Pharmacology, effective June 30, 2003. Mr. Villar Palasi has been a member of the faculty since July 1, 1969.

CHANGE IN THE TITLE OF THE RETIREMENT OF DR. FREDERIC (FRITZ) A. BERRY

The President announced that the title of the retirement of Dr. Frederic (Fritz) A. Berry, Professor of Anesthesiology, effective November 24, 2002, as shown in the Minutes of the meeting of the Board of Visitors dated April 4-5, 2003, be changed to read as follows:

Dr. Frederic (Fritz) A. Berry, Professor of Anesthesiology and Pediatrics, effective November 24, 2002. Dr. Berry has been a member of the faculty since August 1, 1966.

CHANGE IN THE DATE OF THE RETIREMENT OF MR. RICHARD R. ABIDIN

The President announced that the date of the retirement of Mr. Richard A. Abidin, Professor of Education, effective May 24, 2003, as shown in the retirement section of the Minutes of the meeting of the Board of Visitors dated April 4-5, 2003, be changed to read as follows:

Mr. Richard R. Abidin, Professor of Education, effective August 24, 2003. Mr. Abidin has been a member of the faculty since September 1, 1967.

APPOINTMENTS

The President announced the following appointments:

Mr. James M. Adams as Vice Provost for Academic Programs, for five years, effective August 25, 2003.

Ms. Gertrude J. Fraser as Vice Provost for Faculty Advancement, for five years, effective December 25, 2003.
Dr. Leigh B. Grossman as Vice Provost for International Affairs, for two years, effective December 25, 2003.

Ms. Laura F. Hawthorne as Director of University Outreach, for the period June 25, 2003, through August 25, 2005. Ms. Hawthorne will continue as Executive Assistant to the Vice President and Provost.

Mr. Bradford K. Holland as Interim Director of Equal Opportunity Programs, up to a year or until a director is hired, effective July 25, 2003.

Mr. Worthy N. Martin as Interim Co-Director, Institute for Advanced Technology in the Humanities, for one year, effective July 1, 2003.

Mr. Daniel V. Pitti as Interim Co-Director, Institute for Advanced Technology in the Humanities, for one year, effective July 1, 2003.

RE-APPOINTMENT

The following re-appointment was announced:

Mr. Thomas E. Gausvik as Chief Human Resource Officer, for three years, effective June 30, 2003.

ELECTION OF DR. R. ARIEL GOMEZ AS VICE PRESIDENT FOR RESEARCH AND GRADUATE STUDIES

RESOLVED that Dr. R. Ariel Gomez is elected Vice President for Research and Graduate Studies, for five years, effective June 25, 2003; and

RESOLVED FURTHER that Dr. Gomez shall receive an annual salary of $265,000, effective August 1, 2003.

ELECTION OF PROFESSORS EMERITI

RESOLVED that the following persons are elected Professor Emeritus:

Dr. Lawrence R. Burwell, Professor of Internal Medicine, effective May 12, 2003.
Mr. Julian V. Noble, Professor of Physics, effective May 24, 2003.

Dr. Harry L. Parlette, III, Clinical Professor of Dermatology, effective June 30, 2003. Dr. Parlette's retirement is listed in the Minutes of the meeting of the Board of Visitors, dated April 4-5, 2003.

Mr. John Savory, Professor of Pathology, effective June 30, 2003.

Mr. Stephen E. Schnatterly, Francis H. Smith Professor of Physics, effective May 24, 2003.

Mr. Kendon L. Stubbs, Professor, Alderman Library, effective December 1, 2003.

Dr. Thomas W. Tillack, Professor of Pathology, effective June 30, 2003.

CHANGE IN THE EMERITUS TITLE FOR DR. FREDERIC (FRITZ) A. BERRY

The President announced that the Emeritus title for Dr. Frederic (Fritz) A. Berry, Professor of Anesthesiology, effective November 24, 2002, as shown in the Minutes of the meeting of the Board of Visitors dated April 4-5, 2003, be changed to read as follows:

Dr. Frederic (Fritz) A. Berry, Professor of Anesthesiology and Pediatrics, effective November 24, 2002.

CHANGE IN THE EMERITUS DATE FOR MR. RICHARD R. ABIDIN

The President announced that the Emeritus date for Mr. Richard R. Abidin, Professor of Education, effective May 24, 2003, as shown in the Minutes of the meeting of the Board of Visitors, dated April 4-5, 2003, be changed to read as follows:

ELECTION OF ASSOCIATE PROFESSOR EMERITUS

RESOLVED that the following person is elected Associate Professor Emeritus:

Mr. Walter L. Newsome, Associate Professor of Humanities and Social Sciences, effective June 24, 2003.

DEATHS

The President announced the following deaths:

Ms. Jeanne C. Biggar, Associate Professor of Sociology, died May 8, 2003. Ms. Biggar was a member of the faculty from 1969 until her retirement in 1987.

Mr. Staige D. Blackford, Assistant Professor, General Faculty, died June 23, 2003. Mr. Blackford had been a member of the faculty since January 21, 1974.

Mr. Robert D. Cross, Professor Emeritus of History, died May 31, 2003. Mr. Cross was a member of the faculty from 1972 until his retirement in 1994.

Mr. Gordon E. Keller, Professor of Mathematics, died July 5, 2003. Mr. Keller had been a member of the faculty since September 1, 1970.

Mr. Louis T. Rader, Alice M. and Guy A. Wilson Professor Emeritus of Electrical Engineering and Professor Emeritus of Business Administration, died August 13, 2003. Mr. Rader was a member of the faculty from 1969 until his retirement in 1982.

Dr. Nickolas J. Sojka, Professor Emeritus of Medical Education, died June 16, 2003. Dr. Sojka was a member of the faculty from 1966 until his retirement in 1999.
THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE

ELECTION

RESOLVED that the following persons are elected to the faculty:

Ms. Gillian C. Huang-Tiller as Assistant Professor of English, The University of Virginia’s College at Wise, for two academic years, effective August 25, 2003, at an academic year salary of $40,000.

PROMOTIONS

RESOLVED that the following persons are promoted:

Mr. Christopher F. Achua from Associate Professor of Management and Marketing to Professor of Management and Marketing, The University of Virginia's College at Wise, effective August 25, 2003.

Mr. Robert J. Cantrell from Associate Professor of Education to Professor of Education, The University of Virginia's College at Wise, effective August 25, 2003.

Mr. Mark W. Clark from Assistant Professor of History to Associate Professor of History, The University of Virginia's College at Wise, effective August 25, 2003.

Mr. Francis M. Frey from Assistant Professor of Management to Associate Professor of Management, The University of Virginia's College at Wise, effective August 25, 2003.

Mr. Dillon R. Grable from Assistant Professor of Computer Science to Associate Professor of Computer Science, The University of Virginia's College at Wise, effective August 25, 2003.

Mr. James E. Horton from Assistant Professor of Psychology to Associate Professor of Psychology, The University of Virginia's College at Wise, effective August 25, 2003.
Ms. Sandra C. Richardson from Associate Professor of Education to Professor of Education, The University of Virginia’s College at Wise, effective August 25, 2003.

SPECIAL SALARY ACTIONS

RESOLVED that the following persons shall receive the salary indicated:

Ms. Sheila B. Combs, Lecturer, General Faculty, The University of Virginia's College at Wise, effective August 15, 2003, at an annual salary of $70,000.

Mr. Robert B. Erb, Lecturer, General Faculty, The University of Virginia's College at Wise, effective June 25, 2003, at an annual salary of $34,000.

Ms. Amelia J. Harris, Associate Professor of Modern Languages, The University of Virginia's College at Wise, effective August 15, 2003, at an annual salary of $90,000.

Mr. Jeffrey S. Howard, Lecturer, General Faculty, The University of Virginia's College at Wise, effective June 25, 2003, at an annual salary of $38,500.

Mr. Russell D. Necessary, Lecturer, General Faculty, The University of Virginia's College at Wise, effective July 25, 2003, at an annual salary of $85,000.

RESIGNATIONS

The following resignations were announced:

Ms. Megan E. Henry, Assistant Professor of Physics, The University of Virginia’s College at Wise, effective May 24, 2003, to accept another position.

Mr. Martin C. Van Boskirk, Assistant Professor of Earth Sciences, The University of Virginia's College at Wise, effective May 24, 2003, to accept another position.
APPOINTMENT

The following appointment was announced:

Mr. Russell D. Necessary as Vice Chancellor for Enrollment Management, The University of Virginia's College at Wise, for two years, effective July 25, 2003.

RETIREMENT

The following retirement was announced:

Mr. Donald R. Hill, Assistant Professor of Accounting, The University of Virginia's College at Wise, effective May 24, 2003. Mr. Hill has been a member of the faculty since August 25, 1999.

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On motion, the meeting was adjourned at 10:30 a.m.

The following actions were taken by Board Committees since the July 11-12 meeting of the full Board. They do not require action by the full Board and are listed here simply as a matter of record:

MISSION STATEMENT, SPECIAL COMMITTEE ON DIVERSITY

At the Retreat in July, the Board approved the Mission Statement of the Special Committee on Diversity (see the Minutes of the Retreat, July 11-12, 2003), with the understanding that several minor changes would be made to it. The changes were made and approved by the Committee at its meeting on October 2nd. The Mission Statement is as follows:

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 diverse members of the University of Virginia and Charlottesville 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, age, gender, disability status, sexual orientation, religious and national origin, socio-economic status, and other aspects of individual experience and identity.

EXECUTIVE COMMITTEE, TELEPHONE POLL ON AUGUST 27-28

The Committee assigned the Lower Apartment in Pavilion VIII to Ms. Gladys Saunders, Associate Professor of French, for a period of five years. Ms. Saunders' lease will commence when the necessary refurbishments have been completed. Her lease may not be renewed.

THE BOARD OF THE UNIVERSITY OF VIRGINIA INVESTMENT MANAGEMENT COMPANY ON SEPTEMBER 4, 2003

Resolved, the investment of $50 million in Tudor BVI Global is approved.
Resolved, the investment of $5 million each in Akela Capital Management and in Gotham Asset Management is approved.
Resolved, an additional investment of $1.6 million in Shorenstein I is approved.
Resolved, the investment of $25 million in Kensico Capital Management is approved.
Resolved, investments of $5 million each in Abrams Bison Investments, Akela Capital Management, and Hawkshaw Capital Management are approved.
Resolved, the new derivatives policy is approved.
Resolved, the new asset allocation policy is approved.
THE MEDICAL CENTER OPERATING BOARD ON AUGUST 1, 2003

The MCOB adopted the following credentialing and recredentialing resolution and as a matter of record, noted a similar action approved by the Chair on August 1:

CREDENTIALING AND REREDENTIALING 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:

Baker, Elizabeth M., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Appointment: July 2, 2003, through June 30, 2004; Privileged in Obstetrics and Gynecology.

Burt, David R., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Emergency Medicine.

Collins, Andrew S., M.D., Ophthalmologist in the Department of Ophthalmology; Visiting Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Ophthalmology.

Comerford, Lawrence W., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Internal Medicine.
Cook, Laura D., M.D., Ophthalmologist in the Department of Ophthalmology; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Ophthalmology.

Evangelista, Rebecca S., M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Appointment: July 2, 2003, through June 30, 2004; Privileged in Surgery.

Heras-Herzig, Aileen, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Internal Medicine.

Northup, Christopher J., M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Appointment: July 2, 2003, through June 30, 2004; Privileged in Surgery.

Padgett, Julia K., M.D., Dermatologist in the Department of Dermatology; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Dermatology.

Petruzzi, Peter T., M.D., Radiologist in the Department of Radiology; Instructor Staff Status; Period of Appointment: July 2, 2003, through June 30, 2004; Privileged in Radiology.

Pop, Liviu E., M.D., Radiologist in the Department of Radiology; Instructor Staff Status; Period of Appointment: July 2, 2003, through June 30, 2004; Privileged in Radiology.

Powell, Susan M., M.D., Radiologist in the Department of Radiology; Instructor Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Radiology.

Prendergast, Kathleen A., M.D., Physician in the Department of Internal Medicine; Instructor Staff Status; Period of Appointment: July 3, 2003, through December 31, 2003; Privileged in Internal Medicine.
Tokar, Jeffrey L., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: July 1, 2003, through June 30, 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:

McClain, Craig D., M.D., Anesthesiologist in the Department of Anesthesiology; Locum Tenens Staff Status; Period of Appointment: July 1, 2003, through June 30, 2004; Privileged in Anesthesiology.

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:

Brayman, Kenneth L., M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Reappointment: September 1, 2003, through August 31, 2005; Privileged in Surgery.

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.

Gillenwater, Jay Y., M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Reappointment: July 1, 2003, through September 30, 2003; Privileged in Urology.

Kaltreider, Sara A., M.D., Ophthalmologist in the Department of Ophthalmology; Visiting Staff Status; Period of Reappointment: November 1, 2003, through June 30, 2004; Privileged in Ophthalmology.
Michalsky, Marc P., M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Surgery.

Miller, Mark D., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: August 1, 2003, through July 31, 2005; Privileged in Orthopedic Surgery.

Sipe, William H., M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2004; Privileged in Urology.

Ting, Paul H., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: October 20, 2003, through October 19, 2005; Privileged in Anesthesiology.

Wurth, Ronald J., M.D., Radiologist in the Department of Radiology; Instructor Staff Status; Period of Reappointment: July 1, 2003, through August 31, 2003; Privileged in Radiology.

4. STATUS CHANGES TO CLINICAL STAFF

RESOLVED that the recommendation of the Clinical Staff Executive Committee for the status change in clinical privileges for the following practitioner is approved:

Lee, Laura W., M.D., Physiatrist in the Department of Physical Medicine and Rehabilitation; Attending Staff Status; Date Change from May 25, 2003 to May 24, 2005.

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:

Barbee, Daniel G., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Effective date of Resignation: June 30, 2003.
Walton, Nancy E., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Effective date of Resignation: June 2, 2003.

The Medical Center Operating Board on September 11, 2003

CREDENTIAALING AND RECREDENTIAALING ACTIONS

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:

Al-Osaimi, Abdullah, M.B.B.S., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 5, 2003, through June 30, 2004; Privileged in Internal Medicine.

Burns, James A., M.D., Otolaryngologist in the Department of Otolaryngology – Head and Neck Surgery; Attending Staff Status; Period of Appointment: July 11, 2003, through June 24, 2004; Privileged in Otolaryngology – Head and Neck Surgery.

Cavaliere, Robert, M.D., Neurologist in the Department of Neurology; Instructor Staff Status; Period of Appointment: July 18, 2003, through June 30, 2004; Privileged in Neurology.

Chai, Seungjean, M.D., Physician in the Department of Internal Medicine; Instructor Staff Status; Period of Appointment: August 1, 2003, through July 31, 2004; Privileged in Internal Medicine.

Erwin, Elizabeth A., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: July 31, 2003, through June 30, 2004; Privileged in Internal Medicine.
Han, Joseph, M.D., Otolaryngologist in the Department of Otolaryngology – Head and Neck Surgery; Attending Staff Status; Period of Appointment: July 17, 2003, through July 13, 2004; Privileged in Otolaryngology – Head and Neck Surgery.

Landes, Daniel A., M.D., Otolaryngologist in the Department of Otolaryngology – Head and Neck Surgery; Attending Staff Status; Period of Appointment: August 5, 2003, through July 31, 2004; Privileged in Otolaryngology – Head and Neck Surgery.

Nieburg, Dinah H., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Appointment: July 29, 2003, through July 24, 2004; Privileged in Psychology.

Sargent, Jennifer E., M.D., Physician in Regional Primary Care; Attending Staff Status; Period of Appointment: August 1, 2003, through July 31, 2004; Privileged in Internal Medicine.

Shaffrey, Christopher I., M.D., Neurosurgeon in the Department of Neurosurgery; Attending Staff Status; Period of Appointment: July 16, 2003, through May 31, 2004; Privileged in Neurosurgery.

Shenker, Joel I., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: July 18, 2003, through June 30, 2004; Privileged in Neurology.

Tall, Michael A., M.D., Radiologist in the Department of Radiology; Instructor Staff Status; Period of Appointment: July 11, 2003, through June 30, 2004; Privileged in Radiology.

2. 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:
Arthur, Rodney S., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: December 12, 2003, through December 11, 2005; Privileged in Internal Medicine.

Baum, Lora D., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2004; Privileged in Psychology.

Bender, Scott D., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: November 15, 2003, through November 14, 2005; Privileged in Psychology.

Bryant, Mary G., M.D., Physiatrist in the Department of Physical Medicine and Rehabilitation; Attending Staff Status; Period of Reappointment: December 1, 2003, through November 30, 2005; Privileged in Physical Medicine and Rehabilitation.

Burns, Ted M., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Neurology.

Darracott, Mixon M., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2004; Privileged in Obstetrics and Gynecology.

de Alarcon Pedro, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: December 23, 2003, through December 22, 2005; Privileged in Pediatrics.

Durieux, Marcel E., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: October 1, 2003, through August 24, 2005; Privileged in Anesthesiology.
Finnerty, James J., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: November 25, 2003, through November 24, 2004; Privileged in Obstetrics and Gynecology.

Freedman, William B., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2004; Privileged in Internal Medicine.

Freeman, Jason R., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Psychology.

Gaston, Susan M., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 25, 2003, through November 24, 2005; Privileged in Pediatrics.

Guise, Theresa A., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Internal Medicine.

Harper, Michael R., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Family Medicine.

Iudica, A. Christian, M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: November 15, 2003, through November 14, 2005; Privileged in Family Medicine.

Jarjour, Wael N., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: December 1, 2003, through November 30, 2005; Privileged in Internal Medicine.

Just, Joseph S., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through June 30, 2005; Privileged in Emergency Medicine.
Lim, David S., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Pediatrics.

Macik, B. Gail, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 15, 2003, through October 14, 2005; Privileged in Internal Medicine.

McGowan, John A., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: December 4, 2003, through December 3, 2005; Privileged in Internal Medicine.

McLaren, Nancy M. M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: December 13, 2003, through December 12, 2004; Privileged in Pediatrics.

McLaughlin, David P. M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2004; Privileged in Internal Medicine.

Oliver, Mohammed N., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Family Medicine.

Overby, Terry L., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: December 4, 2003, through December 3, 2005; Privileged in Internal Medicine.

Rogol, Alan D., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Pediatrics.

Ross, Maureen, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 6, 2003, through October 5, 2005; Privileged in Internal Medicine.
Saddler, Antoinette R., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: November 1, 2003, through October 31, 2005; Privileged in Internal Medicine.

Seto, Craig K., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: November 1, 2003, through October 31, 2005; Privileged in Family Medicine.

Simpson, Allan G., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2003, through September 30, 2005; Privileged in Internal Medicine.

Waligora, Andrew, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: December 4, 2003, through December 3, 2005; Privileged in Internal Medicine.

Whitehill, Richard, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: November 25, 2003, through November 24, 2004; Privileged in Orthopedic Surgery.

Wilder, Robert P., M.D., Physiatrist in the Department of Physical Medicine and Rehabilitation; Attending Staff Status; Period of Reappointment: November 16, 2003, through November 15, 2005; Privileged in Physical Medicine and Rehabilitation.

3. SECONDARY REAPPOINTMENT 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 is approved:

Macik, B. Gail, M.D., Physician in the Department of Pathology; Attending Staff Status; Period of Reappointment: October 15, 2003, through October 14, 2005; Privileged in Pathology.
4. **STATUS CHANGES TO CLINICAL STAFF**

RESOLVED that the recommendation of the Clinical Staff Executive Committee for the status change in clinical privileges for the following practitioners are approved:

- **Hammill, William W., M.D.**, Pediatrician in the Department of Pediatrics; Attending Staff Status; Date Change from October 2, 2004 to June 30, 2004.

- **McCartney, Christopher R., M.D.**, Physician in the Department of Internal Medicine; Attending Staff Status; Date Change from July 1, 2003 to June 30, 2005.

- **Preston, Mary B., M.D.**, Physician in the Department of Internal Medicine; Attending Staff Status; Date Change from August 31, 2005 to June 30, 2004.

- **Ranney, Anne M., M.D.**, Pediatrician in the Department of Pediatrics; Attending Staff Status; Date Change from September 30, 2003 to September 30, 2004.

- **Smyth, Katherine M., M.D.**, Pediatrician in the Department of Pediatrics; Attending Staff Status; Date Change from September 30, 2003 to September 30, 2004.

- **Spicuzza, Thomas J., M.D.**, Neurologist in the Department of Neurology; Attending Staff Status; Date Change from November 24, 2003 to November 24, 2004.

- **Sturgill, Benjamin C., M.D.**, Pathologist in the Department of Pathology; Attending Staff Status; Date Change from July 1, 2005 to June 30, 2004.

- **Tillack, Thomas W., M.D.**, Pathologist in the Department of Pathology; Attending Staff Status; Date Change from July 1, 2005 to June 30, 2004.

- **Young, Denise S., M.D.**, Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Date Change from September 30, 2003 to November 30, 2004.
5. **RESIGNATIONS FROM THE CLINICAL STAFF**

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

- **Blanco, John S., M.D.**, Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Effective date of Resignation: May 9, 2003.

- **McCue, Frank C., M.D.**, Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Privileges Expired: May 24, 2003.

- **Maedgen, Jennifer W., Ph.D.**, Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Effective date of Resignation: August 31, 2003.

- **Tabbara, Sana O., M.D.**, Physician in the Department of Pathology; Attending Staff Status; Effective date of Resignation: June 30, 2003.

- **Thurber, Charles, M.D.**, Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: August 1, 2003.

- **Vandenberg, Scott R., M.D.**, Physician in the Department of Pathology; Attending Staff Status; Effective date of Resignation: July 21, 2003.

- **Wurth, Ronald J., M.D.**, Radiologist in the Department of Radiology; Instructor Staff Status; Effective date of Resignation: July 31, 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:

- **Childress, Reba M., R.N., F.N.P.**, Family Nurse Practitioner in the Nephrology Clinic; Period of Privileging: July 17, 2003, through July 16, 2004; Privileged as a Family Nurse Practitioner.

Gonzalez, Jorge E., M.S., Audiologist in the Vestibular and Balance Center; Period of Privileging: June 23, 2003, through June 15, 2004; Privileged as an Audiologist.

Lockman, Carol, R.N., F.N.P., Family Nurse Practitioner on 6 Central/6 West; Period of Privileging: July 23, 2003, through July 22, 2004; Privileged as a Family Nurse Practitioner.

Milburn, Juliane L., R.N., F.N.P., Family Nurse Practitioner in the Family Medicine Clinic; Period of Privileging: June 10, 2003, through June 1, 2004; Privileged as a Family 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:


Coleman, Joanne K., R.N., F.N.P., Family Nurse Practitioner in the Department of Family Medicine; Period of Privileging: October 1, 2003, through September 30, 2004; Privileged as a Family Nurse Practitioner.

Edwards, Jennifer G., R.N., A.N.P., Adult Nurse Practitioner in the Department of Neurosurgery; Period of Privileging: October 18, 2003, through October 17, 2005; Privileged as an Adult Nurse Practitioner.
Finke, Karen B., P.A., Physician’s Assistant in the Department of Internal Medicine; Period of Privileging: December 13, 2003, through December 14, 2004; Privileged as a Physician’s Assistant.


Murray, Christine T., R.N., P.N.P., Pediatric Nurse Practitioner in the Pediatric Hematology/Oncology Clinic; Period of Privileging: November 1, 2003, through October 30, 2005; Privileged as a Pediatric Nurse Practitioner.

Neese, Patrice Y., R.N., A.N.P., Adult Nurse Practitioner in the Department of Surgery; Period of Privileging: October 1, 2003, through September 30, 2004; Privileged as an Adult Nurse Practitioner.


Shaw, Katherine D., R.N., A.C.N.P., Acute Care Nurse Practitioner on 6 West; Period of Privileging: October 22, 2003, through October 21, 2005; Privileged as an Acute Care Nurse Practitioner.

Sims, Terran W., R.N., A.C.N.P., Acute Care Nurse Practitioner in the Department of Hematology Oncology; Period of Privileging: November 11, 2003, through November 10, 2005; Privileged as an Acute Care Nurse Practitioner.

Skinner, John A., P.A., Physician’s Assistant in TCV Surgery; Period of Privileging: October 1, 2003, through September 29, 2004; Privileged as a Physician’s Assistant.

Sorensen, Pamela A., M.A.C.P., Licensed Professional Counselor in the Department of Psychiatric Medicine; Period of Privileging: November 25, 2003, through November 24, 2004; Privileged as a Licensed Professional Counselor.
Szabo, Thomas A., P.A., Physician’s Assistant in the Department of Neurosurgery; Period of Privileging: November 1, 2003, through October 31, 2005; Privileged as a Physician’s Assistant.

Vest, Steven M., O.D., Optometrist in the Department of Ophthalmology; Period of Privileging: October 3, 2003, through October 2, 2004; Privileged as an Optometrist.

8. STATUS CHANGES FOR ALLIED HEALTH PROFESSIONALS

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

Blair, Kenneth L., P.A., Physician’s Assistant in TVC Surgery; Privileged as a Physician’s Assistant; Date Change from June 30, 2005 to June 30, 2004.

Davis, Robert B., R.N., F.N.P., Family Nurse Practitioner in the Department of Neurology; Privileged as a Family Nurse Practitioner; Date Change from October 14, 2004 to July 13, 2004.

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:


Eshleman, Karin, R.N., P.N.P., Pediatric Nurse Practitioner in Pediatric Hematology/Oncology Clinic; Effective Date of Resignation: March 30, 2003.

Hughes, Tracy M., R.N., A.C.N.P., Acute Care Nurse Practitioner in the Department of Neurosurgery; Effective Date of Resignation: August 18, 2003.

Rainey, Joan, R.N., F.N.P., Family Nurse Practitioner in Infectious Diseases Clinic; Effective Date of Termination: July 25, 2003.

As a matter of record, the following is a listing of Board Committee meetings held between the July Retreat and the October Board meeting:

- Friday, August 29 - Educational Policy Committee
- Tuesday, September 2 - Buildings and Grounds Committee Telephonic Meeting
- Thursday and Friday, September 4-5 - UVIMCO Retreat
- Thursday, September 11 - Medical Center Operating Board
- Thursday, October 2 - Audit and Compliance Committee
- Thursday, October 2 - Special Committee on Diversity
- Thursday, October 2 - External Affairs Committee
- Thursday, October 2 - Buildings and Grounds Committee
- Thursday, October 2 - Student Affairs & Athletics Committee
- Thursday, October 2 - Wise College Committee
- Friday, October 3 - Finance Committee
- Saturday, October 4 - Special Committee on Governance

On motion, the meeting adjourned at 10:30 a.m.

Respectfully submitted,

Alexander G. Gilliam Jr.
Secretary

AGG:jb
These minutes have been posted to the University of Virginia's Board of Visitors website.
http://www.virginia.edu/bov/publicminutes.html
ADDENDUM TO THE OFFICIAL MINUTES OF THE MEETING OF
THE BOARD OF VISITORS OF THE UNIVERSITY OF VIRGINIA

Meeting Date: October 3-4, 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,

[Signature]
Alexander G. Gilliam, Jr.
Secretary
POLICY STATEMENT GOVERNING EXERCISE OF AUTONOMY IN OPERATING AND CAPITAL LEASES OF PROPERTY
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THE RECTOR AND VISITORS OF THE
UNIVERSITY OF VIRGINIA POLICY STATEMENT
GOVERNING EXERCISE OF AUTONOMY IN OPERATING AND
CAPITAL LEASES OF PROPERTY

I. Preamble

Chapters 995 and 933 of the 1996 Virginia Acts of Assembly (House Bill No. 884 and Senate Bill No. 389, respectively) provide that, subject to certain conditions established in subsection 2 of § 23-77.4 of the legislation, operating leases entered into by the University of Virginia on behalf of the University of Virginia Medical Center shall be exempt from § 2.2-1149 of the Code of Virginia and from any rules, regulations and guidelines of the Commonwealth's Division of Engineering and Buildings in relation to leases of real property from others. Contracts entered into by the University on behalf of the Medical Center are also exempted from §§ 2.2-1155 and 23-4.1 of the Code of Virginia in relation to leases of Medical Center real or personal property to others. Exercise of this autonomy in entering into operating leases is to be in compliance with policies, procedures and guidelines adopted by the Board of Visitors which are to direct that competition be sought to the maximum practical degree, that all costs of occupancy are to be considered, and that the use of the space to be leased is necessary and is efficiently planned. Subsection C of § 4-5.08 of the 1996-98 Appropriation Act delegates to the University as a whole the authority granted the Governor and the Commonwealth's Department of General Services ("DGS") in § 2.2-1149 of the Code of Virginia regarding operating leases for the University other than the Medical Center. This latter delegation supplants the supervisory role of DGS which is established pursuant to § 2.2-1149, the provisions of which have been implemented by policies, procedures and guidelines promulgated by DGS pursuant to this section of the Code of Virginia. This authority has since been continued through 2002-04 by subsequent legislative action. This latter delegation of authority is subject to certain conditions, the foremost of which is that the Board of Visitors must develop and submit policies, procedures and guidelines governing operating leases by the University for approval by the Secretaries of Finance and Administration by September 1, 1996. More recently § 4-5.08 of the 2003 Appropriation Act extended the delegated authority approved in § 4-5.08 of the 1996 Appropriation Act to include 1) leases of University real or personal property to others and 2) capital leases to the University as a whole provided that such capital leases have been specifically authorized by the Governor.
or the General Assembly pursuant to the Appropriation Act and have been reviewed and approved by the Treasury Board.

The following provisions of this policy statement constitute the adopted Board of Visitors policies, procedures and guidelines required by the enabling legislation regarding operating and capital leases entered into by the University on behalf of the Medical Center or on behalf of any other part of the University.

II. Definitions

The following words and terms, when used in this policy statement, shall have the following meaning unless the context clearly indicates otherwise:

"Board of Visitors" means the Rector and Visitors of The University of Virginia.

"Enabling legislation" means Chapters 995 and 933 of the 1996 Virginia Acts of Assembly (House Bill No. 884 and Senate Bill No. 389, respectively), § 4-5.08 of the 1996-98 Appropriation Act, and § 4-5.08 of the 2003 Appropriation Act.

"Operating Lease" means a leasehold interest in real property, or improvements thereon, which is not a Capital Lease as the term "Capital Lease" is defined within Generally Accepted Accounting Principles pursuant to the pronouncements of the Financial Accounting Standards Board.

"University" means the University of Virginia, including the Medical Center unless otherwise expressly stated.

"University of Virginia Medical Center" or the "Medical Center" means that part of the University of Virginia Health Sciences Center consisting of the University of Virginia Hospital, referenced in the 1996-98 Appropriation Act as Agency 209, and related health care and health maintenance facilities.

III. Scope of Policy

This policy statement applies to operating leases of real property and to capital leases as defined in guidelines established by the Secretary of Finance and as defined in the Generally Accepted Accounting Principles ("GAAP") promulgated by the Financial Accounting Standards Board. This policy statement
applies University-wide; provided, however, for non-Medical Center leases, this policy statement is applicable only during the 2002-04 biennium unless extended or continued by subsequent act of the General Assembly.

IV. Requirements for Leases

A. Factors To Be Considered When Entering Into Leases

The decision to enter into a lease shall be based upon cost, demonstrated need, compliance with the policies, procedures and guidelines established in this policy statement, consideration of all costs of occupancy, and a determination that the use of the space to be leased actually is necessary and is efficiently planned. Leases shall also conform to the space planning procedures, if any, which may be adopted by the President or his designee to ensure that the plan for the space to be leased is consistent with the purpose for which the space is intended.

In addition, capital leases require specific authorization by the Governor or the General Assembly pursuant to the Appropriations Act and approval by the Treasury Board. The authorization and approval must be received prior to procurement of the lease.

B. Competition to Be Sought to Maximum Practicable Degree

Competition shall be sought to the maximum practicable degree when the University seeks to lease real property from another party. The President or his designee is authorized to ensure that leases by the University are procured through competition to the maximum degree practicable and to determine when, under guidelines that may be developed and adopted by the President or his designee, it is impractical to procure leases through competition.

C. Procurement of Leases

Except where competition is deemed impractical pursuant to Sections IV(B) and IV(F) of this policy statement: (i) leases entered into by the University on behalf of the Medical Center shall be procured as provided in the University of Virginia Medical Center Procurement Guidelines, 8 VAC 85-10-10 et. seq., and (ii) leases entered into by the University for non-Medical Center purposes shall be procured in a manner which complies
with the provisions of the Virginia Public Procurement Act, § 11-35 et seq. of the Code of Virginia.

D. Approval of Form of Lease Required

1. The form of leases entered into by the University on behalf of the Medical Center shall be approved by a representative of the Attorney General's office.
2. The form of leases entered into by the University for non-Medical Center leases shall be approved by a representative of the Attorney General's office.

E. Execution of Leases

All operating leases entered into by the University and all leases entered into pursuant to Section IV(F) shall be executed by the person or persons designated by the President or his designee.

F. University as Lessor

When University property is leased by the University to another party, the following guidelines shall apply:

1. Such leases shall be for a purpose consistent with the mission of the University.
2. The President or his designee shall determine, on a case-by-case basis or through the issuance of general guidelines, when such leases shall be procured through competition and when the procurement of such leases through competition is impractical or not warranted; and
3. Both real and personal property of the University may be leased to another party.

G. Compliance with Other Provisions of Law

The enabling legislation requires that all leases entered into by the University on behalf of the Medical Center shall meet all requirements of law except those from which such leases have been exempted. The University is exempt from any rules, regulations and guidelines of the Division of Engineering and Buildings in relation to leases of real property which it enters into on behalf of the Medical Center. The provisions of § 10.1-1188 of the Code of Virginia governing Environmental Impact Reviews remain applicable to all University leases which otherwise trigger the requirements of that section. In addition, § 11-72 through 11-80 of the Virginia Public Procurement Act (Ethics in Public Contracting), the State and
Local Government Conflict of Interests Act, § 2.2-3100 et seq., and the Virginia Governmental Frauds Act, 18.2-498.1 et. seq. of the Code of Virginia, continue to apply to all leases.

It therefore shall be the policy of the University that leases governed by these guidelines shall be entered into so as to comply with the requirements of the Code of Virginia and the Appropriation Act and other provisions of law applicable to leases, including those enacted in the future, except to the extent the Code of Virginia or the Appropriation Act exempt such leases from such requirements.

H. Certification of Occupancy

All property leased by the University pursuant to these guidelines shall be certified for occupancy by the building official of the appropriate public body.

I. Copies of Leases and Amendments Forwarded to Department of General Services

Upon entering leases, and upon any subsequent amendment of such leases, the University shall provide copies of all lease documents and any attachments thereto to the Department of General Services.

J. Implementation of Board of Visitors Policies, Procedures and Guidelines

The President or his designee is authorized to take such measures as are reasonable and necessary to implement the provisions of these policies, procedures and guidelines and to ensure compliance therewith.