

RESOLUTIONS ADOPTED BY THE BOARD OF VISITORS

OCTOBER 1-2, 2004

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TENTATIVE MINUTES
SUBJECT TO THE
APPROVAL OF THE
BOARD OF VISITORS

October 1-2, 2004

The Board of Visitors of the University of Virginia met, in Open Session, in the East Oval Room of the Rotunda at 11:35 a.m., Friday, October 1, 2004; Gordon F. Rainey, Jr., Rector, presided. Thomas F. Farrell, II, William G. Crutchfield, Jr., Ms. Susan Y. Dorsey, G. Slaughter Fitz-Hugh, Jr., W. Heywood Fralin, Ms. Glynn D. Key, Mark J. Kington, Lewis F. Payne, Don R. Pippin, Terence P. Ross, E. Darracott Vaughan, Jr., M.D., Ms. Georgia M. Willis, John O. Wynne, and James W. Head were present.

Present as well were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Gene D. Block, Robert E. Reynolds, M.D., Ms. Yoke San L. Reynolds, Robert D. Sweeney, Craig K. Littlepage, James Booz, and Ms. Jeanne Flippo Bailes.

The Rector called the meeting to order and asked Ms. Willis to lead the Board in the Pledge of Allegiance.

APPROVAL OF THE MINUTES OF THE JUNE AND JULY MEETINGS OF THE BOARD

On motion, the Minutes of the June 11-12, and July 30-31 meetings of the Board of Visitors were approved.

DEATH OF PRESIDENT HEREFORD

The Rector noted the death of Frank L. Hereford, Jr., fifth President of the University, on September 21st. His funeral took place on September 27th and the Rector announced that there will be a University memorial service in Cabell Hall on November 20th.

APPROVAL TO CONSIDER ADDENDA TO THE AGENDA

Following the rules set down in the Board Manual that the Board must vote on addenda to the meeting Agenda proposed since the publication of the Agenda, the Rector asked the Board to vote on whether or not to consider these items.

The Board voted unanimously to consider the addenda.

ATLANTIC COAST CONFERENCE CERTIFICATION

Each year, the Atlantic Coast Conference directs the presiding officers of the governing boards of each of its member institutions to certify that the administration of the institution's athletic program has been delegated to the Chief Executive Officer of that institution. The Rector read the required statement to the Board and said he would sign and forward it to the ACC.

NCAA COMPLIANCE TRAINING

The Rector reminded the Board that once a year, the Compliance Officer in the Athletics Department conducts a brief NCAA compliance training session for Members of the Board. Mr. Booz, the Associate Athletic Director for Compliance, conducted the session, the principal aim of which was to inform Members of the strict NCAA rules governing the recruitment of athletes and what role members of governing boards may play in the process.

SUMMER ORIENTATION

The Rector thanked Members who participated in the Summer Orientation sessions for incoming students in July, and he commended Ms. Tabitha Enoch, the Director of Orientation, for the work she did in organizing the sessions. He noted that Summer Orientation, a fairly recent innovation at the University, has gotten better each summer in recent years and that Ms. Enoch's infectious enthusiasm and her good work has been the reason for this.

PRESIDENT'S REPORT

The Rector then asked the President to give his customary report.

The President noted that Mr. Robert Harris, Dean of the Darden School, has announced that he will step down as Dean in June; a search committee for a new Dean has been organized under the chairmanship of the Provost.

The University Press has issued its first electronic imprint, *The Dolley Madison Digital Edition*, which is an edited collection of letters. It is being supported by the Mellon Foundation, with matching funds from private unrestricted gifts.

The President reported that he and Mr. Sandridge have held two open meetings for faculty, staff, and students to discuss the Charter legislation. More such meetings will be held over the course of the semester. He then commented on the legislation and various groups who support and oppose it, as well as other legislation affecting the University that might come before the General Assembly at this Session.

The President discussed a recent racial incident in which a fourth year student, a resident of the Lawn, found a racial epithet written on her car. He described the University's response to the incident and how matters of this sort should and will be handled in the future. He emphasized that intolerance has no place in the University and that if incidents of this sort occur again, the University will respond quickly and firmly.

GIFTS AND GRANTS REPORT

The President noted first that private giving to the University and its related foundations for Fiscal Year 2004, that is the year that ended on June 30, 2004, amounted to \$174.9 million. If the distribution last year from the estate of David Harrison is excluded, the base rate of fund raising has increased by 13% over the last fiscal year.

Turning to figures for the first two months of the current fiscal year, that is, July 1-August 31, he reported that private giving is \$18.5 million, which is a decrease of \$2.4 million or 12% from the same period last year. Nonetheless, the College, the University Library and The University of Virginia's College at Wise report substantial increases in giving.

Among significant gifts received since the June Board meeting are a bequest of \$2.32 million to the College from the Estate of Mrs. Frances M. Burger - the gift benefits the Alfred and Frances Burger Endowed Fellowship Fund for Chemistry. The Pew Charitable Trust has made a \$1.5 million grant to the College for the Center on Religion and Democracy. There is a bequest of \$1 million for the John C. Buchanan Professorship in Internal Medicine from the Estate of Jean Lui Phipps. A \$1 million bequest from the Estate of Paul F. Dishner, M.D. is to be split between The University of Virginia's College at Wise and the School of Continuing and Professional Studies center at Abingdon.

Among significant new pledges in the same period is a \$10 million pledge from Mrs. Ann Lee Saunders Brown, to be split between the School of Engineering and the University Library - the

President reminded the Board that Mrs. Brown would be their guest at lunch later in the day. Microsoft Corporation has made a \$3million pledge to the Darden School Foundation for a joint program between the Darden School and the Curry School of Education for the Virginia School Turnaround Specialist Program. The Horace W. Goldsmith Foundation has pledged \$1.5million for the endowment held by the Law School Foundation. Bristol-Myers Squibb Medical Imaging, Inc. has made a pledge of \$1million to the School of Medicine for the George A. Beller, M.D./Bristol-Myers Squibb Medical Imaging, Inc., Professorship in Cardiovascular Medicine. The John H. Birdsall Revocable Trust has pledged \$1million to The College Foundation for unrestricted use.

The final pledge the President reported came from Mr. Daniel Maxwell Meyers of Boston who announced last week that he intended to double his pledge to the Curry School, bringing his total pledge to \$22million; this is thought to be the second largest gift ever made to an American school of education.

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PROFESSORSHIPS AND NAMINGS

The Board recessed at 12:30 p.m., for its lunch in honor of Mrs. Brown; it resumed at 2:00 p.m., in the Dome Room of the Rotunda and adopted the following resolutions:

ESTABLISHMENT OF THE VINCENT AND ELEANOR SHEA
PROFESSORSHIP IN ARCHITECTURE

WHEREAS, the late Vincent and Eleanor Gray Shea were pillars of the University community and generous and quiet benefactors of this institution; and

WHEREAS, Mrs. Shea, who predeceased Mr. Shea, set up a trust with funds to endow a professorship in the School of Architecture; and

WHEREAS, these funds have now become available;

RESOLVED, The Board of Visitors establishes the Vincent and Eleanor Shea Professorship in Architecture, to be held in the School of Architecture, and in so doing honors the memory of two generous benefactors who were exemplary citizens of the University of Virginia in every meaning of citizenship.

ESTABLISHMENT OF THE CHARLES E. HORTON PROFESSORSHIP
IN INTERNATIONAL PLASTIC SURGERY

WHEREAS, Charles E. Horton of Suffolk took the M.D. from the School of Medicine in 1947; and

WHEREAS, Dr. Horton began the practice of plastic surgery in Norfolk in 1955 and became a leader in his field; and

WHEREAS, Dr. Horton, as director of graduate medical education at the Eastern Virginia Medical School in Norfolk, established a most distinguished residency program in plastic surgery; and

WHEREAS, Dr. Horton, in 1984, founded Physicians for Peace, a non-profit organization that sends volunteer teams of healthcare providers to some of the most destitute places on earth; and

WHEREAS, a professorship is proposed in the School of Medicine to honor Dr. Horton and his work and to encourage others to follow his example;

RESOLVED, the Board of Visitors establishes the Charles E. Horton Professorship in International Plastic Surgery, to be held in the Department of Plastic Surgery at the School of Medicine, thanks the many generous donors who have made the chair possible, and salutes Dr. Horton as an outstanding practitioner of compassionate medicine.

NAMING OF THE CHARLES L. BROWN DEPARTMENT OF ELECTRICAL
AND COMPUTER ENGINEERING

WHEREAS, Charles L. Brown, a native of Richmond, was an alumnus of the School of Engineering; and

WHEREAS, Mr. Brown gave devoted service to the University as a Member of the Board of Visitors and as Vice Chairman of the Campaign Executive Committee in the last capital campaign, and in many other ways; and

WHEREAS, Mr. Brown died on November 12, 2003, in Richmond; and

WHEREAS, Ann Lee Saunders Brown, widow of Mr. Brown, has made a substantial gift to the School of Engineering in Mr. Brown's memory;

RESOLVED, the Board of Visitors names the Department of Electrical and Computer Engineering in the School of Engineering, the Charles L. Brown Department of Electrical and

Computer Engineering, thanks Mrs. Brown for her generous gift and remembers, with gratitude, Mr. Brown's leadership and devotion to the University of Virginia.

NAMING OF THE CHARLES L. BROWN SCIENCE AND ENGINEERING LIBRARY

WHEREAS, Charles L. Brown, a native of Richmond and a devoted alumnus of the School of Engineering, served the University of Virginia in many ways; and

WHEREAS, Mr. Brown was a Member of the Board of Visitors and Vice Chairman of the Campaign Executive Committee in the last capital campaign; and

WHEREAS, Mr. Brown died in Richmond on November 12, 2003; and

WHEREAS, Ann Lee Saunders Brown, Mr. Brown's widow, has made a substantial gift to benefit the Science and Engineering Library in Clark Hall;

RESOLVED, the Board of Visitors, in gratitude for Mrs. Brown's generosity and in grateful memory of Mr. Brown, names the Science and Engineering Library the Charles L. Brown Science and Engineering Library.

In addition, the Board heard reports on two namings, neither of which required action on its part:

THE ERIC GOODWIN PASSAGE

The Eric Goodwin Passage is a construction adjacent to the North Terrace of Campbell Hall. It is a memorial to Eric Goodwin, a member of the Class of 2002 in the School of Architecture who died during his last year in the School. It was designed by Peter Waldman, Professor of Architecture, and his students, in collaboration with other faculty members.

THE UNIVERSITY OF VIRGINIA CHILDREN'S HOSPITAL

At its meeting on September 2nd (see the Minutes of the meeting of the Medical Center Operating Board, September 2, 2004), the Medical Center Operating Board, by resolution, endorsed the recommendation of the Medical Center Administration that the

University of Virginia Children's Medical Center be renamed the University of Virginia Children's Hospital.

The Board recessed at 2:25 p.m.

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COMMITTEE REPORTS

The Board resumed meeting as the full Board, in Open Session, at 2:50 p.m., in the East Oval Room of the Rotunda. All Members present at the earlier sessions were there, with the addition of Mr. Thompson.

Reports on earlier committee meetings were heard from the Chairs of the Educational Policy Committee, the Finance Committee, the Medical Center Operating Board, and the Student Affairs and Athletics Committee: summaries of actions taken by these committees may be found in the respective Minutes of those meetings. In addition, Mr. Wynne, during the report of the Chair of the Finance Committee, reported briefly on the search for a President of the University of Virginia Investment Management Company (UVIMCO), and Dr. Garson reported on the progress of several important searches in the School of Medicine.

WTJU ANNUAL REPORT

Mr. Farrell, reporting as the Chair of the Student Affairs and Athletics Committee, introduced a business item that had come to the Committee for approval subsequent to its meeting on September 10th: the customary consideration of the Annual Report of WTJU. The Rector and Visitors hold the license for WTJU and thus must approve the Annual Report of this radio station.

On motion, the Annual Report was approved (see below for the text of this resolution).

APPROVAL OF WTJU'S 2003-04 ANNUAL REPORT

RESOLVED that WTJU's 2003-04 Annual Report be approved, as recommended by the President and the Vice President for Student Affairs.

EXECUTIVE SESSION

After adopting the following motions, the Board went into Executive Session at 3:25 p.m.

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 consult with General Counsel with regard to his privileged report to the Board on pending and anticipated litigation affecting the University; and on applicable law with respect to specific personnel actions, as provided for in Section 2.2-3711 (A)(1) and (7) of the Code of Virginia.

That the Board of Visitors go into Executive Session to consult with legal counsel and to discuss and evaluate specific gift terms and fund-raising activities including a proposed gift memorial, as provided for in Section 2.2-3711 (A) (4),(7), and (8) of the Code of Virginia.

At 5:25 p.m., the Board adopted a resolution certifying that its actions in Executive Session had been conducted in accord with the provisions of the Virginia Freedom of Information Act.

The Board then recessed for the evening.

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POLICY DISCUSSION

The Board resumed meeting, as the full Board, in Open Session at 9:55 a.m., Saturday, October 2, 2004, in the East Oval Room of the Rotunda. All Members who were at the previous day's meeting were present, save Messrs. Crutchfield and Ross.

The policy discussion was led by Mr. David Neuman, Architect for the University; the set topic was "Physical Planning and its Relationship to the Mission of the University." The discussion concluded with a resolution by the Board, "Approval of Policy for

Involvement of the Board of Visitors in the Capital Planning Process." (The text of this resolution may be found below.)

APPROVAL OF POLICY FOR INVOLVEMENT OF THE BOARD OF VISITORS IN THE CAPITAL PLANNING PROCESS

WHEREAS, the Board of Visitors approved the "Procedure for Involvement by the Buildings and Grounds Committee in Design Review of Capital Projects" on February 5, 2004 and the "Procedure for the Selection of Architects and Engineers" on May 13, 1993; and

WHEREAS, these procedures define the role of the Buildings and Grounds Committee in the capital planning process; and

WHEREAS, the Board reviewed recommendations to improve the capital planning process on April 17, 2004 as a part of the University's renewed effort to plan more fully and comprehensively; and

WHEREAS, these recommendations improve existing physical planning polices and procedures to ensure that physical planning works in close harmony with academic and financial planning to develop workable strategic plans that accomplish institutional goals within the allotted time and budget; and

WHEREAS, these recommendations are more comprehensive than the approved procedures;

RESOLVED that the "Procedure for Involvement by the Buildings and Grounds Committee in Design Review of Capital Projects," dated February 5, 2004, and the "Procedure for the Selection of Architects and Engineers," dated May 13, 1993, are rescinded; and

RESOLVED FURTHER that the "Policy for Involvement of the Board of Visitors in the Capital Planning Process," be adopted as follows:

POLICY FOR INVOLVEMENT OF THE BOARD OF VISITORS IN THE CAPITAL PLANNING PROCESS

1. Capital Plan: The Board of Visitors shall approve Six-Year Capital Outlay Plans and individual capital projects outside of the Six-Year Capital Outlay Plans, upon the recommendation of the Buildings and Grounds Committee. Approval shall include 1) endorsement of the programmatic concept and justification for each capital project, and 2) financial feasibility of proposed funding plans for construction and operating costs. To facilitate these

approvals, the Buildings and Grounds Committee shall seek the advice and consent of the appropriate committees of the Board on the Six-Year Capital Outlay Plans. For programmatic endorsements, advice and consent shall be sought from the chair or the chair's designee of the Educational Policy Committee (academic projects), Medical Center Operating Board (hospital/clinical projects), Student Affairs and Athletics Committee (student activities and athletic/intramural projects) and the Committee on the College at Wise. For endorsement of the funding plans, advice and consent shall be sought from the chair or the chair's designee of the Finance and External Affairs Committees. Infrastructure plans shall be reviewed by the Buildings and Grounds Committee.

2. Development Review of Capital Projects:

a. The Buildings and Grounds Committee shall meet as required with the Architect for the University to review, at the Committee's discretion, all major building projects currently underway, at the following stages: 1) Concept, Site, and Design Guidelines, and 2) Schematic Design.

b. A quorum of the Buildings and Grounds Committee will have the authority to grant approval to projects at either stage with the understanding that particular projects identified by the Chair as especially important will be brought to the Committee for its review and approval at a regular meeting of the Board of Visitors.

c. The Buildings and Grounds Committee will report all of its actions to the Board of Visitors at its next regular meeting.

d. If a schematic design does not receive approval from the Buildings and Grounds Committee, it will be referred back to the Architect for the University for further development of the design concept.

e. The Buildings and Grounds Committee oversight includes "Contract Review," which informs the committee of the selected builder, the anticipated schedule to occupancy, and the project budget. If as a result of bidding, a project's budget must be increased by more than 10 percent, approval by the Buildings and Grounds Committee and the Finance Committee, or their respective chairs, will be required before the contract is awarded. If to stay within its budget, a project's scope must be reduced by more than 10 percent, approval by the Buildings and Grounds Committee, or the committee chair, will be required before the contract is awarded.

3. Funding Requirement for Project Initiation: To ensure that complete funding for construction projects is available when needed,

the start of construction for projects with private funding components may begin only when 100 percent of the required cash and written enforceable pledges on a present-value basis are in hand and 100 percent of the cash is projected to be in hand prior to the completion of construction. If the enforceable pledges will not be in hand prior to the completion of construction, the project may be allowed to proceed into construction if the project proponent can demonstrate that it has the funding to cover short-term financing costs. Any exception to this policy shall be approved by the Executive Vice President and Chief Operating Officer with the concurrence of the Chair of the Finance Committee.

If during the design of a project, fund raising lags behind projections, the Administration may halt the design process until sufficient funds have been raised, or may set specific fund raising target dates that must be met before a project proceeds to the next stage of project development.

4. Selection of Architects and Engineers:

a. The Architect for the University shall be responsible to the Executive Vice President and Chief Operating Officer for the management of the selection process and recommendation for contract approval of all consultant architects, planners, and landscape architects. This delegation includes contracts for all new buildings, additions to existing buildings, exterior modification of existing buildings, historic preservation/conservation projects, major landscape projects, and site furnishing projects of \$5 million or less. The Buildings and Grounds Committee shall approve the selection of architects, planners, and landscape architects for all projects in excess of \$5 million.

b. The Vice President for Management and Budget shall be responsible to the Executive Vice President and Chief Operating Officer for the management of the selection process and recommendation for contract approval of all engineers. This delegation includes contracts for the design of specific engineering and related infrastructure projects of \$5 million or less. The Building and Grounds Committee shall approve the selection of engineers for all projects in excess of \$5 million.

5. University Land Use and Grounds Plans:

The Architect for the University shall provide an annual status report on the University's Overall Land Use and Grounds Plans to the Buildings and Grounds Committee for review and approval of any proposed major modifications to the currently approved plans.

6. Establishment of Funding for Operations of New Capital Facilities:

Capital projects undertaken by the University involve not only the initial investment to construct a facility or renovate an existing structure, but also the funding of ongoing operating costs. The plan for funding operating costs shall be confirmed before a commitment is made to undertake a new capital project.

APPENDIX A

Buildings and Grounds Committee - February 5, 2004

PROCEDURE FOR INVOLVEMENT BY THE BUILDINGS AND GROUNDS COMMITTEE IN DESIGN REVIEW OF CAPITAL PROJECTS

1. The Buildings and Grounds Committee shall meet as required with the Architect for the University to review, at the Committee's discretion, any or all of the building projects currently underway, at the two design stages designated by the Committee: Architectural Design Guidelines and Schematic Design.
2. A quorum of the Buildings and Grounds Committee will have the authority to grant approval to projects at any design review stage with the understanding that projects identified by the Chair as being major and/or particularly sensitive will be brought to the Committee for its review and approval during a regular meeting of the Board of Visitors.
3. The Buildings and Grounds Committee will report all of its actions to the Board of Visitors at its next regular meeting; and the Buildings and Grounds Committee may instruct the Chair that it desires to review particular projects only at regular meetings of the Board.
4. Projects failing to win approval at any design review stage from the Buildings and Grounds Committee will be referred back to the Architect for the University for further development.

APPENDIX B

Buildings and Grounds Committee -

May 13, 1993

PROCEDURE FOR THE SELECTION OF ARCHITECTS AND ENGINEERS

- 1. Selection of architects and engineers for Capital Outlay projects shall be submitted for the approval of the Board for all projects meeting the following criteria:
 - a. Any commission or contract for the design of new facilities, additions to existing facilities, or renovations affecting the exterior appearance of existing facilities, regardless of total project cost.
 - b. Any commission or contract for the design of improvements or renovations at a total project cost of \$500,000 or more.
 - c. Any commission or contract to an out-of-state firm for either preplanning studies or design services.

- 2. Selection of architects and engineers for Capital Outlay projects may be approved by the University administration (with prior notification to the Chairman of the Buildings and Grounds Committee) and the Board advised, for projects as follows:
 - a. All preplanning studies not involving out-of-state firms.
 - b. Any commission or contract for the design of improvements or renovations at a total project cost of less than \$500,000, not involving out-of-state firms.

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The policy discussion ended at 10:20 a.m.

CONFLICT OF INTEREST TRAINING

The Board then participated in a required session on the Virginia Public Procurement Act and the State and Local Government Conflict of Interests Act. All Members were present,

save Messrs. Crutchfield, Ross and Saunders, who will receive the training at a later date. The session was conducted by Mr. Richard Kast, Associate General Counsel. At the end of the session, Members signed a certification of training form which, according to Virginia law, will be retained for public inspection for five years.

The session ended at 11:00 a.m.

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FINAL SESSION

The final session of the Board meeting began at 11:00 a.m. The Board approved the following resolutions, previously approved by Board committees:

APPROVAL OF TUITION RATES FOR 2005 JANUARY TERM
(from the Finance Committee)

RESOLVED that the tuition applicable to the 2005 January Term is approved as shown below:

	<u>Virginian</u>	<u>Non-Virginian</u>
Undergraduate Per Credit Hour	\$170	\$740
Graduate Per Credit Hour	\$215	\$660

APPROVAL OF THE TRANSFER OF REAL PROPERTY FROM THE UNIVERSITY OF VIRGINIA FOUNDATION TO THE UNIVERSITY OF VIRGINIA RECTOR AND VISITORS IN SUPPORT OF THE NORTH GROUNDS CONNECTOR
(from the Finance Committee)

WHEREAS, the construction of, and right-of-way for, the North Grounds Connector will encroach on the northeast corner of the University of Virginia Foundation's Montesano property; and

WHEREAS, the Virginia Department of Transportation has determined that to maintain the road as a part of the Commonwealth's Route 302 System, the road right-of-way must fall entirely on state property; and

WHEREAS, the North Grounds Connector is needed to improve access to North Grounds facilities, and the University's costs associated with the transfer will be limited to closing costs, and will be nominal;

RESOLVED that the gift of the aforesaid property consisting of approximately 4,908 square feet, and located at the northeast corner of the Montesano property, from the University of Virginia Foundation is approved pending appropriate action by the University of Virginia Foundation Board of Directors; and

RESOLVED FURTHER that the Executive Vice President and Chief Operating Officer of the University of Virginia is authorized to execute any and all contracts and other documents pertaining to the transfer of the aforesaid property as he may deem necessary or appropriate.

APPROVAL OF THE BOARD OF VISITORS REPRESENTATIVES
TO THE GOVERNING BOARDS OF UNIVERSITY-RELATED
FOUNDATIONS

(from the External Affairs Committee)

RESOLVED that the following persons are ratified or confirmed as representatives of the Board of Visitors to the governing boards of the following University-Related Foundations:

<u>Foundation</u>	<u>Board of Visitors Representative</u>	<u>Term Ending</u>
Alumni Association of the University of Virginia	Glynn D. Key	05/30/08*
Alumni Board of Trustees of the University of Virginia Endowment Fund	Robert V. Hatcher, Jr.	12/31/04
The College Foundation of the University of Virginia	Timothy B. Robertson	12/31/04
The University of Virginia's College at Wise Alumni Association and Wise Foundation	Don R. Pippin	06/30/07
Curry School of Education	Thomas A. Saunders, III	06/30/06
Darden School Foundation	Lemuel E. Lewis	12/31/04
Foundation of the State Arboretum at Blandy Experimental Farm	Rebecca D. Kneedler	12/31/04

* Denotes ratification required by the Board of Visitors

<u>Foundation</u>	<u>Board of Visitors Representative</u>	<u>Term Ending</u>
Healthcare Partners, Inc.	E. Darracott Vaughan, Jr., M.D.	06/30/06
University of Virginia Health Services Foundation	Vacant	Vacant
Law School Alumni Association and Law School Foundation, University of Virginia	Gordon F. Rainey, Jr.	12/31/04
McIntire School of Commerce Foundation	Georgia M. Willis	06/30/07
Medical School Alumni Association and Medical School Foundation, University of Virginia	Charles M. Caravati, Jr., M.D.	12/31/04
Miller Center Foundation	Gordon F. Rainey, Jr.	06/30/07
Patent Foundation, University of Virginia	Terence P. Ross	06/30/07
School of Architecture Foundation	Susan Y. Dorsey	06/30/07*
University of Virginia Foundation and Subsidiaries	W. Heywood Fralin	06/30/08*
University of Virginia Health Foundation	E. Darracott Vaughan, Jr., M.D.	06/30/07
University of Virginia Investment Management Corporation	John O. Wynne	06/30/08*
Virginia Engineering Foundation	James E. Ryan, Jr.	12/31/04
Virginia Urologic Foundation	William D. Steers, M.D.	12/31/04
Virginia Athletic Foundation	Craig K. Littlepage	12/31/05
Virginia Tax Foundation, Inc.	Joseph E. Gibson	12/31/04

* Denotes ratification required by the Board of Visitors

APPROVAL OF THE 2005 AMENDMENTS TO THE 2004-2006
BIENNIAL BUDGET FOR THE ACADEMIC DIVISION, THE MEDICAL
CENTER, AND THE UNIVERSITY OF VIRGINIA'S COLLEGE AT
WISE

(from the Finance Committee)

WHEREAS, the instructions for submitting budget amendments to the Governor have not yet been issued; and

WHEREAS, the expected 2005 operating and capital budget amendments have been carefully reviewed; and

WHEREAS, the expected budget amendments represent the highest priority initiatives and are aligned with the mission of the institution;

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

RESOLVED FURTHER that the Executive Vice President and Chief Operating Officer is authorized to transmit the final biennial budget amendments 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 revised 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 THE FIRST-YEAR STUDENT RESIDENT REQUIREMENT
AT THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE
(from the Committee on The University of Virginia's College at
Wise)

WHEREAS, The University of Virginia's College at Wise continues to strive to achieve enrollment growth and to enhance its standing as a first-rate liberal arts college; and

WHEREAS, the residential experience plays a critical role in the educational process of the College's students; and

WHEREAS, students who are given the opportunity of residential living benefit through campus involvement, which ultimately enhances the quality of their residential experience, and has a positive impact on retention;

RESOLVED that effective Fall 2006, first-year students will be required to reside in on-campus residential facilities. Students may be exempted from this requirement provided that they fall outside the guidelines of the on-campus housing requirement.

APPROVAL OF A PERMANENT EASEMENT FOR THE UNIVERSITY
OF VIRGINIA ON 11TH STREET S.W., IN THE CITY OF
CHARLOTTESVILLE

(from the Buildings and Grounds Committee)

RESOLVED that the request for an easement, dated October 1, 2004, from the City of Charlottesville for two pneumatic tubes on 11th Street S.W., is authorized; and

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

APPROVAL OF A PERMANENT EASEMENT FOR THE UNIVERSITY
OF VIRGINIA ACROSS PROPERTY OWNED BY THE UNIVERSITY
OF VIRGINIA FOUNDATION

(from the Buildings and Grounds Committee)

RESOLVED that the request for an easement, dated October 1, 2004, from the University of Virginia Foundation for two pneumatic tubes to the Core Laboratory building across the Foundation's property located at the southeast corner of the West Main Street and 11th Street S.W., intersection is authorized; and

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

APPROVAL OF BUDGET INCREASE FOR THE WISE RESIDENCE HALL AT THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE
(from the Buildings and Grounds Committee)

RESOLVED that the increase in the budget from \$6.4 million to \$7.185 million for the construction of the residence hall at the College at Wise is approved.

APPROVAL OF THE AUDIT CHARTER
(from the Audit and Compliance Committee)

RESOLVED that the Audit Charter is approved as recommended by the Audit and Compliance Committee. (See Attachment C)

APPROVAL OF THE CODE OF ETHICS
(from the Audit and Compliance Committee)

RESOLVED that the Code of Ethics is approved as recommended by the Audit and Compliance Committee. (See Attachment C)

COMMEMORATION OF THE 50TH ANNIVERSARY OF CLINCH VALLEY COLLEGE, NOW THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE
(from the Committee on The University of Virginia's College at Wise)

WHEREAS, Clinch Valley College, now The University of Virginia's College at Wise, was founded in 1954 and began classes on September 20th of that year with 109 full-time and 116 part-time students; and

WHEREAS, the College was established through the efforts of the "Three Wise Men" of Wise County and President Darden of the University of Virginia and thus from its founding was a collaboration between the University and the people of Southwest Virginia; and

WHEREAS, the College has grown and prospered and can now count 7,200 alumni and 1,700 students; and

WHEREAS, the College is, as it has been during the entire fifty years of its existence, a significant force in the life of Southwest Virginia;

RESOLVED, the Board of Visitors salutes The University of Virginia's College at Wise on the College's fiftieth anniversary, expresses admiration for the College's successes in carrying out its mission, and offers its unqualified and continuing support.

MEMORIAL RESOLUTION ON FRANK LOUCKS HEREFORD, JR.

In presenting this resolution, the President commented on the distinguished contributions Mr. Hereford made to the University, not only as President, but as a member of the faculty, as Provost, and as Dean of the Graduate School of Arts and Sciences. He also spoke to President Hereford's character, strong sense of moral right, his kindness and his modesty.

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WHEREAS, Frank Loucks Hereford, Jr., a native of Lake Charles, Louisiana, took a B.A. from the University in 1943 and the Ph.D., in Physics, in 1947; and

WHEREAS, Mr. Hereford distinguished himself in every way as a student, participating in research for the Manhattan Project and other University of Virginia scientific efforts during World War II; and

WHEREAS, Mr. Hereford joined the faculty of the University in 1949 as Associate Professor of Physics, was promoted to Professor in 1952 and was elected to a chair in 1966; and

WHEREAS, Mr. Hereford became Dean of the Graduate School of Arts and Sciences in 1962 and Provost in 1966; and

WHEREAS, Mr. Hereford, as Provost, worked under President Shannon to recruit an outstanding faculty, and was largely responsible for the creation of the Center for Advanced Studies; and

WHEREAS, Mr. Hereford was elected the fifth President of the University in 1973 and took office in September, 1974; and

WHEREAS, Mr. Hereford led the University's first successful capital campaign; and

WHEREAS, Mr. Hereford, by every measure, was a distinguished and effective President, strengthening and advancing the excellence of this institution; and

WHEREAS, Mr. Hereford retired as President in 1985 to resume his teaching and research, and retired from the faculty in 1992; and

WHEREAS, Mr. Hereford died in Charlottesville on September 21, 2004;

RESOLVED, the Board of Visitors marks with profound sorrow the passing of Frank Loucks Hereford, Jr., honors his memory and the important and lasting contributions he made to the University of Virginia, and expresses its deepest sympathy to his family.

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REPORT ON ACTIONS OF THE EXECUTIVE COMMITTEE

The Board heard a report on the following actions taken by the Executive Committee since the last meeting of the full Board:

AUGUST 30, 2004 - TELEPHONE POLL

- ASSIGNMENT OF THE UPPER APARTMENT IN PAVILION VIII

RESOLVED that the Upper Apartment in Pavilion VIII is assigned to Ms. Sarah E. Turner for a term of three years, commencing with the date of her occupancy. The lease may be renewed, on application, for a second term of three years.

SEPTEMBER 10, 2004

• 2004-2005 SALARY FOR PRESIDENT JOHN T. CASTEEN, III

RESOLVED that the Rector and Visitors of the University of Virginia approve the following 2004-2005 salary recommendation for the President of the University of Virginia:

President John T. Casteen, III

	Actual as of 11/25/03	Proposed as of 11/25/04	Percent Increase
State	\$151,421	\$155,964	3.0%
Bonus (5%)	7,404	7,571	
Total Salary, excluding local supplement	158,825	163,535	3.0%
Local supplement	223,579	264,036	18.1%
Bonus	9,086	11,179	
Total local supplement	232,665	275,215	18.3%
Total Salary	375,000	420,000	
Deferred Compensation	125,000	195,000	
Total Bonus	16,490	18,750	

DELEGATION OF AUTHORITY ON THE JOB DESCRIPTION OF
THE ARCHITECT FOR THE UNIVERSITY

(from the Buildings and Grounds Committee)

RESOLVED that the Board of Visitors delegates to the University Administration the development of criteria to be considered in the description of the duties of the Architect for the University.

APPROVAL OF POLICY FOR INVOLVEMENT OF THE BOARD OF
VISITORS IN THE CAPITAL PLANNING PROCESS

This resolution was adopted by the full Board following its policy discussion earlier in the day (see *supra*)

RESOLUTIONS ON MATTERS CONSIDERED IN EXECUTIVE
SESSION

The following resolutions concern matters considered, but not voted on, in Executive Session:

APPROVAL OF SUMMARY OF AUDIT FINDINGS

RESOLVED that the Summary of Audit Findings for the period of May 1, 2004, through July 31, 2004, as presented by the Director of Audits for Fiscal Year 2003-04, is approved as recommended by the Audit & Compliance Committee.

RESOLUTION TO RETURN A GIFT FROM THE OSKAR
SCHINDLER HUMANITIES FOUNDATION TO THE COLLEGE AT
WISE

RESOLVED, that the gift principal of \$50,000 from the Oskar Schindler Humanities Foundation to The University of Virginia's College at Wise, which was donated to the College at Wise in December of 2002, be returned to the Oskar Schindler Humanities Foundation.

FACULTY PERSONNEL ACTIONS

ELECTIONS

RESOLVED that the following persons are elected to the faculty:

Dr. Vincent Arlet as Associate Professor of Orthopaedic Surgery, effective July 26, 2004, at an annual salary of \$100,000.

Mr. Anthony J. Baglioni, Jr., as Assistant Professor of Commerce, General Faculty, for two academic years, effective August 25, 2004, at an academic year salary of \$75,000.

Ms. Donna L. Barnd as Assistant Professor of Research in Health Evaluation Sciences, for three years, effective May 1, 2004, at an annual salary of \$70,000.

Ms. Andrea Bauchowitz as Assistant Professor of Clinical Psychiatric Medicine, for the period June 25, 2004, through January 24, 2005, at an annual salary of \$47,000.

Mr. Kai-Uwe Bux as Assistant Professor of Mathematics, for four academic years, effective August 25, 2004, at an academic year salary of \$64,000.

Mr. Anselmo G. Canfora as Assistant Professor of Architecture, for three academic years, effective August 25, 2004, at an academic year salary of \$50,000.

Dr. Helen P. Cathro as Assistant Professor of Pathology, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Michele P. Claibourn as Assistant Professor of Politics, for four academic years, effective August 25, 2004, at an academic year salary of \$52,000.

Ms. Nancy L. Deutsch as Assistant Professor of Education, for three academic years, effective August 25, 2004, at an academic year salary of \$47,500.

Ms. Sara Dexter as Assistant Professor of Education, for three academic years, effective August 25, 2004, at an academic year salary of \$55,000.

Dr. Geir L. Elgjo as Assistant Professor of Anesthesiology, for one year, effective July 1, 2004, at an annual salary of \$100,000.

Dr. Christopher M. Gaskin as Assistant Professor of Clinical Radiology, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Brie Gertler as Associate Professor of Philosophy, effective August 25, 2004, at an academic year salary of \$64,000.

Ms. Elizabeth M. Gushee as Assistant Librarian, General Faculty, Fiske Kimball Fine Arts Library, for one year, effective June 25, 2004, at an annual salary of \$47,000.

Mr. Charles J. Hadlock as Associate Professor of Commerce, effective August 25, 2004, at an academic year salary of \$165,000.

Dr. Keri K. Hall as Assistant Professor of Internal Medicine, for two years, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Martien A. Halvorson-Taylor as Acting Assistant Professor of Religious Studies, for one academic year, effective August 25, 2004, at an academic year salary of \$48,000.

Mr. Jay N. Hertel as Assistant Professor of Education, for three academic years, effective August 25, 2004, at an academic year salary of \$59,000.

Ms. Pensri Ho as Assistant Professor of American Studies and Anthropology, for four academic years, effective August 25, 2004, at an academic year salary of \$52,000.

Mr. Paul S. Hoffman as Associate Professor of Internal Medicine, for two years, effective July 1, 2004, at an annual salary of \$120,000.

Mr. Peter E. Hook as Professor of Asian and Middle Eastern Languages and Cultures, General Faculty, for one academic year, effective August 25, 2004, at an academic year salary of \$60,800.

Dr. James P. Hummel as Assistant Professor of Internal Medicine, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Dr. John A. Jane, Jr., as Assistant Professor of Neurosurgery, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Dr. Amir A. Jazaeri as Assistant Professor of Obstetrics and Gynecology, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Dr. Bankole A. Johnson as Professor of Psychiatric Medicine, effective September 1, 2004, at an annual salary of \$100,000.

Dr. Katherine W. Kent as Assistant Professor of Clinical Obstetrics and Gynecology, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Dr. Bradley W. Kesser as Assistant Professor of Otolaryngology - Head and Neck Surgery, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Mr. Glenn P. Kessler as Assistant Professor, General Faculty, for one year, effective July 25, 2004, at an annual salary of \$55,000.

Dr. Rebecca S. Kightlinger as Assistant Professor of Clinical Obstetrics and Gynecology, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Dr. Vladimir A. Kryzhanovski as Assistant Professor of Medical Education in the Office of International Health, for three years, effective June 25, 2004, at an annual salary of \$80,000.

Mr. Craig E. Lefanowicz as Assistant Professor of Commerce, for three academic years, effective August 25, 2004, at an academic year salary of \$115,000.

Ms. Marcy J. Linton as Assistant Professor of Drama, for four academic years, effective August 25, 2004, at an academic year salary of \$47,000.

Ms. Jenny V. Lovell as Assistant Professor of Architecture, for three academic years, effective August 25, 2004, at an academic year salary of \$52,000.

Mr. Jeffrey J. Lysiak as Assistant Professor of Research in Urology, for the period July 1, 2004, through November 25, 2005, at an annual salary of \$56,000.

Mr. Jeremy J. Marcel as Assistant Professor of Commerce, for three academic years, effective August 25, 2004, at an academic year salary of \$100,000.

Mr. Christian W. McMillen as Acting Assistant Professor of American Studies and History, for one academic year, effective August 25, 2004, at an academic year salary of \$48,000.

Ms. Irina Mitrea as Assistant Professor of Mathematics, for the period July 1, 2004, through May 24, 2008, at an academic year salary of \$68,000.

Ms. Margarita Nafpaktitis as Assistant Professor of Slavic Languages and Literatures, for four academic years, effective August 25, 2004, at an academic year salary of \$51,000.

Mr. John W. Nemec as Acting Assistant Professor of Religious Studies, for one academic year, effective August 25, 2004, at an academic year salary of \$48,000.

Ms. Selina Noramly as Assistant Professor of Medical Education in Biochemistry and Molecular Genetics, for three years, effective June 7, 2004, at an annual salary of \$55,000.

Dr. Christopher J. Northup as Assistant Professor of Surgery, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Mr. Shigehiro Oishi as Assistant Professor of Psychology, for four academic years, effective August 25, 2004, at an academic year salary of \$67,000.

Dr. Christopher H. Parsons as Assistant Professor of Research in Internal Medicine, for one year, effective July 1, 2004, at an annual salary of \$125,000.

Ms. Erika L. P. Pierce as Assistant Professor, General Faculty, for one year, effective May 25, 2004, at an annual salary of \$55,000.

Dr. William M. Plonk, Jr., as Assistant Professor of Clinical Internal Medicine, for one year, effective June 1, 2004, at an annual salary of \$100,000.

Mr. Michael J. Puri as Assistant Professor of Music, for four academic years, effective August 25, 2004, at an academic year salary of \$50,000.

Mr. Michael C. Rasbury as Assistant Professor of Drama, for four academic years, effective August 25, 2004, at an academic year salary of \$47,000.

Dr. Khaled J. Saleh as Associate Professor of Orthopaedic Surgery, effective July 12, 2004, at an annual salary of \$100,000.

Dr. Matthew M. Salomone as Assistant Professor of Clinical Anesthesiology, for one year, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Saras Sarasvathy as Associate Professor of Business Administration, for five academic years, effective August 25, 2004, at an academic year salary of \$115,000.

Ms. Carola Schenone as Assistant Professor of Commerce, for three academic years, effective August 25, 2004, at an academic year salary of \$135,000.

Dr. Jason P. Sheehan as Assistant Professor of Neurosurgery, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Marie F. Shoffner as Associate Professor of Education, effective August 25, 2004, at an academic year salary of \$60,000.

Ms. Tina Stanton-Chapman as Assistant Professor of Education, for three academic years, effective August 25, 2004, at an academic year salary of \$48,000.

Dr. Edward B. Stelow as Assistant Professor of Pathology, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Louann W. Stylianopoulos as Assistant Librarian, General Faculty, Alderman Library, for one year, effective June 25, 2004, at an annual salary of \$40,900.

Mr. Nathan Swami as Assistant Professor of Electrical and Computer Engineering, General Faculty, for the period April 25, 2004, through June 24, 2007, at an annual salary of \$78,000.

Dr. Joel D. Temple as Assistant Professor of Pediatrics, for three years, effective July 1, 2004, at an annual salary of \$100,000.

Ms. Jennifer Tsien as Assistant Professor of French Language and Literature, for four academic years, effective August 25, 2004, at an academic year salary of \$48,000.

Mr. Francis E. Warnock as Visiting Associate Professor of Business Administration, for one academic year, effective August 25, 2004, at an academic year salary of \$101,350.

Mr. Steven S. Wasserman as Associate Professor of Research in Medical Education, for two years, effective June 25, 2004, at an annual salary of \$96,000.

Mr. Patrick J. Wilkie as Associate Professor of Commerce, General Faculty, for three academic years, effective August 25, 2004, at an academic year salary of \$106,000.

Mr. Keith A. Williams as Assistant Professor of Physics, for four academic years, effective August 25, 2004, at an academic year salary of \$63,000.

Mr. William D. Williams as Associate Professor of Architecture, for three academic years, effective August 25, 2004, at an academic year salary of \$60,000.

Mr. Eric R. Young as Assistant Professor of Economics, for four academic years, effective August 25, 2004, at an academic year salary of \$80,000.

CHANGE IN THE TITLE OF THE ELECTION OF MS. LAKSHMI SREEDHARAN NAIR

RESOLVED that the title of the election of Ms. Lakshmi Sreedharan Nair as Assistant Professor of Orthopaedic Surgery, for the period March 10, 2004, through September 29, 2004, at an annual salary of \$65,000, as shown in the Minutes of the meeting of the Board of Visitors dated June 10-12, 2004, be changed to read as follows:

Ms. Lakshmi Sreedharan Nair as Assistant Professor of Research in Orthopaedic Surgery, for the period March 10, 2004, through September 29, 2004, at an annual salary of \$65,000.

ACTIONS RELATING TO CHAIRHOLDERS

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

(a) Election of Chairholders

Mr. Shahid L. Ansari as Eleanor F. and Philip G. Rust Professor of Business Administration, for the period August 25, 2004, through December 24, 2004, at a salary of \$100,000.

Dr. Vincent Arlet as Warren G. Stamp Associate Professor of Orthopaedic Surgery, for five years, effective August 25, 2004. Dr. Arlet will continue as Associate Professor of Orthopaedic Surgery, without term.

Mr. Brian H. Balogh as Mayo Distinguished Teaching Associate Professor, for three years, effective August 25, 2004. Mr. Balogh will continue as Associate Professor of History, without term.

Dr. James P. Bennett, Jr., as Arthur and Margaret Ebbert Professor of Medical Science, effective August 25, 2004. Dr. Bennett will continue as Professor of Neurology, without term, and Professor of Research in Psychiatric Medicine, with term.

Ms. Carolyn M. Callahan as Commonwealth Professor of Education, effective August 25, 2004. Ms. Callahan will continue as Professor of Education, without term.

Dr. Martha A. Carpenter as J. Francis Dammann Associate Professor of Pediatric Cardiology, effective July 1, 2004. Dr. Carpenter will continue as Associate Professor of Pediatrics, without term.

Dr. Raymond A. Costabile as Associate Professor of Urology, without term, and Jay Y. Gillenwater Associate Professor of Urology, for five years, effective July 12, 2004, at an annual salary of \$100,000.

Mr. Mark W. Edmundson as Daniels Family Distinguished Teaching Professor of Arts and Sciences, for three years, effective August 25, 2004. Mr. Edmundson will continue as Professor of English, without term.

Dr. Benjamin M. Gaston as Ivy Foundation Distinguished Professor of Pediatrics, effective August 25, 2004. Dr. Gaston will continue as Professor of Pediatrics, without term.

Mr. Daniel P. Hallahan as Charles S. Robb Professor of Education, effective August 25, 2004. Mr. Hallahan will continue as Professor of Education, without term.

Ms. Marcia A. Invernizzi as Edmund H. Henderson Professor of Education, effective August 25, 2004. Ms. Invernizzi will continue as Professor of Education, without term.

Ms. Mary Jo Hatch as C. Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce, effective August 25, 2004. Ms. Hatch will continue as Professor of Commerce, without term.

Mr. Alexander B. Horniman as Killgallon Ohio Art Professor of Business Administration, effective August 25, 2004. Mr. Horniman will continue as Professor of Business Administration, without term.

Ms. Julia D. Mahoney as David H. Ibbeken '71 Research Associate Professor of Law, for three years, effective May 25, 2004. Ms. Mahoney will continue as Associate Professor of Law, with term.

Ms. Jennifer L. Mnookin as Barron F. Black Research Professor of Law, for three years, effective May 25, 2004. Ms. Mnookin will continue as Professor of Law, without term.

Mr. Caleb E. Nelson as Albert Clark Tate, Jr., Professor of Law, for three years, effective May 24, 2004. Mr. Nelson will continue as Professor of Law, without term.

Mr. Richard G. Netemeyer as Ralph A. Beeton Professor of Free Enterprise, effective August 25, 2004. Mr. Netemeyer will continue as Professor of Commerce, without term.

Mr. Imanol Ordorika as Frank Talbott, Jr., Visiting Professor of Education, for one academic year, effective August 25, 2004, at an academic year salary of \$70,000.

Mr. Sankaran Venkataraman as MasterCard Professor of Business Administration, effective August 25, 2004. Mr. Venkataraman will continue as Professor of Business Administration, without term.

(b) Changes of Title of Chairholders

Mr. Ming-Jer Chen from Bigelow Research Professor of Business Administration to Leslie E. Grayson Professor of Business Administration, effective August 25, 2004. Mr. Chen will continue as Professor of Business Administration, without term.

Mr. Robert M. Conroy from Paul M. Hammaker Professor of Business Administration to J. Harvie Wilkinson, Jr., Professor of Business Administration, effective August 25, 2004. Mr. Conroy will continue as Professor of Business Administration, without term.

Mr. Kim A. Forde-Mazrui from Barron F. Black Research Professor of Law to Justice Thurgood Marshall Research Professor of Law, for three years, effective May 25, 2004. Mr. Forde-Mazrui will continue as Professor of Law, without term.

Dr. Howard P. Gutgesell, Jr., from J. Francis Dammann Professor of Pediatric Cardiology to Professor of Pediatrics, effective June 30, 2004.

Dr. John C. Marshall from Arthur and Margaret Ebbert Professor of Medical Science to Andrew D. Hart Professor of Internal Medicine, effective May 25, 2004. Dr. Marshall will continue as Professor of Internal Medicine, without term.

Mr. Sidney M. Milkis from James Hart Professor of Government to White Burkett Miller Professor of Government and Foreign Affairs, effective August 25, 2004. Mr. Milkis will continue as Professor of Politics, without term.

Mr. R. Jahan Ramazani from Mayo Distinguished Teaching Professor to William R. Kenan, Jr., Professor of English, effective August 25, 2004. Mr. Ramazani will continue as Professor of English, without term.

Dr. W. Michael Scheld from Wyeth-Ayerst Professor of Infectious Diseases to Bayer Corporation-Gerald L. Mandell Professor of Internal Medicine, effective August 25, 2004. Dr. Scheld will continue as Professor of Internal Medicine, without term.

(c) Special Salary Action of Chairholders

Mr. James H. Aylor, Louis T. Rader Professor of Electrical Engineering, effective August 25, 2004, at an annual salary of \$226,050.

Mr. Brian H. Balogh, Mayo Distinguished Teaching Associate Professor, effective August 25, 2004, at an annual salary of \$82,800.

Mr. Jian Chen, C. K. Yen Professor in the White Burkett Miller Center for Public Affairs and Professor of History, effective August 25, 2004, at an academic year salary of \$88,400.

Mr. Robert M. Conroy, Paul M. Hammaker Professor of Business Administration, effective June 25, 2004, at an annual salary of \$220,000.

Mr. Mark W. Edmundson, Daniels Family Distinguished Teaching Professor of Arts and Sciences, effective August 25, 2004, at an annual salary of \$115,400.

Mr. Sidney M. Milkis, White Burkett Miller Professor of Government and Foreign Affairs, effective August 25, 2004, at an academic year salary of \$150,000.

Mr. R. Jahan Ramazani, William R. Kenan, Jr., Professor of English, effective August 25, 2004, at an academic year salary of \$107,800.

Mr. Elliott N. Weiss, Isidore Horween Research Professor in the Colgate Darden Graduate School of Business Administration, effective August 25, 2004, at an academic year salary of \$154,500.

CHANGE IN THE PROMOTION OF DR. PAMELA A. ROSS

RESOLVED that the promotion of Dr. Pamela A. Ross from Assistant Professor of Emergency Medicine and Assistant Professor of Pediatrics to Associate Professor of Emergency Medicine and Associate Professor of Pediatrics, for three years, effective July 1, 2004, as shown in the Minutes of the meeting of the Board of Visitors, dated June 10-12, 2004, be changed to read as follows:

Dr. Pamela A. Ross from Assistant Professor of Clinical Emergency Medicine and Assistant Professor of Clinical Pediatrics to Associate Professor of Clinical Emergency Medicine and Associate Professor of Clinical Pediatrics, for three years, effective July 1, 2004.

CHANGE IN THE TITLE OF THE PROMOTION OF MR. DANIEL T. WILLINGHAM

RESOLVED that the title of the promotion of Mr. Daniel B. Willingham from Associate Professor of Psychology to Professor of Psychology, effective August 25, 2004, as shown in the Minutes of the meeting of the Board of Visitors, dated June 10-12, 2004, be changed to read as follows:

Mr. Daniel T. Willingham from Associate Professor of Psychology to Professor of Psychology, effective August 25, 2004.

SPECIAL SALARY ACTIONS

RESOLVED that the following persons shall receive the salary indicated:

Mr. Matthew R. Althoff, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$53,000.

Ms. Katherine Marie Amato, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$125,000.

Mr. Alan Aqualino, Assistant Professor of Clinical Radiation Oncology, effective May 1, 2004, at an annual salary of \$105,500.

Dr. Alaa S. Awad, Instructor of Research in Internal Medicine, effective June 1, 2004, at an annual salary of \$36,700.

Mr. Robert B. Brown, Associate Professor of Commerce, effective June 25, 2004, at an annual salary of \$109,400.

Mr. Gerard Capone, Jr., Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$100,000.

Mr. Leonard J. Carter, Lecturer, General Faculty, effective August 16, 2004, at an annual salary of \$48,400.

Dr. Robert Cavaliere, Instructor in Clinical Neurology, effective July 1, 2004, at an annual salary of \$46,800.

Mr. Brent Joseph Evans, Lecturer, General Faculty, effective July 1, 2004, at an annual salary of \$30,000.

Mr. Xitao Fan, Associate Professor of Education, effective June 25, 2004, at an annual salary of \$99,800.

Ms. Roseanne M. Ford, Professor of Chemical Engineering, effective May 25, 2004, at an annual salary of \$130,000.

Mr. Walter J. Fuller, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$96,700.

Mr. Alfred J. Golden, Jr., Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$181,000.

Mr. Charles M. Grisham, Professor of Chemistry, effective August 25, 2004, at an annual salary of \$130,000.

Mr. Albert M. Groh, III, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$103,000.

Ms. Barbara Angelica Hampton, Lecturer, General Faculty, effective May 25, 2004, at an annual salary of \$32,000.

Mr. Ira C. Harris, Assistant Professor of Commerce, General Faculty, effective August 25, 2004, at an academic year salary of \$90,000.

Ms. Cheryl B. Henig, Assistant Professor of Education, General Faculty, effective June 25, 2004, at an annual salary of \$70,100.

Mr. Ira W. Herbst, Professor of Mathematics, effective August 25, 2004, at an academic year salary of \$112,600.

Mr. Joel W. Hockensmith, Associate Professor of Biochemistry and Molecular Genetics, effective July 1, 2004, at an annual salary of \$103,500.

Ms. Jennifer L. Hoover, Lecturer, General Faculty, effective May 11, 2004, at an annual salary of \$63,000.

Ms. Andrea S. Horne, Lecturer, General Faculty, The Claude Moore Health Sciences Library, effective July 16, 2004, at an annual salary of \$58,300.

Dr. David R. Jones, Assistant Professor of Surgery, effective May 25, 2004, at an annual salary of \$140,200.

Ms. Susan C. Kiley, Assistant Professor of Research in Pediatrics, effective May 25, 2004, at an annual salary of \$52,400.

Ms. Karen E. Klintworth, Lecturer in Mathematics, effective August 25, 2004, at an academic year salary of \$40,000.

Mr. Karl M. Kuhn, Lecturer, General Faculty, effective July 25, 2004, at an annual salary of \$45,000.

Ms. Amy R. Lankford, Assistant Professor of Research in Pediatrics, effective March 25, 2004, at an annual salary of \$59,000.

Mr. Warren T. Leback, Lecturer, General Faculty, effective May 25, 2004, at an annual salary of \$84,400.

Ms. Laura S. Lindemann, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$43,000.

Mr. Michael W. London, Sr., Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$124,000.

Mr. Jeffrey J. Lysiak, Instructor in Urology, effective April 25, 2004, at an annual salary of \$56,000.

Mr. Worthy N. Martin, Associate Professor of Computer Science, effective March 25, 2004, at an academic year salary of \$72,200.

Mr. Charles W. McCurdy, Professor of History and Law, effective August 25, 2004, at an academic year salary of \$110,000.

Ms. Christine E. McGill, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$39,000.

Mr. William E. McIntire, Assistant Professor of Research in Pharmacology, effective May 25, 2004, at an annual salary of \$52,400.

Ms. Elizabeth I. Merwin, Associate Professor of Nursing, effective May 25, 2004, at an annual salary of \$120,400.

Ms. Lisa A. Metrisko, Lecturer, General Faculty, effective July 25, 2004, at an annual salary of \$62,200.

Ms. Elizabeth A. Meyer, Associate Professor of History, effective August 25, 2004, at an academic year salary of \$61,700.

Ms. Nola Miller, Lecturer, General Faculty, effective July 1, 2004, at an annual salary of \$44,000.

Mr. Richard S. Minturn, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$75,000.

Ms. Sandra M. Pai, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$50,600.

Dr. Jennifer K. P. Penberthy, Assistant Professor of Research in Psychiatric Medicine, effective May 25, 2004, at an annual salary of \$52,400.

Ms. Jane E. Penner, Associate Librarian, General Faculty, University of Virginia Library, effective July 25, 2004, at an annual salary of \$61,200.

Ms. Mary R. Prendergast, Assistant Librarian, General Faculty, University of Virginia Library, effective July 25, 2004, at an annual salary of \$44,600.

Mr. Ronald D. Prince, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$155,000.

Mr. Daniel C. Rocco, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$137,000.

Mr. Mitchel C. Rosen, Associate Professor, General Faculty, effective June 25, 2004, at an annual salary of \$116,400.

Ms. Diane L. Rosin, Assistant Professor of Research in Pharmacology, effective May 25, 2004, at an annual salary of \$52,400.

Mr. Jonathan A. Schnyer, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$60,000.

Mr. Jason S. Shaffer, Lecturer, General Faculty, effective April 5, 2004, at an annual salary of \$47,000.

Mr. Sitong Sheng, Instructor of Research in Molecular Physiology and Biological Physics, effective April 25, 2004, at an annual salary of \$38,000.

Mr. Alexis A. Sherard, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$65,100.

Ms. Amy E. Sofka, Lecturer, General Faculty, effective June 25, 2004, at an academic year salary of \$46,800.

Mr. James R. Sofka, Assistant Professor, General Faculty, effective May 25, 2004, at an annual salary of \$65,000.

Mr. George S. Southwell, Lecturer, General Faculty, effective May 10, 2004, at an annual salary of \$75,000.

Ms. Suseela Srinivasan, Instructor in Internal Medicine, effective June 14, 2004, at an annual salary of \$52,000.

Mr. Andrew F. Stauber, Lecturer, General Faculty, effective July 1, 2004, at an annual salary of \$30,000.

Ms. Ruth L. Stornetta, Assistant Professor of Research in Pharmacology, effective May 25, 2004, at an annual salary of \$57,600.

Mr. George A. Stovall, Associate Professor, General Faculty, effective June 25, 2004, at an annual salary of \$109,000.

Mr. Douglas R. Taylor, Professor of Biology, effective August 25, 2004, at an annual salary of \$113,300.

Mr. Timothy D. Taylor, Lecturer, General Faculty, effective April 25, 2004, at an annual salary of \$107,000.

Ms. Irene A. Tostanoski, Lecturer in Internal Medicine, effective June 25, 2004, at an annual salary of \$80,600.

Mr. Yuri Urbanovich, Lecturer in Politics and Slavic Languages and Literatures, effective August 25, 2004, at an academic year salary of \$36,000.

Ms. Jane M. Vaganek, Lecturer, General Faculty, effective July 25, 2004, at an annual salary of \$36,000.

Mr. Needham Earl Ward, Lecturer, General Faculty, effective June 25, 2004, at an annual salary of \$76,500.

Mr. Garth Wermter, Lecturer, General Faculty, effective February 25, 2004, at an annual salary of \$72,000.

Ms. Haley J. Whitlock Gyory, Lecturer, General Faculty, effective May 3, 2004, at an annual salary of \$46,000.

Mr. Bruce A. Wicks, Lecturer in Pediatrics, effective July 1, 2004, at an annual salary of \$125,000.

Ms. Elizabeth A. Wildman, Lecturer in Internal Medicine, effective April 1, 2004, at an annual salary of \$115,000.

Ms. Carolyn S. (Carol) Wood, Lecturer, General Faculty, effective April 25, 2004, at an annual salary of \$120,000.

Mr. De-Xing Zhang, Assistant Professor of Research in Neurology, effective May 25, 2004, at an annual salary of \$52,400.

Mr. Joseph C. Zieman, Professor of Environmental Sciences, effective August 25, 2004, at an annual salary of \$125,300.

CHANGE IN THE TITLE OF THE SALARY ACTION FOR DR.
DANIEL F. MCCARTER

RESOLVED that the special salary action for Dr. Daniel F. McCarter, Assistant Professor of Clinical Family Medicine, effective October 25, 2003, at an annual salary of \$133,900, as shown in the Minutes of the meeting of the Board of Visitors dated February 5-7, 2004, be changed to read as follows:

Dr. Daniel F. McCarter, Associate Professor of Clinical Family Medicine, effective October 25, 2003, at an annual salary of \$133,900.

CHANGE IN THE SALARY ACTION OF MR. AARON L. MILLS

RESOLVED that the special salary action for Mr. Aaron L. Mills, Professor of Environmental Sciences, effective May 25, 2004, at an academic year salary of \$91,600, as shown in the Minutes of the meeting of the Board of Visitors dated June 10-12, 2004, be changed to read as follows:

Mr. Aaron L. Mills, Professor of Environmental Sciences, effective May 25, 2004, at an annual salary of \$122,100.

RESIGNATIONS

The following resignations were announced:

Mr. Wallace D. Best, Assistant Professor of Religious Studies, effective May 24, 2004, to accept another position.

Ms. Keonya C. Booker, Assistant Professor, General Faculty, effective June 18, 2004, to accept another position.

Dr. C. Joon Choi, Assistant Professor of Internal Medicine, effective June 30, 2004, to accept another position.

Dr. Kyo U. Chu, Assistant Professor of Surgery, effective May 31, 2004, to accept another position.

Mr. John R. Culbreth, Assistant Professor of Education, effective May 24, 2004, to accept another position.

Mr. W. Taylor Fain, III, Assistant Professor, General Faculty, effective July 23, 2004, to accept another position.

Mr. Othman Ghribi, Assistant Professor of Research in Pathology, effective June 25, 2004, to accept another position.

Mr. Jack L. Goldsmith, Professor of Law, effective May 24, 2004, to accept another position.

Dr. Carlos F. Gomez, Associate Professor of Internal Medicine, effective May 3, 2004, to accept another position.

Ms. Shelley A. Huffstutler, Associate Professor of Nursing, General Nursing Faculty, effective May 24, 2004, for personal reasons.

Dr. Yuqing Huo, Assistant Professor of Research in Biomedical Engineering, effective July 24, 2004, to accept another position.

Dr. Abdallah G. Kfoury, Associate Professor of Clinical Internal Medicine, effective July 7, 2004, to accept another position.

Dr. Marc P. Michalsky, Assistant Professor of Surgery, effective May 15, 2004, to accept another position.

Mr. John C. Pinheiro, Assistant Professor, General Faculty, effective August 2, 2004, to accept another position.

Dr. Steven Pirttima, Assistant Professor of Clinical Radiology, effective June 18, 2004, to accept another position.

Dr. Colleen A. Raymond, Assistant Professor of Clinical Obstetrics and Gynecology, effective May 1, 2004, to accept another position.

Ms. Audrey E. Snyder, Assistant Professor of Nursing, General Nursing Faculty, effective May 24, 2004, for personal reasons.

Dr. David J. Spinosa, Associate Professor of Radiology, effective September 17, 2004, to accept another position.

Mr. Matei N. Stroila, Assistant Professor of Research in Neurosurgery, effective August 2, 2004, for personal reasons.

Mr. Hualiang Teng, Research Assistant Professor of Civil Engineering, effective August 1, 2004, to accept another position.

Ms. Carol C. Yeakey, Professor of Education, effective July 1, 2004, to accept another position.

RETIREMENTS

The following retirements were announced:

Dr. Robert A. Jahrsdoerfer, Professor of Clinical Otolaryngology - Head and Neck Surgery, effective September 30, 2004. Dr. Jahrsdoerfer has been a member of the faculty since June 1, 1995.

Mr. James S. Kennan, Assistant Professor, General Medical Faculty, effective August 31, 2004. Mr. Kennan has been a member of the faculty since August 15, 1979.

APPOINTMENTS

The following appointments were announced:

Mr. James H. Aylor as Interim Dean, School of Engineering and Applied Science, for one semester, effective August 25, 2004.

Ms. Roseanne M. Ford as Associate Vice President for Research and Graduate Studies, for five years, effective May 25, 2004.

Mr. Charles M. Grisham as Director, Student Systems Project, for three years, effective August 25, 2004.

Ms. Carolyn S. (Carol) Wood as Assistant Vice President for University Relations, for three years, effective April 25, 2004.

RE-APPOINTMENTS

The following re-appointments were announced:

Mr. David W. Breneman as Dean, Curry School of Education, for the period July 1, 2005, through June 24, 2007.

Mr. Mark E. Fletcher as Director of Intramural and Recreational Sports, for one year, effective June 25, 2004.

Mr. Bradford K. Holland as Interim Director of Equal Opportunity Programs, for the period July 25, 2004, through October 24, 2004, or until a director is hired. Mr. Holland will continue as Ombudsman and ADA Coordinator through November 10, 2006.

Mr. Richard C. Kast as Associate General Counsel, for three years, effective January 1, 2004.

Mr. Warren T. Leback as Capital Budget Manager, for three years, effective September 25, 2004.

Ms. H. E. (Penny) Rue as Dean of Students, for five years, effective July 25, 2004.

CHANGE IN THE DATE OF THE RE-APPOINTMENT OF MR. PAUL E. NORRIS, JR.

The President announced that the date of the re-appointment of Mr. Paul E. Norris, Jr., as Chief of Police, for three years, effective July 25, 2004, as shown in the Minutes of the meeting of the Board of Visitors dated June 10-12, be changed to read as follows:

Mr. Paul E. Norris, Jr., as Chief of Police, for the period August 6, 2004, through August 24, 2007.

ELECTION OF PROFESSOR EMERITUS

RESOLVED that the following person is elected
Professor Emeritus:

Dr. Robert A. Jahrsdoerfer, Professor of Clinical
Otolaryngology - Head and Neck Surgery, effective September
30, 2004.

DEATHS

The following deaths were announced:

Mr. John C. Fletcher, Professor Emeritus of
Biomedical Ethics in Internal Medicine, died May 27, 2004.
Mr. Fletcher was a member of the faculty from 1987 until
his retirement in 1999.

Mr. Frank L. Hereford, Jr., Robert C. Taylor
Professor Emeritus of Physics, died September 21, 2004.
Mr. Hereford was a member of the faculty from 1948 until
his retirement in 1992.

Mr. Prahaban K. Kabir, Professor Emeritus of
Physics, died August 29, 2004. Mr. Kabir was a member of
the faculty from 1970 until his retirement in 1998.

Dr. Benjamin C. Sturgill, Professor Emeritus of
Pathology, died June 13, 2004. Dr. Sturgill was a member
of the faculty from 1964 until his retirement in 2003.

Mr. Calvin Woodard, Henry L. and Grace Doherty
Charitable Foundation Professor Emeritus of Law, died
August 29, 2004. Mr. Woodard was a member of the faculty
from 1965 until his retirement in 1994.

APPROVAL OF REPORTING RELATIONSHIPS AND SUPERVISORY
STRUCTURE FOR DUAL EMPLOYMENT SITUATION

The following resolution was adopted:

WHEREAS, the Virginia Conflict of Interest Act permits the dual employment of immediate family members by public institutions of higher education that would otherwise be prohibited by the Act, subject to the following conditions:

- (i) the officer or employee and the immediate family member are engaged in teaching, research, or administrative support positions at the educational institution, (ii) the governing board of the educational institution finds that it is in the best interest of the institution and the Commonwealth for such dual employment to exist, and (iii) after such finding, the board establishes and oversees the implementation of reporting relationships and a supervisory structure to ensure that the officer or employee, or the immediate family member, does not supervise, evaluate or otherwise participate in personnel decisions regarding the other; and

WHEREAS, John A. Jane, Sr., M.D., Ph.D., and John A. Jane, Jr., M.D., are father and son, and are both employees in the School of Medicine (Dr. John A. Jane, Sr., as Chair of Neurological Surgery, and Dr. John A. Jane, Jr., as Assistant Professor of Neurological Surgery); and

WHEREAS, Dr. John A. Jane, Jr., is an employee in the Neurological Surgery Department, School of Medicine, of which Dr. John A. Jane, Sr., is the Chair;

RESOLVED that the Board of Visitors finds it in the best interest of the University of Virginia and the Commonwealth to employ Dr. John A. Jane, Sr., and Dr. John A. Jane, Jr., in their respective positions in the School of Medicine; and

RESOLVED FURTHER that the reporting relationship and supervisory structure shall be as follows: (a) in Dr. John A. Jane, Jr.'s, capacity as an employee in the Neurological Surgery Department, School of Medicine, he

reports directly to and is supervised by Dr. Neal F. Kassell, Professor and Co-Chair of Neurological Surgery, not to the Chair of the Neurological Surgery Department, School of Medicine; and (b) regarding Dr. John A. Jane, Sr.'s, position as Chair of the Neurological Surgery Department, School of Medicine, there is no reporting or supervisory relationship between Dr. John A. Jane, Jr., and Dr. John A. Jane, Sr.

THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE

ELECTIONS

RESOLVED that the following persons are elected to the faculty:

Mr. Mitchell K. Gordon as Assistant Professor of Physics and Astronomy, The University of Virginia's College at Wise, for two academic years, effective August 25, 2004, at an academic year salary of \$45,000.

Mr. Brian W. Knettle as Assistant Professor of Chemistry, The University of Virginia's College at Wise, for two academic years, effective August 25, 2004, at an academic year salary of \$41,000.

Mr. Jacob P. Somervell as Assistant Professor of Computer Science, The University of Virginia's College at Wise, for two academic years, effective August 25, 2004, at an academic year salary of \$60,000.

PROMOTIONS

RESOLVED that the following persons are promoted:

Ms. Anne W. Gilfoil from Assistant Professor of Spanish, The University of Virginia's College at Wise, to Associate Professor of Spanish, The University of Virginia's College at Wise, effective August 25, 2004.

Mr. Kevin G. Jones from Assistant Professor of Biology, The University of Virginia's College at Wise, to Associate Professor of Biology, The University of Virginia's College at Wise, effective August 25, 2004.

Mr. Gary R. Stratton from Assistant Professor of Economics, The University of Virginia's College at Wise, to Associate Professor of Economics, The University of Virginia's College at Wise, effective August 25, 2004.

Ms. Margie A. Tucker from Associate Professor of Chemistry, The University of Virginia's College at Wise, to Professor of Chemistry, The University of Virginia's College at Wise, effective August 25, 2004.

Ms. Yenli Yeh from Assistant Professor of Administration of Justice, The University of Virginia's College at Wise, to Associate Professor of Administration of Justice, The University of Virginia's College at Wise, effective August 25, 2004.

SPECIAL SALARY ACTIONS

RESOLVED that the following persons shall receive the salary indicated:

Ms. K. Suzanne Adams-Ramsey, Associate Professor of Art, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$59,000.

Ms. Amy C. Clark, Lecturer, General Faculty, The University of Virginia's College at Wise, effective June 25, 2004, at an annual salary of \$42,300.

Mr. Mark W. Clark, Associate Professor of History, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$57,200.

Mr. Clifford A. Edwards, Assistant Professor of Computer Science, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$63,700.

Ms. Anne W. Gilfoil, Associate Professor of Spanish, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$49,200.

Mr. Jeffrey S. Howard, Lecturer, General Faculty, The University of Virginia's College at Wise, effective July 1, 2004, at an annual salary of \$44,400.

Ms. Gillian C. Huang-Tiller, Assistant Professor of English, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$42,400.

Mr. Kevin P. Jansen, Assistant Professor of Biology, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$48,500.

Mr. Kevin G. Jones, Associate Professor of Biology, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$51,200.

Ms. Sandra C. Richardson, Professor of Education, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$57,500.

Ms. Dana L. Sample, Assistant Professor of History, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$45,900.

Ms. Rachel T. Shortt, Associate Professor of Communication, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$51,900.

Mr. J. David Smith, Professor of Education and Psychology, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$85,900.

Mr. Danny L. Sterling, Lecturer, General Faculty, The University of Virginia's College at Wise, effective July 1, 2004, at an annual salary of \$42,400.

Mr. Gary R. Stratton, Associate Professor of Economics, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$54,800.

Mr. Kenneth J. Tiller, Associate Professor of English, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$51,900.

Ms. Margie A. Tucker, Professor of Chemistry, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$64,800.

Ms. Catana L. Turner, Associate Professor of Education, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$54,100.

Mr. Brian R. Ward, Lecturer, General Faculty, The University of Virginia's College at Wise, effective May 5, 2004, at an annual salary of \$68,800.

Ms. Marla L. Weitzman, Associate Professor of English, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$65,000.

Ms. Robin L. Woodard, Assistant Professor of Biology, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$43,400.

Ms. Yenli Yeh, Associate Professor of Administration of Justice, The University of Virginia's College at Wise, effective August 25, 2004, at an academic year salary of \$45,000.

RESIGNATIONS

The following resignations were announced:

Mr. Andrew J. Harvey, Assistant Professor of English, The University of Virginia's College at Wise, effective May 24, 2004, to accept another position.

Mr. George W. Moss, Assistant Professor of Mathematics, The University of Virginia's College at Wise, effective May 24, 2004, to accept another position.

Ms. Julia E. Palmer, Assistant Professor of Spanish, The University of Virginia's College at Wise, effective May 24, 2004, to accept another position.

Ms. Sheila C. Schmuck, Assistant Professor of Nursing, The University of Virginia's College at Wise, effective May 24, 2004, to accept another position.

RE-APPOINTMENT

The following re-appointment was announced:

Ms. Marcia K. Quesenberry as Executive Assistant to the Chancellor, The University of Virginia's College at Wise, for three years, effective June 25, 2004.

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On motion, the meeting was adjourned at 11:15 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>

RESOLUTIONS NOT REQUIRING ACTION BY THE FULL BOARD

The following actions, taken by Board Committees since the last meeting of the full Board, do not require action by the full Board and are listed here as a matter of record.

MEETING OF THE MEDICAL CENTER OPERATING BOARD, SEPTEMBER 2, 2004

The Medical Center Operating Board met on September 2, 2004, and approved the following resolutions. The full text of these is listed as Attachment A to these Minutes.

- Credentialing and Recredentialing Actions
- Non-renewal of Clinical Privileges
- Endorsement Regarding Naming of the University of Virginia Children's Hospital
- Approval of Business Opportunity

MEETING OF THE BUILDINGS AND GROUNDS COMMITTEE ON OCTOBER 1, 2004

The Buildings and Grounds Committee met on October 1, 2004, and approved the resolutions shown as Attachment B to these Minutes.

- Approval of Architect Selection for the Clinical Cancer Center
- Approval of Health System Area Plan
- Approval of Concept, Site, and Design Guidelines for the Clinical Cancer Center
- Approval of Concept, Site, and Design Guidelines for the Sports Medicine Facility

ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE ON AUGUST 30 AND SEPTEMBER 10 ARE REPORTED ABOVE.

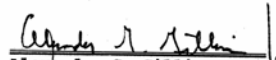
ADDENDUM TO THE OFFICIAL MINUTES OF THE MEETING OF
THE BOARD OF VISITORS OF THE UNIVERSITY OF VIRGINIA

Meeting Date: October 1-2 2004

CERTIFICATION OF EXECUTIVE MEETING

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

Respectfully submitted,


Alexander G. Gilliam, Jr.
Secretary

ATTACHMENT A

**RESOLUTIONS FROM THE MEETING OF
THE MEDICAL CENTER OPERATING BOARD**

September 2, 2004

CREDENTIALING AND RE-CREDENTIALING ACTIONS
September 2, 2004

CREDENTIALING AND RE-CREDENTIALING 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:

Arlet, Vincent M., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Appointment: August 3, 2004, through August 2, 2005; Privileged in Orthopedic Surgery.

Baer, Alexander B., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Appointment: July 19, 2004, through June 30, 2005; Privileged in Emergency Medicine.

Burgos, Ricardo, M., M.D., Radiologist in the Department of Radiology; Instructor Staff Status; Period of Appointment: July 9, 2004, through June 30, 2005; Privileged in Radiology.

Costabile, Raymond A., M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Appointment: July 12, 2004, through July 11, 2005; Privileged in Urology.

Hummel, James P., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 4, 2004, through June 30, 2005; Privileged in Internal Medicine.

Jane, Jr., John A., M.D., Neurosurgeon in the Department of Neurosurgery; Attending Staff Status; Period of Appointment: July 19, 2004, through June 30, 2005; Privileged in Neurosurgery.

Johnson, Karin A., D.O., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 7, 2004, through August 6, 2005; Privileged in Internal Medicine.

Katz, Naomi L., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Appointment: August 1, 2004, through July 31, 2005; Privileged in Obstetrics and Gynecology.

LeGallo, Robin D., M.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Appointment: August 7, 2004, through June 30, 2005; Privileged in Pathology.

Marks, Jennifer R., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 1, 2004, through July 31, 2005; Privileged in Internal Medicine.

McLaughlin, Timothy E., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Appointment: August 1, 2004, through July 31, 2005; Privileged in Family Medicine.

Miller, Lucy S., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: August 1, 2004, through July 31, 2005; Privileged in Pediatrics.

Parsons, Christopher H., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 13, 2004, through June 30, 2005; Privileged in Internal Medicine.

Passarella, Mark H., M.D., Urologist in the Department of Urology; Visiting Staff Status; Period of Appointment: August 13, 2004, through June 30, 2005; Privileged in Urology.

Rosner, Mitchell H., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 1, 2004, through July 31, 2005; Privileged in Internal Medicine.

Saleh, Khaled J., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status;

Period of Appointment: July 23, 2004, through July 11, 2005; Privileged in Orthopedic Surgery.

Shields, Marc D., M.D., Ophthalmologist in the Department of Ophthalmology; Attending Staff Status; Period of Appointment: August 6, 2004, through October 31, 2004; Privileged in Ophthalmology.

Shim, Yun S., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Appointment: August 7, 2004, through August 6, 2005; Privileged in Internal Medicine.

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:

Albrecht, Gerald T., M.D., Pediatrician in the Department of Pediatrics; Visiting Staff Status; Period of Reappointment: September 15, 2004, through June 30, 2005; Privileged in Pediatrics.

Balogun, Rasheed A., M.B.B.S., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2006; Privileged in Internal Medicine.

Baum, Lora D., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2005; Privileged in Psychology.

Cherry, Kenneth J., M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Reappointment: December 1, 2004, through November 30, 2006; Privileged in Surgery.

Darracott, Mixon M., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2006; Privileged in Obstetrics and Gynecology.

Diduch, Barry K., M.D., Physician in the Department of Family Medicine; Visiting Staff Status; Period of Reappointment: November 1, 2004, through November 1, 2006; Privileged in Family Medicine.

Diduch, David R., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: September 1, 2004 through August 31, 2006; Privileged in Orthopedic Surgery.

Falterman, Mary L., M.D., Pediatrician in the Department of Pediatrics; Visiting Staff Status; Period of Reappointment: September 15, 2004, through June 30, 2005; Privileged in Pediatrics.

Fisher, Joseph D., M.D., Pediatrician in Regional Primary Care; Attending Staff Status; Period of Reappointment: November 1, 2004, through October 31, 2006; Privileged in Pediatrics.

Foster, Richard W., M.D., Radiologist in the Department of Radiology; Visiting Staff Status; Period of Reappointment: December 1, 2004, through November 30, 2005; Privileged in Radiology.

Fowler, Patrick C., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2006; Privileged in Psychology.

Freedman, William B., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2005; Privileged in Internal Medicine.

Gonder-Frederick, Linda., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2006; Privileged in Psychology.

Holley, Jean L., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: December 1, 2004, through November 30, 2006; Privileged in Internal Medicine.

Hullfish, Kathie L., M.D., Obstetrics and Gynecology in the Department of Obstetrics and Gynecology; Attending

Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2006; Privileged in Obstetrics and Gynecology.

Kramer, Christopher M., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: October 4, 2004, through October 3, 2006; Privileged in Radiology.

Leslie, Catherine A., M.D., Psychiatrist in the Department of Psychiatric Medicine; Attending Staff Status; Period of Reappointment: November 25, 2004, through November 24, 2006; Privileged in Psychiatric Medicine.

Littlewood, Keith E., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 25, 2004, through November 24, 2006; Privileged in Anesthesiologist.

Maughan, Karen L., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: November 25, 2004, through November 24, 2006; Privileged in Family Medicine.

McCall, Anthony L., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2006; Privileged in Internal Medicine.

McDonald, Jay A., M.D., Pediatrician in Regional Primary Care; Attending Staff Status; Period of Reappointment: October 16, 2004, through October 15, 2006; Privileged in Pediatrics.

McLaughlin, David P., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2005; Privileged in Internal Medicine.

McLaughlin, Robert E., M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: July 1, 2004, through June 30, 2005; Privileged in Orthopedic Surgery.

Mounsey, Anne L., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: November 1, 2004, through October 31, 2006; Privileged in Family Medicine.

Nguyen, Duong X., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Period of Reappointment: November 24, 2004, through November 23, 2005; Privileged in Internal Medicine.

Older, Robert A., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Period of Reappointment: December 1, 2004, through November 30, 2005; Privileged in Radiology.

Pollart, Susan M., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: November 1, 2004, through October 31, 2006; Privileged in Family Medicine.

Poulter, Melinda D., Ph.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Reappointment: October 7, 2004, through October 6, 2006; Privileged in Pathology.

Ranney, Anne M., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2005; Privileged in Pediatrics.

Rogol, Alan D., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: October 1, 2004, through September 30, 2005; Privileged in Pediatrics.

Rubendall, David S., D.O., Physiatrist in the Department of Physical Medicine; Attending Staff Status; Period of Reappointment: December 1, 2004, through November 30, 2005; Privileged in Physical Medicine.

Spicuzza, Thomas J., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: November 25, 2004, through November 24, 2005; Privileged in Neurology.

Strayer, Scott M., M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of

Reappointment: October 1, 2004, through September 30, 2006;
Privileged in Family Medicine.

Thomas, Christopher Y., M.D., Physician in the
Department of Internal Medicine; Attending Staff Status;
Period of Reappointment: December 3, 2004, through December
2, 2006; Privileged in Internal Medicine.

Tribastone, Andrea D., M.D., Physician in the
Department of Family Medicine; Attending Staff Status;
Period of Reappointment: November 25, 2004, through
November 24, 2006; Privileged in Family Medicine.

Whitehill, Richard M.D., Orthopedic Surgeon in the
Department of Orthopedic Surgery; Attending Staff Status;
Period of Reappointment: November 25, 2004, through
November 24, 2005; Privileged in Orthopedic Surgery.

Willson, Douglas F., M.D., Pediatrician in the
Department of Pediatrics; Attending Staff Status; Period of
Reappointment: October 1, 2004, through September 30, 2006;
Privileged in Pediatrics.

Wolf, Andrew, M.D., Physician in the Department of
Internal Medicine; Attending Staff Status; Period of
Reappointment: September 13, 2004, through September 12,
2006; Privileged in Internal Medicine.

Young, Denise S., M.D., Obstetrician and Gynecologist
in the Department of Obstetrics and Gynecology; Attending
Staff Status; Period of Reappointment: December 1, 2004,
through November 30, 2006; Privileged in Obstetrics and
Gynecology.

3. SECONDARY REAPPOINTMENTS TO THE CLINICAL STAFF

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

Kramer, Christopher M., M.D., Physician in the
Department of Internal Medicine; Attending Staff Status;
Period of Reappointment: November 1, 2004, through October
31, 2006; Privileged in Internal Medicine.

Schlager, Theresa A., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 1, 2004, through October 31, 2006; Privileged in Pediatrics.

4. STATUS CHANGES TO CLINICAL STAFF

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

Altes, Talissa A., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Date of Reappointment Changed to January 20, 2004 through October 31, 2005; Privileged in Radiology.

Bauchowitz, Andrea U., Ph.D., Psychologist in the Department of Psychiatric Medicine; Attending Staff Status; Date of Reappointment Changed to June 25, 2004 through June 24, 2005; Privileged in Psychology.

Bedford, Robert F., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Date of Reappointment Changed to July 1, 2004 through June 30, 2005; Privileged in Anesthesiology.

Dalton, Claudette E., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Date of Reappointment Changed to May 1, 2004 through November 24, 2005; Privileged in Anesthesiology.

Fulmer, Brant R., M.D., Urologist in the Department of Urology; Attending Staff Status; Date of Reappointment Changed to May 5, 2004 through May 31, 2005; Privileged in Urology.

Miller, James Q., M.D., Neurologist in the Department of Neurology; Attending Staff Status; Date of Reappointment Changed to August 1, 2004 through November 24, 2005; Privileged in Neurology.

Pollart, Susan, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Date of Secondary Reappointment Changed to July 1, 2004 through June 30, 2006; Privileged in Internal Medicine.

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:

Gonias, Steven L., M.D., Pathologist in the Department of Pathology; Attending Staff Status; Effective date of Resignation: July 31, 2004.

Harris, Ronald W., M.D., Radiologist in the Department of Radiology; Fellow/Instructor Staff Status; Effective date of Resignation: August 10, 2004.

Morgan, Jennifer K., M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: July 31, 2004.

Nohara, Alison M., M.D., Radiologist in the Department of Radiology; Attending Staff Status; Effective date of Resignation: June 30, 2004.

Padia, Shetal, M.D., Physician in the Department of Internal Medicine; Attending Staff Status; Effective date of Resignation: July 31, 2004.

Wu, Ming-Jay J., M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Effective date of Resignation: July 31, 2004.

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:

Prudente, Liza A., R.N., N.P., Acute Care Nurse Practitioner in Electrophysiology; Period of Privileging: August 29, 2004, through August 28, 2005; Privileged as an Acute Care Nurse Practitioner.

Roberts, Sarah E., R.N., N.P., Acute Care Nurse Practitioner in the Department of Neurosurgery; Period of Privileging: July 30, 2004, through June 30, 2005; Privileged as an Acute Care Nurse Practitioner.

7. RENEWAL OF 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:

Apprey, Maurice, Ph.D., Licensed Professional Counselor in the Department of Psychiatric Medicine; Period of Privileging: October 1, 2004, through September 30, 2006; Privileged as a Licensed Professional Counselor.

Bobsin, Lorin, M.S.P., Speech Pathologist in the Otolaryngology Clinic; Period of Privileging: November 6, 2004, through November 5, 2006; Privileged as a Speech Pathologist.

Bopp, Jane S., R.N., N.P., Family Nurse Practitioner in the Anticoagulation Clinic at Northridge; Period of Privileging: October 9, 2004, through October 8, 2006; Privileged as a Family Nurse Practitioner.

Charlebois, Donna L., R.N., N.P., Acute Care Nurse Practitioner in Cardiopulmonary Transplant; Period of Privileging: December 1, 2004, through November 30, 2006; Privileged as an Acute Care Nurse Practitioner.

Gibson, Harriette, E., L.C.S.W., Licensed Clinical Social Worker in the Department of Psychiatric Medicine; Period of Privileging: September 1, 2004, through August 31, 2005; Privileged as a Licensed Clinical Social Worker.

Gleason, Ann T., Ph.D., Audiologist in the Otolaryngology Clinic; Period of Privileging: October 16, 2004, through October 15, 2006; Privileged as an Audiologist.

Guarini, Eleanor J., R.N., N.P., Family Nurse Practitioner in the Palliative Care Clinic; Period of Privileging: October 20, 2004, through October 19, 2005; Privileged as a Family Nurse Practitioner.

Hill, Kyra B., M.S., Speech Pathologist at Kluge's Children Rehabilitation Center; Period of Privileging: October 1, 2004, through September 30, 2006; Privileged as a Speech Pathologist.

Hughes, Tracy M., R.N., N.P., Acute Care Nurse Practitioner in the Department of Neurosurgery; Period of Privileging: November 10, 2004, through November 9, 2006; Privileged as an Acute Care Nurse Practitioner.

Johnson, Bethany M., R.N., N.P., Pediatric Nurse Practitioner in the Pediatric Renal Clinic; Period of Privileging: November 1, 2004, through October 31, 2006; Privileged as a Pediatric Nurse Practitioner.

McLain, Cheri A., M.A., Speech Pathologist at Kluge's Children Rehabilitation Center; Period of Privileging: October 7, 2004, through October 6, 2006; Privileged as a Speech Pathologist.

Neese, Patrice Y., R.N., N.P., Adult Nurse Practitioner in the Department of Surgery; Period of Privileging: October 1, 2004, through September 30, 2005; Privileged as an Adult Nurse Practitioner.

Newberry, Yvonne G., R.N., N.P., Family Nurse Practitioner in the Department of Obstetrics and Gynecology; Period of Privileging: October 1, 2004, through September 30, 2006; Privileged as a Family Nurse Practitioner.

Reigle, Juanita, R.N., N.P., Acute Care Nurse Practitioner in the Heart Center Cardiology Clinic; Period of Privileging: December 1, 2004, through November 30, 2006; Privileged as an Acute Care Nurse Practitioner.

Simpson, Virginia R.N., N.P., Family Nurse Practitioner in Surgical Services; Period of Privileging: December 1, 2004, through November 30, 2006; Privileged as a Family Nurse Practitioner.

Skinner, John A., P.A., Physician's Assistant in TCV Surgery; Period of Privileging: October 1, 2004, through September 30, 2005; Privileged as a Physician's Assistant.

Sorensen, Pamela, M.A.C.P., Licensed Professional Counselor in the Department of Psychiatric Medicine; Period of Privileging: November 25, 2004, through November 24, 2005; Privileged as a Licensed Professional Counselor.

8. STATUS CHANGES FOR ALLIED HEALTH PROFESSIONALS

RESOLVED that the recommendation of the Clinical Staff Executive Committee for the status change in privileges of the following Allied Health Professional is approved:

Gray, Mikel L., Ph.D., N.P., Family Nurse Practitioner in the Urology Clinic; Date of Privileges Changed from July 1, 2004 through June 30, 2005; Privileged a Family Nurse Practitioner.

9. RESIGNATIONS OF ALLIED HEALTH PROFESSIONALS

RESOLVED that the recommendation of the Clinical Staff Executive Committee for the resignation and expiration of privileges to the following Allied Health Professionals is approved:

Milburn, Juliane L., R.N., N.P., Family Nurse Practitioner in the Family Medicine Clinic; Effective Date of Resignation: May 28, 2004.

NON-RENEWAL OF CLINICAL PRIVILEGES

WHEREAS, the Credentials Committee of the Medical Center has recommended that the clinical privileges of a physician in the Department of Anesthesiology, not be renewed as of July 1, 2004, for failure to become board certified as required by Medical Center policy; and

WHEREAS, at the physician's request and in accordance with the Clinical Staff Bylaws of the Medical Center, a hearing panel was convened to review the Credentials Committee recommendation, and the hearing panel agreed with the recommendation of the Credentials Committee; and

WHEREAS, as required by the Clinical Staff Bylaws, the Clinical Staff Executive Committee has reviewed and affirmed the recommendation of the hearing panel and the Credentials Committee, and recommends to the Medical Center Operating Board that this decision be affirmed;

RESOLVED that the Medical Center Operating Board affirms the decision of the Clinical Staff Executive Committee not to renew privileges as of July 1, 2004, based on failure to become board certified as required by Medical Center policy.

ENDORSEMENT REGARDING NAMING OF UNIVERSITY OF VIRGINIA CHILDREN'S HOSPITAL

RESOLVED that the Medical Center Operating Board, following the recommendation of the Medical Center Administration, endorses the change in name from the University of Virginia Children's Medical Center to the University of Virginia Children's Hospital.

APPROVAL OF BUSINESS OPPORTUNITY

WHEREAS, the University of Virginia on behalf of its Medical Center is a shareholder in Central Virginia Health Network, Inc.;

RESOLVED that subject to the concurrence of the Executive Vice President and Chief Operating Officer of the University and the Chair of the Medical Center Operating Board, the Medical Center is authorized to negotiate, approve and execute documents and to take such other actions as the Vice President and Chief Executive Officer of the Medical Center deems necessary regarding a proposal for Central Virginia Health Network, Inc.; to provide centralized sterile processing and central storage services for one or more hospital facilities.

ATTACHMENT B

**RESOLUTIONS FROM THE MEETING OF
THE BUILDINGS AND GROUNDS COMMITTEE**

OCTOBER 1, 2004

APPROVAL OF ARCHITECT SELECTION FOR THE CLINICAL
CANCER CENTER

RESOLVED that Zimmer-Gunsul-Frasca Partnership, of Washington, D.C., is approved for the performance of architectural and engineering services for the Clinical Cancer Center.

APPROVAL OF HEALTH SYSTEM AREA PLAN

WHEREAS, the Health System initiated an update of its area plan in anticipation of additional growth in clinical, research and academic programs; and

WHEREAS, the plan creates an adaptable 15-20 year framework that considers natural growth boundaries, patterns of expansion, and informed options for near and mid-term periods; and

WHEREAS, the plan includes six guiding principles that provide a framework for future development; and

WHEREAS, the plan provides for the orderly future growth of the Health System Area;

RESOLVED that the Health System Area Plan, dated October 1, 2004, and prepared by The Smith Group of Washington, D.C., is approved; and

RESOLVED FURTHER that the Master Plan for the University of Virginia, dated June 15, 1999, is amended to incorporate the elements of the Health System Area Plan.

APPROVAL OF CONCEPT, SITE, AND DESIGN GUIDELINES
FOR THE CLINICAL CANCER CENTER

RESOLVED that the concept, site, and design guidelines, dated October 1, 2004, and prepared by the Architect for the University, for the Clinical Cancer Center are approved; and

RESOLVED FURTHER that the project will be presented for further review at the schematic design level of development.

APPROVAL OF CONCEPT, SITE, AND DESIGN GUIDELINES
FOR THE SPORTS MEDICINE FACILITY

RESOLVED that the concept, site, and design guidelines, dated October 1, 2004, and prepared by the Architect for the University, for the Sports Medicine Facility, are approved; and

RESOLVED FURTHER that the project will not be presented for further review at the schematic design level of development contingent upon approval of schematic design by the Architect for the University.

ATTACHMENT C

**RESOLUTIONS FROM THE MEETING OF
THE AUDIT AND COMPLIANCE COMMITTEE**

OCTOBER 1, 2004

University of Virginia

AUDIT CHARTER

It is the policy of the University to establish and support the Audit Department for the purpose of assisting management in the effective discharge of its responsibilities for the control of University resources.

The mission and objectives of the Audit Department are as follows:

To perform financial audits for the purpose of ensuring that:

- (a) Cash, accounts receivable, and other assets of the University are promptly and completely recorded, accounted for, authorized and adequately safeguarded against losses and misappropriation.
- (b) Liabilities of the University have been properly incurred and are properly recorded and discharged. Audits directed to financial accountability will include a review of records, source data, fiscal procedures and internal controls.

To perform operational audits for the purpose of ensuring that University operations are conducted efficiently, effectively, and in accordance with appropriate and adequately documented policies, plans, and procedures. Operational audits will encompass a review of the policies, plans, procedures, organizational structure, staffing, and output of the audited unit. These audits will also include evaluating the accomplishment of established objectives and goals for operations and programs.

To provide the Board of Visitors and senior management with an independent, fair and objective appraisal of the effectiveness of the University's financial accountability systems and operational performance in accordance with the priorities established by the Director of Audits in coordination with the Board of Visitors, the President and the Executive Vice President and Chief Operating Officer and approved by the President and the Board of Visitors.

To provide management with constructive criticism and positive recommendations designed to strengthen and improve performance results and cost effectiveness of their operations.

University of Virginia

AUDIT CHARTER

To inform the Board of Visitors and Senior University management of any financial irregularities, investigations, or other risks to the institution that the auditors discover during the course of their work.

The work of the Audit Department will be conducted in accordance with the Standards for the Professional Practice of Internal Auditing as promulgated by the Institute of Internal Auditors. Other professional standards, such as the Government Accounting Office "Yellow Book," shall be utilized when appropriate.

The following policies identify the responsibilities of the Audit Department and provide guidelines for its interaction with all University departments and activities.

Organizational Responsibilities

The Director of Audits shall be responsible to the Board of Visitors but shall maintain a dual reporting relationship to both the Board and the President. The Director will seek input on the department's activities from the Board of Visitors, the President, and the Executive Vice President and Chief Operating Officer. The Director will have unrestricted access to the President and the Board of Visitors. The Director is responsible for the direction of the audit function and for seeing that the results of examinations and actions taken are communicated to appropriate levels of University management and, as appropriate, the President and the Board of Visitors.

The Director of Audits will draft an annual audit plan and will solicit input on this plan from the Board of Visitors, the President, the Executive Vice President and Chief Operating Officer and other senior management of the institution. The plan will be submitted to the Board of Visitors for approval.

Nothing herein shall be construed as preventing the Director of Audits from consulting with the President and the Executive Vice President and Chief Operating Officer on activities of the department, its findings, or significant issues. Nor shall the President and the Executive Vice President and Chief Operating Officer be prevented from

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AUDIT CHARTER

consulting with the Director of Audits as may be necessary to the execution of their duties.

The Audit Department will give full consideration to scheduling special audit requests made by any department or activity. All requests should be in writing to the Director of Audits and state the purpose and scope of the audit.

Independence

The Audit Department will be organizationally and functionally independent from all University operations and will have no responsibility for the departments and activities being audited while being responsive to their needs and requirements. Because the Audit Department must be independent in carrying out its responsibility to monitor and evaluate control procedures instituted by management, the extent of audit work to be performed with respect to those procedures is limited to the assessment of such procedures.

The Audit Department normally performs tests of underlying records and documentary support for transactions. Accordingly, objectivity would be lost if the Audit Department participated in accumulating data or reconstructing records.

Authorities and Limitations

The Audit Department personnel will have complete, free and unrestricted access to all University departments, activities, records, properties and personnel, and is not to be restricted in their activities. Where appropriate, special arrangements will be made for the examination of confidential information.

Systems Planning and Development

The Audit Department will participate in the planning, development, implementation, and modification of major computer-based and manual systems to ensure that:

- (a) adequate controls are incorporated in the system;
- (b) thorough system testing is performed at appropriate stages;
- (c) system documentation is complete and accurate; and

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AUDIT CHARTER

- (d) the resultant system is a complete and accurate implementation of the system specifications.

The Audit Department will conduct post-installation evaluations of major information technology systems to ensure that these systems meet their intended purpose and objectives. The department also will review computer operations supporting such systems to ensure that generally accepted standards for systems integrity and security, as well as system-specific controls, are being observed.

Security Investigations

The Audit, Risk Management and University Police Departments are to be notified if assets have been lost through defalcation or other security breaches. The Audit Department will perform sufficient tests and investigations to identify the weaknesses in procedures, which permitted the defalcation to occur. However, the investigation of the specific event with the objective of recovery and/or prosecution is the responsibility of the University Police Department, with the decision to prosecute being the responsibility of the appropriate Commonwealth's Attorney.

Coordination With External Auditing Agencies

The Director of Audits will coordinate the department's audit efforts with those of the University's independent public accountants or other external auditing agencies by participating in the planning and definition of the scope of proposed audits so the work of all auditing groups is complementary, and their combined efforts provide comprehensive, cost-effective audit coverage for the University. Duplication of work will be avoided as much as possible.

Reporting

Prior to the completion of a formal report, an exit conference will be conducted with the department or activity head. The conference will be a review of all findings, conclusions, and recommendations. A formal report will be issued at the conclusion of every audit, which will present a concise, clear and factual review of the conditions found, together with recommendations for improvement. A formal written response shall be issued to

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AUDIT CHARTER

the Director of Audits within 30 days addressing each finding, recommendation, and exception included in the audit report. This response will include the department's or activity's plan for implementing the recommendations or a presentation of significant disagreement with the findings and/or recommendations.

A follow-up review of significant audit recommendations will be made by the Audit Department to establish that agreed-to recommendations have been adopted. A memorandum will be issued on the follow-up review to the President and the Executive Vice President and Chief Operating Officer.

Distribution of Reports

Audit reports will be issued to the Vice President responsible for the department or activity involved. In addition, copies of all such reports will be distributed to the President, the Executive Vice President and Chief Operating Officer, and the senior fiscal administrator having a functional interest in the subject matter.

All audit reports will be available for review by the Board of Visitors.

A summary of significant audit findings will be prepared for each Board meeting and submitted to the Board of Visitors, the President, and the Executive Vice President and Chief Operating Officer.

University of Virginia

Code of Ethics & Statement of Values

Preamble:

Whereas, the success and reputation of the University as a premier center of learning and provider of public services is dependent upon public confidence in its operations and the integrity of its transactions; and

Whereas, the character of any organization is reflected not only by its aspirations and its standards but also by the ethics and behaviors of its leadership and staff; and

Whereas, the General Assembly of Virginia has enacted a comprehensive code of ethics which both defines and prohibits inappropriate and illegal conflicts of interests applicable state-wide to all governmental officers and employees; and

Whereas, the departments and schools of the University have likewise administratively enacted comprehensive personnel and procurement policies and procedures to promote objective fairness in their operations; and

Whereas, in recognition of the fundamental importance of integrity in all that the University does and undertakes, the Board of Visitors hereby adopts the following ethical principles to govern, guide and inspire the University community to the highest standard of ethical behaviors. These principles do not replace existing standards of conduct or personnel policies, nor obviate appropriate attention to professional ethics as may be applicable in specific circumstances.

Now therefore, with continued commitment to excellence and integrity, and to better serve the people of Virginia, the following principles are adopted applicable to all who act for or on behalf of the University of Virginia.

1. We perform our public responsibilities, services and activities ethically, competently, efficiently and honestly, in keeping with University policy and applicable law.

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Code of Ethics & Statement of Values

2. We expect that all necessary and proper controls safeguarding public resources are in place and observed, with periodic auditing of functions and departments by the State Auditor of Public Accounts and/or the University Auditor who shall report directly to the Board of Visitors' Audit and Compliance Committee.

3. While in the service of the University, we conduct ourselves free of personal conflicts or appearances of impropriety, mindful that our exercise of authority on behalf of the University has been delegated fundamentally for the public good. Conflicting interests or influences are promptly disclosed to our superiors and appropriate steps are undertaken to promote the integrity of University business and other transactions.

4. We do not accept anything of value offered in consideration of performing our public duties, other than the compensation, benefits and reimbursement of expenses duly authorized by the University or otherwise permitted by law. We do not accept any favor, loan, service, business or professional opportunity from anyone knowing (or when it should be known) that it is offered in order to improperly influence the performance of our public duties, or when acceptance thereof may reasonably be perceived as an impropriety in violation of University policy or state law. University procurements of goods or services are undertaken only by authorized personnel and, when competitive principles apply, decisions are made impartially and objectively in accordance with established policy and state law.

5. We preserve and respect the confidentiality of University records, including patient and student records. We do not externally disclose confidential records or other non-public information without appropriate authorization, and any confidential record or information we access as a result of our position or duty is neither exploited for personal benefit nor misused for any unauthorized purpose.

6. We are committed to the principles of federal and state law guaranteeing equal opportunity and non-discrimination with respect to University services, programs, activities and employment, and we support an environment that respects the rights and opinions of all people which, in the words of our Founder, promote "the illimitable freedom of the human mind." Complaints of discrimination, harassment and

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retaliation are investigated and when warranted appropriate corrective action is taken and disciplined in accordance with University policy and applicable law.

7. Our communications on behalf of the University with all persons, including co-employees, clients, customers, patients, students, guests and vendors, are conducted professionally and with civility.

8. We do not condone dishonesty in any form by anyone, including misuse of University funds or property, fraud, theft, cheating, plagiarism or lying. We encourage and expect reporting of any form of dishonesty, and our managers and supervisors to appropriately investigate such reports. We also expect that the police and/or State Auditor of Public Accounts will be notified when circumstances reasonably indicate fraud or theft of University funds.

9. We strive for continuous improvement in our performance of public duties for the University, mindful of the public cost to our activities which must be reasonable and appropriately authorized.

10. We bring to the attention of supervisors and managers, the University Auditor or other responsible University office, any violation of these principles or circumstances reasonably indicating that a violation has occurred or may occur. Such reporting in good faith in order to promote the ethical integrity of operations is expected and encouraged by the University, and retaliation by any University employee as a result against the person making such good faith report shall be subject to disciplinary action. We appropriately investigate all such reports and, when warranted by the facts, require corrective action and discipline in accordance with University policy and state law.