

November 17, 1999

MEMORANDUM

TO: The Executive Committee:

John P. Ackerly, III, Chair
Charles M. Caravati, Jr.
Champ Clark
William G. Goodwin, Jr.
Terence P. Ross

and

The Remaining Members of the Board:

William G. Crutchfield, Jr.	Henry L. Valentine, II
T. Keister Greer	Walter F. Walker
Elsie Goodwyn Holland	Benjamin P.A. Warthen
Timothy B. Robertson	James C. Wheat, III
Albert H. Small	Joseph E. Wolfe
Elizabeth A. Twohy	Robert G. Schoenvogel

FROM: Alexander G. Gilliam, Jr.

RE: Minutes of the Meeting of the Executive Committee
on November 17, 1999

The Executive Committee of the Board of Visitors met, in Open Session, from 1:50 p.m., to 1:53 p.m., and again at 4:15 p.m., on Wednesday, November 17, 1999, at the offices of the Medical Alumni Association, 1111 West Main Street, Charlottesville with the Rector, John P. Ackerly, III, presiding. Charles M. Caravati, Jr., M.D., Champ Clark, William H. Goodwin, Jr., and Terence P. Ross were present. Ms. Elizabeth A. Twohy was present for the first part of the session and William G. Crutchfield, Jr. was present for both parts. John T. Casteen, III, Leonard W. Sandridge, Jr., and Alexander G. Gilliam, Jr. were present for the entire meeting; Paul J. Forch, Robert W. Cantrell, M.D., Thomas A. Massaro, M.D., William N. Carter, Larry L.

Fitzgerald, Ms. Beth Hodsdon, and Ms. Jeanne Flipppo Bailes were present for the first session.

The meeting of the Health Affairs Committee was adjourned briefly at 1:50 p.m., in order that the Executive Committee might vote on a resolution approved by the Health Affairs Committee. The resolution recommended that the Executive Committee approve a salary rise for Medical Center staff.

On motion, the Executive Committee approved the resolution and will report its action to the full Board.

APPROVAL OF MEDICAL CENTER EMPLOYEES SALARY ADJUSTMENTS

WHEREAS, the codified autonomy legislation expanded the Board of Visitors authority to establish compensation plans; and

WHEREAS, compensation surveys and trend data of salaries paid by area, state and regional health care and other employers have been conducted and analyzed; and

WHEREAS, the results of this information support an average salary increase of 4%, for Medical Center employees, effective January 9, 2000;

RESOLVED that the performance based salary adjustments of 4% of payroll and adjustment of salary ranges by 1% at the minimum and 3% at the maximum are approved.

The Committee repeated the expression of the Health Affairs Committee that it was approving the salary raise "with the highest thanks of the Board of Visitors for the work of the Medical Center staff under trying circumstances."

The Executive Committee recessed at 1:53 p.m., and resumed its meeting at 4:15 p.m., at the conclusion of the meeting of the Health Affairs Committee.

On motion, the Committee went into Executive Session.

The following motion was adopted:

That the Executive Committee of the Board of Visitors of the University of Virginia go into Executive Session to discuss the performance and compensation of specific employees, as provided for in Section 2.1-0344 (A) (1) of the Code of Virginia.

The Committee resumed in Open Session at 5:25 p.m. and, on motion, approved the following resolution:

RESOLVED that the Rector and Visitors of the University of Virginia approve the 1999-2000 salary recommendations for the President of the University of Virginia and for the Chancellor of The University of Virginia's College at Wise:

President John T. Casteen, III

Total Salary	319,433
Deferred Compensation	45,000
Total Bonus	15,032

Chancellor L. Jay Lemons

Total Salary	159,716
Total Bonus	7,516

RESOLVED FURTHER that the Rector and Visitors of the University of Virginia attest to their positive evaluation of the performances of President John T. Casteen, III, and Chancellor L. Jay Lemons.

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On motion, the meeting was adjourned.

AGG:jb

Copies to: Mr. John T. Casteen, III
Mr. Paul J. Forch
Mr. Gene D. Block
Dr. Robert W. Cantrell
Dr. Phillip Gibbs
Mr. Peter W. Low
Mr. Leonard W. Sandridge
Mr. Robert D. Sweeney
Mr. Ernest H. Ern
Mr. William W. Harmon
Ms. Colette Sheehy
Dr. Robert Reynolds
Mr. Terry Holland
Mr. L. Jay Lemons
Ms. Louise Dudley

At a meeting of the Executive Committee of the Board of Visitors of the University of Virginia held on November 17, 1999, a roll call vote was taken immediately following an executive session. Members voting "yes" certify that to the best of the Member's knowledge (1) only public business matters lawfully exempted were discussed in closed session; and (2) only public business matters identified in the public motion by which the executive or closed meeting were discussed. In accordance with the law, any member of the public body who believes that there was a departure from the foregoing shall so state prior to the vote indicating "the substance of the departure". Any such statements are recorded below under "comments".

<u>NAME</u>	<u>VOTE</u>	<u>COMMENTS</u>
	<u>yes or no</u>	
<u>John P. Ackerly, III</u>	<u>yes</u>	
<u>Charles M. Caravati, Jr.</u>	<u>yes</u>	
<u>Champ Clark</u>	<u>yes</u>	
<u>William G. Crutchfield, Jr.</u>	<u>yes</u>	
<u>William H. Goodwin, Jr.</u>		<u>absent</u>
<u>T. Keister Greer</u>		
<u>Mrs. Elsie Goodwyn Holland</u>		
<u>Timothy B. Robertson</u>		
<u>Terence P. Ross</u>	<u>yes</u>	
<u>Albert H. Small</u>		
<u>Elizabeth A. Twohy</u>		
<u>Henry L. Valentine, II</u>		
<u>Walter F. Walker</u>		
<u>Benjamin P.A. Warthen</u>		
<u>James C. Wheat, III</u>		
<u>Joseph E. Wolfe</u>		
<u>Robert G. Schoenvogel</u>		

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

Meeting Date: November 17, 1999

CERTIFICATION OF EXECUTIVE MEETING

WHEREAS the Executive Committee has convened an executive meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS Section 2.1-344.1 of the Code of Virginia requires a certification by this Executive Committee that such executive meeting was conducted in conformity with Virginia law;

NOW THEREFORE BE IT RESOLVED that the Executive Committee hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the executive meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed or considered by the Executive Committee.

VOTE

AYES: 5

NAYS: 0

[For each nay vote, the substance of the departure from the requirements of the Act should be described].

ABSENT DURING VOTE: 1

ABSENT DURING MEETING: 1

Alexander G. Gilliam, Jr.
Secretary, Board of Visitors,
University of Virginia