MEMORANDUM

TO: The Executive Committee:

Gordon F. Rainey, Jr., Chair
William G. Crutchfield, Jr.
Thomas F. Farrell, II
Charles L. Glazer
William H. Goodwin, Jr.
Mark J. Kington

and

The Remaining Members of the Board:

Thomas J. Bliley, Jr. Thomas A. Saunders, III
Susan Y. Dorsey Warren M. Thompson
Lewis F. Payne E. Darracott Vaughan, Jr., M.D.
Don R. Pippin Georgia M. Willis
Terence P. Ross John O. Wynne

John R.M. Rodney

FROM: Alexander G. Gilliam, Jr.

RE: Chancellor’s Salary

At its meeting in Charlottesville on November 22, 2003, the Executive Committee of the Board of Visitors of the University of Virginia set the President’s 2003-04 salary (see the Minutes of that meeting) and delegated to the President the authority to set the salary of the Chancellor of The University of Virginia’s College at Wise for 2003-2004.

The Chancellor’s salary, accordingly, has been set as follows:
Executive Committee - December 17, 2003 - 2.

Chancellor Steven H. Kaplan

<table>
<thead>
<tr>
<th>Actual as of 11/25/02</th>
<th>Proposed as of 11/25/03</th>
<th>Percent Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>State $109,800</td>
<td>$112,130*</td>
<td>2.12%</td>
</tr>
<tr>
<td>Bonus 0</td>
<td>5,490</td>
<td>-</td>
</tr>
<tr>
<td>Total Salary, excluding local supplement $109,800</td>
<td>$117,620</td>
<td>7.12%</td>
</tr>
<tr>
<td>Local supplement 70,200</td>
<td>75,070</td>
<td>6.94%</td>
</tr>
<tr>
<td>Bonus 0</td>
<td>3,510</td>
<td>-</td>
</tr>
<tr>
<td>Total local supplement 70,200</td>
<td>78,580</td>
<td>11.94%</td>
</tr>
<tr>
<td>Total Salary 180,000</td>
<td>187,200</td>
<td>4.0%</td>
</tr>
<tr>
<td>Total Bonus 0</td>
<td>9,000</td>
<td>-</td>
</tr>
</tbody>
</table>

*Per the Appropriations Act, SK's state salary next year has to be $112,130.

AGG:lah
cc: Mr. John T. Casteen, III
    Mr. Leonard W. Sandridge
    Mr. Paul J. Forch

These minutes have been posted to the University of Virginia Board of Visitors website.
http://www.virginia.edu/bov/executivecommitteeminutes.html