

RESOLUTIONS ADOPTED BY THE BOARD OF VISITORS
December 10-11, 2020

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Buildings and Grounds Committee- December 11, 2020

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- Schematic Design for the Observatory Water Treatment Plant 11636
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Attachment:

- Critical Incident Management Plans



THE RECTOR AND VISITORS OF THE
UNIVERSITY OF VIRGINIA

December 11, 2020

Following the meetings of seven committees of the Board, the Board of Visitors of the University of Virginia met as the full Board in open session by electronic means at 1:57 p.m. on Friday, December 11, 2020. James B. Murray Jr., Rector, presided. Open session was streamed live.

Present and participating via Zoom were Robert M. Blue, Mark T. Bowles, L.D. Britt, M.D., Whittington W. Clement, Frank M. Conner III, Elizabeth M. Cranwell, Thomas A. DePasquale, Barbara J. Fried, John A. Griffin, Louis S. Haddad, Robert D. Hardie, Maurice A. Jones, Babur B. Lateef, M.D., C. Evans Poston Jr., James V. Reyes, Ellen M. Bassett, and Mazzen S. Shalaby.

Absent: Angela Hucles Mangano

Also present were James E. Ryan, Jennifer Wagner Davis, M. Elizabeth Magill, Margaret S. Grundy, Susan G. Harris, Timothy J. Heaphy, Donna P. Henry, Michael J. Citro, John C. Jeffries Jr., Megan K. Lowe, David W. Martel, Clark L. "Chip" Murray, and Debra D. Rinker.

In addition to President Ryan, the executive vice presidents, and members of the Board, presenters were Ian Baucom, Susan M. Davis, Christopher P. Holstege, M.D., Patricia M. Lampkin, Melur K. Ramasubramanian, Mitchell H. Rosner, M.D., Colette Sheehy, and Costi Sifri, M.D.

The Rector called the meeting to order and directed Visitors to the agenda contained in the written materials. On motion, the Minutes of the September 10-11, 2020 meeting of the Board of Visitors was approved by unanimous voice vote.

APPROVAL OF THE MINUTES OF THE SEPTEMBER 10-11, 2020 MEETING OF THE BOARD OF VISITORS

RESOLVED, the Board of Visitors approves the minutes of the September 10-11, 2020 Meeting of the Board of Visitors.

Rector Murray also spoke briefly about the meeting of the Executive Committee of the Board on October 7, 2020. They met to approve an early retirement incentive plan for faculty at The University of Virginia's College at Wise.

Consent Agenda

Rector Murray reviewed the consent agenda items. On motion, the following resolutions were approved by unanimous voice vote:

RESOLUTION TO APPROVE ADDITIONAL AGENDA ITEMS

RESOLVED, the Board of Visitors approves the consideration of addenda to the published Agenda.

ASSIGNMENT OF PAVILION V, WEST LAWN

RESOLVED, Pavilion V, West Lawn, is assigned to Ms. Nicole T. Jenkins, John A. Griffin Dean of the McIntire School of Commerce, for a period of five years, commencing April 1, 2021.

2020 REVISIONS TO THE CRITICAL INCIDENT MANAGEMENT PLANS

WHEREAS, the Board of Visitors and the administration of the University of Virginia and the College at Wise are concerned with the health and well-being of their students, faculty, staff, patients, and visitors, and desire that the best possible emergency service be available to them; and

WHEREAS, Va. Code §§ 23-9.2:9 and 44-146.13 *et seq.* state that a public institution of higher education shall develop, adopt, and keep current a written crisis and emergency management plan, and every four years, each institution shall conduct a comprehensive review and revision of its crisis and emergency management plan to ensure the plan remains current, and the revised plan shall be adopted formally by the board of visitors or other governing body. Such review shall also be certified in writing to the Department of Emergency Management; and

WHEREAS, the University, in coordination with the Virginia Department of Emergency Management and with input from University departments and the Charlottesville-UVA-Albemarle Emergency Management Coordinator, has revised its existing Critical Incident Management Plan; and

WHEREAS, the College at Wise, in coordinate with the Virginia Department of Emergency Management and the Wise County Office of Emergency Management, has revised its existing Emergency Operations Plan;

RESOLVED, the Board of Visitors adopts the revised University of Virginia Critical Incident Management Plan dated December 2020, to include plans and procedures for all hazard incidents; and

RESOLVED FURTHER, the Board of Visitors adopts the revised University of Virginia College at Wise Emergency Operation Plan dated July 2020, to include plans and procedures for all hazard incidents.

THE WHITE BURKETT MILLER CENTER OF PUBLIC AFFAIRS GOVERNING COUNCIL APPOINTMENTS

WHEREAS, the White Burkett Miller Center of Public Affairs (the Miller Center) is a department of the University and its Governing Council has certain responsibilities concerning the Miller Center; and

WHEREAS, the Board of Visitors elects members of the Governing Council on nomination by the Governing Council; and

WHEREAS, the Governing Council has nominated by unanimous vote two individuals for election to the Council;

RESOLVED, the Board of Visitors approves the appointment of two individuals to the Governing Council of the White Burkett Miller Center of Public Affairs for three-year terms commencing January 1, 2021: Mr. Fred McClure and Mr. Clarence Page:

FRED MCCLURE

Fred McClure is executive director of the Leadership Initiative at Texas A&M University. He was previously the chief executive officer for the George Bush Presidential Library Foundation. Prior to joining the Foundation, Mr. McClure was the Washington, D.C., managing partner for the international law firm SNR Denton. He has also served as assistant for legislative affairs to President George H. W. Bush and as special assistant for legislative affairs to President Ronald Reagan. His previous U.S. government service includes legislative director to U.S. Senator John Tower, associate deputy U.S. attorney general, and chairman of the Board of Visitors of the U.S. Naval Academy. In 1995, Governor George W. Bush appointed Mr. McClure to the Texas A&M University System Board of Regents, where he served as vice-chairman.

CLARENCE PAGE

Clarence Page, the 1989 Pulitzer Prize winner for commentary, is a columnist syndicated nationally by Tribune Media Services and a member of the *Chicago Tribune's* editorial board. Mr. Page was also a regular contributor of essays to *The News Hour with Jim Lehrer* and was a regular on *The McLaughlin Group*, NBC's *The Chris Matthews Show*, ABC's *Nightline*, and BET's *Lead Story* news panel programs. Mr. Page's awards include a 1980 Illinois UPI award for community service for an investigative series titled "The Black Tax" and the Edward Scott Beck Award for overseas reporting in 1976. He also received lifetime achievement awards from the National Society of Newspaper Columnists, the Chicago Headline Club, and the National Association of Black Journalists. In 1992, he was inducted

into the Chicago Journalism Hall of Fame. Mr. Page lives in the Washington, D.C. area.

Discussion with University Leadership

President Ryan said the session would cover how COVID was managed through the fall, the lessons learned, and a look ahead to the spring. He announced that in January John Jeffries will be stepping down as Senior Vice President for Advancement to return to the Law School to teach. Mr. Jeffries has agreed to stay on part-time as counselor to the President and will continue to participate in certain meetings of University senior leadership. Mr. Ryan thanked Mr. Jeffries for his efforts on behalf of Advancement and the University.

President Ryan said overall the fall semester went well. The goal was to safely deliver on the mission of teaching, research, and medical care. There were a total of about 1,250 positive COVID cases among students, faculty, and staff from the start of classes through Thanksgiving. Seven staff members were hospitalized and four recovered. No students were hospitalized, and the vast majority of the cases were within the student population. There has been no evidence of transmission in the classroom and no evidence of transmission from UVA students to community members. The UVA community across the entire semester had an infection rate of 2.15%. By comparison, the overall positivity rate for the Commonwealth of Virginia was consistently above 5% between August and September and decreased over the semester in part because of increased testing. UVA's positivity rate declined as it was rising across the Commonwealth. There remained plenty of isolation and quarantine space.

The University ran smoothly, and faculty managed online, in-person, and hybrid classes. This was an effort of thousands of faculty, students, and staff. He said they learned too many lessons to talk about all of them, but a few stand out including how important it is to stay one step ahead of the virus. Early detection is key, so increasing testing capacity, getting students into isolation or quarantine, keeping gatherings to small numbers, and requiring students to wear masks, all contributed to containment.

Mr. Ryan said adaptability was crucial. Faculty had to adapt to different teaching methods, many staff volunteered for jobs different from their day jobs, and students adapted to public health requirements.

Effective communication was difficult to achieve. There was a great deal of information to share and it took hard thinking to figure out how to communicate all the information effectively. He said they learned it is most effective to use diverse channels of communication to convey messages during the course of the semester. They relied on a regular newsletter video but also social media reminders and e-mail.

Next semester they will continue to experiment; they have learned the importance of staying humble and being vigilant. Lastly, and most importantly, they learned that the UVA community can do hard things. It is an understatement to say the semester was a challenge; it was one of the most powerful challenges the University has ever faced and everyone rose to the challenge.

Mr. Ryan said the spring will bring some new challenges including new opportunities. First, the vaccine coming on the scene is a potential game changer and the healthcare system is awaiting doses of the Pfizer vaccine. Because not everyone will receive the vaccine by late January, UVA will continue regular testing for students and follow similar health protocols regarding social gatherings and masks. Nursing School and Medical School students will be tested once a week, staff will be tested on a more regular basis, and UVA will continue to do testing in the community.

He said they are also planning more in-person experiences for students and thinking about and working on creative ways for students to gather, which will be especially difficult during the colder months. He ended by thanking the Board for their assistance during this period.

Provost Magill and Chief Operating Officer Davis were asked to introduce the panelists. Before the introductions, Ms. Magill provided additional remarks. She said there are three legs of the stool: health and safety, advancing the mission, and all the operational supports to support health and safety and the mission. Each panelist was asked to give one example of a challenge they faced this semester and explain how they and their team tackled it and what lessons they are taking forward into the spring from the challenge they faced.

Ms. Magill said the pandemic is better analogized to a major and constantly evolving weather event that started in late February and has not stopped. Like any major weather event it directly challenged UVA's ability to do what we do: to educate students and give them a transformative experience to create new knowledge, to pass that knowledge on to the next generation, to serve the community and state, and to offer safe medical care. This challenge has brought a lot of other challenges but it's like a hurricane starting in February that has changed almost daily and hasn't stopped and has required UVA to do so many different things and do them in new ways. She said she thinks of health and safety as a blanket that covered everything and permeated everything they were doing.

Ms. Magill introduced the first three panelists: Dr. Mitchell Rosner, chair of the Department of Medicine; Dean Ian Baucom, dean of the College and Graduate School of Arts & Sciences; and Melur (Ram) Ramasubramanian, the vice president for research. Dr. Costi Sifri, director of hospital epidemiology, also participated in the panel along with Dr. Rosner.

Ms. Davis introduced the other three panelists: Dr. Chris Holstege, director of Student Health; Susan Davis, associate vice president for Student Affairs; and Colette Sheehy, senior vice president for Operations.

Speaking on testing strategy, Dr. Rosner gave some background on how they approached designing a COVID testing strategy. UVA had a student population arriving from around the world living in many different communal situations from residential dorms to apartment buildings. The problem was how to design a testing strategy that recognized these things. Ultimately, they decided to use a combination of testing methodologies to get the broadest coverage and focus on the highest risk areas. He said they learned early on that in conjunction with Student Health and Student Affairs they were able to identify where cases were occurring on Grounds and move testing to those areas. He said testing is part of the strategy, but isolation and quarantine also are necessary to make a containment strategy effective.

Dr. Rosner said they brought together a collaborative group of experts who didn't always agree, but ultimately the decisions were well thought out and people were invested in making sure the semester could continue and the community was safe. There was a "can do" attitude with strong operations and student health teams. He said the Student Health team may be the best in the country; they were an effective arm of testing and without them the testing strategy would not have been successful.

Dr. Rosner said the "game changer" was the development of a saliva testing program which blanketed the on-Grounds students. He showed a data slide from Health Industry Advisor with seven-day averages, and the conclusion of this study was UVA/Albemarle County had the lowest rate in the country for metro areas with major Universities, well below the national average. He said this is a testament to the effectiveness of the testing strategy and the broader containment strategy. Dr. Rosner said he particularly enjoyed working with senior leadership and his colleagues on an effective testing strategy for students.

Vice President for Research Ram Ramasubramanian spoke next about the saliva testing program. To test on a large scale, the test had to be rapid, cost effective, highly accurate, and easy to administer, and once the decision to test was made there were several competing choices. Saliva testing was determined to be the best choice. Through an effort of people working in unprecedented ways they built a laboratory from scratch that met regulatory standards, modifying the space and the tools to meet the standards, training everyone on testing methods, developing a testing protocol, and implementing it on a large scale as well as meeting documentation standards. He said the challenge then was collecting 2,000 or more samples a day while maintaining social distancing.

A large IT infrastructure was needed for notification, collection, processing, and developing data. They worked collaboratively to make it happen, and as a result they went from 150 tests per day in the beginning to a total of 2,000 tests as of this morning.

Dean Baucom then spoke about two overlapping challenges in the fall. The first challenge was even after the first quick miraculous transition to online teaching in the spring, taking place in eight days, most teachers had no real training in digital pedagogy. They did it on the fly.

The second challenge was that the job market collapsed. The country went into a hiring freeze. They decided to solve the two problems together. Faculty who hadn't had training in online pedagogy and graduate students who lost professional opportunities would both benefit. They developed a digital bootcamp over the summer for PhD students and then paired the PhD interns with faculty to give them the training they needed. The key to solving the two problems together was to come up with a solution that would benefit the faculty, graduate students, and undergraduates. He said the program was cost-neutral. The students learned some valuable skills and the faculty were prepared to teach online and hybrid courses in the fall.

Dr. Holstege spoke next. He explained the work of the Exposure Call Center, which guided students worried about potential exposure. The call center was staffed with individuals who could educate students on the CDC definition of "close contact" and advise them immediately on whether they needed to be tested and/or quarantined. UVA former students were deployed at the COVID contact center who were dedicated to the safety and health of the population. Dr. Holstege showed a slide depicting the data from the call center: over 3,000 calls were made to the call center since launch on September 2. Over 1,500 students were rapidly placed into quarantine and removed from the community to limit the spread of the disease. All calls were electronically documented, and data was shared in real time with the isolation and quarantine control team.

Ms. Susan Davis said the call center gave them a window into student concerns. She showed an info graphic based on those early conversations. The process included direct handoff from the call center to the dean on call, and one-on-one contact with each student who was being moved into isolation or quarantine. There was a focus on talking to the students through all the steps and working with others across Grounds including Dining, Housing, Facilities Management, the Emergency Management team, and the security team. All played a role behind the scenes to make sure that every single student had their needs met and the comfort level that they desired.

She said that once students were in the quarantine or isolation locations, they were assigned a care team member and each team member had regular ongoing contact with the student and their family. They fielded questions about what students wanted and needed in those spaces; they were a critical part of the quarantine and isolation effort.

Ms. Sheehy spoke about operationalizing living and learning at UVA during COVID. A functional group of 35 leaders met weekly representing functions from Facilities Management to athletics to libraries to housing and dining, classroom support, research, environmental health and safety, Parking and Transportation, and many more. The key to success was the cross collaboration and coordination that a number of individuals across

different functions of the University were able to achieve by coming together. She showed a slide of what they achieved. She said they partnered with the merchants and delivered to them masks and signage for restaurants and shops, and put up a tent across the street from the corner so that students could pick up meals at the restaurants and eat them under the tent. They also partnered with the city and county governments as well.

After reviewing several slides depicting individuals who participated in the effort, the panel took questions from the Board. Dean Baucom said the biggest challenge for spring may be the combination of hope with a vaccine on the horizon and keeping the commitment going. Dr. Kent said the biggest challenge will be the unpredictability of the virus and trying to manage the students. Dr. Rosner said we will have a community where some people have been vaccinated and some have not. The people who have been vaccinated will want to get on with regular life and it will be critical to keep the diligence and attention as a community.

Remarks/Reports

Remarks by the Rector

The Rector thanked his fellow Board members. The Board was scheduled to have four meetings and a retreat this year, and including the Executive Committee meeting, there have been 12 full board meetings. He thanked the leadership for their work to mitigate the effect of COVID-19 on the mission and named a number of individuals who have been flexible and dedicated. He said the most important contribution came from the students—it was the students who got themselves through the semester and they are responsible for the success.

The Rector said education, medicine, and research are the primary missions, and in those areas the University has continued apace. He recited a list of things that have gone right, including developing our own PCR test, manufacturing our own swabs, and doing 2,000 tests a day, and hopefully 4- to 5,000 a day in the spring if needed. He said that outside of the COVID preparations, in undergraduate admission, applications were up over 30%; Mark Luellen reported that they had raised over \$530M this year for the 2020 fiscal year; the Strategic Investment Fund (SIF) has continued to work throughout the pandemic, including the seed-stage interdisciplinary research projects which were so successful that the President asked for more money from SIF; the Memorial to Enslaved Laborers was unveiled and has received many accolades; the bond issuance in September was at the lowest interest rates of any institution; the athletics task force continued their work and developed a plan for athletics to sustain the department for a decade. In rapid succession he named a number of additional items: the political activity of our students around the election; a Rhodes Scholar; an affirmation by the three bond rating agencies of the University's Triple A bond rating; School of Medicine recognition for their diversity efforts; moving forward with plans to assist the community with affordable housing plans; free

speech policies; and several impressive national rankings of our schools and accolades bestowed on faculty.

He said alumni, parents, and friends have continued to serve on foundation boards. And lastly, the Facilities Management department won a national award for effective and innovative practices. UVA is a great university; the spring will be challenging but we should be cautiously confident.

Remarks by the Student Member

Student representative Mazzen Shalaby's remarks are reproduced verbatim:

Good afternoon everyone. While I'm saddened that we are once again meeting virtually, I'm glad to "see" you all in whatever capacity we can manage. I want to start by taking a moment to recognize the indigenous peoples upon whose land the University was built, and the enslaved laborers who were forced to build it. I also want to recognize the now 300,000 Americans, and the millions of others around the world who have lost their lives to COVID 19; many members of our community have lost friends and family to this disease, and I offer my most sincere condolences. Finally, I want to recognize and thank those who have been on the frontlines of this pandemic, from the 13,000 folks over at the Medical Center, to the staff and employees who come into work every day to keep the University running, to the scientists and first responders working tirelessly to combat this pandemic.

We made it everyone! While it feels weird to say that in celebratory fashion, I think it's necessary. Yes, we are entering yet another dark chapter in this pandemic. Yes, our nation continues to roil with political and civil unrest. But in the midst of a now nine month old pandemic, I want to take the rare opportunity to celebrate and congratulate my student peers and you all as leaders on making it through what was doubtlessly one of the most challenging, and, as you may have heard before, "unprecedented" semesters in its history.

To be frank, we, a bunch of college students, managed to do what most of the world has not been willing or able to do: we followed public health guidelines, we rallied together, and we largely managed to control the virus and have a successful semester. We didn't do it alone. It took the help and guidance of most of the people in this room, and the thousands of others I mentioned earlier, and for that I'm thankful. And I won't pretend that it was perfect or easy; yes, we made mistakes and didn't always follow guidelines perfectly. But when we needed to, we buckled down and did what we had to in order to have a largely successful semester. In a time where there is so much negativity and so little to celebrate, I think that deserves some recognition.

The University community built the plane as we flew it this semester. Students picked up the pieces from spring and restarted their organizations. In the continued spirit of student self-governance, hundreds of students worked through countless groups to help the University return safely, from #Youva to the folks at HRL, student council, and the UJC, this semester has truly taken a village-to that village I say thank you, and please enjoy your well-earned break. Professors and students continued figuring out how Zoom University works, and I've found their empathy and patience reassuring.

The University continues to adapt and improve, from increasing testing-which has been a tremendous source of relief for students-to improving communications with students. Strong communication will be key going forward as we navigate a new semester with new challenges, rules, and developments. Looking ahead, I know I speak for many of my peers when I say I hope we can devise some creative ways to safely increase in person classes and student events next semester, whether that includes opening more academic spaces to CIOs or providing opportunities for outdoor class meetings. It's imperative for our

collective mental health that we create more safe and acceptable opportunities for in-person interaction. Finally, the new opportunities presented by increased testing and vaccines come with a moral hazard that will need to be navigated next semester as well. I don't want to repeat the same thing over and over, but I really cannot express enough gratitude to everyone who has made this semester possible.

Unfortunately, the COVID-19 pandemic is a perfect segue into my next topic: equity. The pandemic has exposed and exacerbated the systemic inequalities that underprivileged groups continue to face. On the University level, we sat here 3 months ago to the day and approved the Racial Equity Task Force's recommendations. It's easy to rest on our laurels and focus on other things right now because there are so many important things that need our attention, but this is not something that we can put on the backburner. That said, I want to recommit our focus on these issues; I know I speak for my peers when I say I hope we can see real progress being made on some of the task force's recommendations in the near future. I know many will require a great deal of time and planning, but, as our University's founder once said, "Never put off for tomorrow what you can do today."

While the racial equity task force may represent the pinnacle of these equity issues, it is certainly not the only one. Making equity a priority means we view everything through the lens of equity. I'm excited to work with Vice Provost Farmer to see what this looks like from an enrollment perspective. I've spent the last month working with students to push the University to make equity a focus for our investing, including an initiative through Divest UVA that is urging the university to divest its endowment from socially and environmentally irresponsible investments.

Even in these leadership meetings, I am painfully aware of how few faces of color I see around the room. I reiterate that we will never be great, and we certainly will not be good, as a university, or even as people, until we do everything in our power to address these issues.

Another conversation linked to equity is that of tuition. One of the biggest issues facing my age group today is the rising price of education, particularly in light of the economic consequences of the pandemic. As I said in September, though the University is facing great challenges through no fault of its own, students feel that we are not getting the UVA experience we are paying for. Moreover, many students have been hit hard financially by the pandemic. I do want to recognize that the university has worked hard to increase its financial support to all students who need it. But even without the pandemic-which I know is impossible to think about- continuing to increase tuition should raise serious eyebrows as we see ballooning student debt and increasing discourse about the value of higher education. I know that everyone in the room shares this desire, and I know you all know where this is going, but I'm going to say it anyway: we must try to freeze or reduce tuition for the coming year. Such decisions will likely come with tradeoffs, and I hope we can communicate candidly with the student body about what these tradeoffs may look like in an effort to increase students' understanding and agency in the tuition setting process.

Finally, my speech comes to the topic of speech. In the last few years, we've seen the decay of civil discourse, and civility more generally, around the nation and its college campuses. I will be upfront in saying, I'm an ardent supporter of the freedoms of speech and expression; my father was raised in a country where those rights don't exist, so their importance was instilled in me

from a young age. That is what prompts me to raise this issue right now and get on something of a soapbox.

As a society, and certainly as a University, we should be able to at least hear each other out, even if we disagree, and if we do disagree, we should strive to listen even more so that we may find some common understanding because more often than not we agree on a lot of the same goals, we just see different ways of getting there. I recognize that in such polarized times it can be taxing to do this and everyone should prioritize their personal health, but that is why we are here as students, to push outside our comfort zones, hear things we find jarring and disagreeable, and to grow. There are hateful voices out there spewing hateful things, that's a reality that will never change and I'm certainly not saying that indignation and condemnation never have their place, but that this is the exception rather than the rule. I'm also not asking folks to change their minds on any of these issues or to become best friends with the people they disagree with. But I am asking that we at least give each other the time of day and the benefit of the doubt.

To be clear, this goes all ways and concerns all parties, starting with myself, including every person in this room, our faculty, students, *and* alumni; the point being that we should not be cherry picking freedom of expression to suit ourselves. Stepping off my soapbox for a minute, I think this is one of the great challenges our University faces going forward. Though I know at least some of my peers agree with me, I speak for myself when I say the University cannot, and should not, be the judge, jury, and executioner of every controversial exercise of expression on its Grounds or by its community, nor should we want or expect this as students. The University's fostering of free speech and civil discourse - and the way it handles controversial exercises of expression by its community- now requires deliberate attention. And, as with most things around here, I think that

endeavor will be best served if students play an active role in it as there are already so many members of our community who live these values and work in these spaces. The University is on the right path here (the Rector stole my thunder on this one) UVA was just ranked 6th out of 55 of the nation's top schools in freedom of speech, but we should continue to be purposeful in how we consider this issue going forward.

In conclusion, you all will not be surprised to hear that there are still challenges to be faced. So, I will end with the same words I uttered in September because I think we're off to a good start, but this journey has only just begun. We will continue to face difficult and unpopular decisions, but if we make the right decisions, we can emerge as a stronger and better community that truly lives up to its aspirations of being both great *and* good. This is our chance to be on the right side of history, and I challenge myself, and all of you, to make sure that we are not timid in doing so, but bold. I welcome your feedback and input, and I appreciate all of your efforts to serve this community I love so dearly. Thank you, and I'm happy to answer any questions you may have.

Gifts and Grants Report

Summary of Fiscal Year 2020 through October 31, 2020:

Total fundraising progress for the University of Virginia and its related foundations was \$72,148,206 through October 31, 2020. Gifts and commitments to the Architecture School, Jeffersonian Grounds, Medical Center, Center for Politics, and the School of Nursing saw increases over the previous fiscal year.

Significant Gifts Received Since the Last Meeting:

- 2 Two Trees Lane, LLC pledge payment of \$3,045,000, at the direction of Mr. David C. Walentas, to the Jefferson Scholars Foundation for the David Walentas First Generation Scholarship Program.

- Bill and Melinda Gates Foundation private grants totaling \$3,032,355 to the Medical School for the Molecular Diagnostics for Enteric Diseases Core Facility and for COVID-19 research; and to the School of Education and Human Development for research in Learning Mindset Supports and Practices in Effective Postsecondary Advising.
- Community Foundation of Greater Richmond gift fulfillment of \$1,200,000, at the recommendation of Anthony F. Markel, to Athletics for the Dean/Markel Men's Head Basketball Coach Endowment.
- Mrs. Amy M. Griffin and Mr. John A. Griffin pledge payment of \$1,190,670 to the McIntire School of Commerce for the John A. Griffin Dean's Chair in the McIntire School of Commerce.
- Mr. Robert J. Hugin pledge payments and gifts totaling \$1,079,180 to the Darden School of Business for the Professor William W. Sihler Bicentennial Scholars Fund and the Darden Annual Fund.
- Harrison Foundation pledge payments and gifts totaling \$907,075 to the University Library for the Flowerdew Hundred Endowment Fund, the Flowerdew Hundred Operating Fund, and Alderman Library; to the School of Education and Human Development for the Curriculum Instruction and Special Education Discretionary Fund; to the College of Arts & Sciences for The College Fund; to the Medical School for the Memory Disorder Program; to Athletics for the Tennis Complex at Boar's Head Sports Club; and to the Darden School of Business for the Darden Annual Fund.
- National College Advising Corps, Inc. private grant of \$759,970 to University for the 2020-2021 College Advising Corps Fund.
- Estate of Eddie Rudolph Knight realized bequests totaling \$500,000 to the Medical School for the UVA Children's Hospital and Pediatrics.
- Mr. Michael S. Geismar and Mrs. Ellen A. Geismar pledge payment of \$500,000 to the University for the Michael S. and Ellen A. Geismar Bicentennial Scholars Fund.
- The Mary Morton Parsons Foundation pledge payment of \$500,000 to Athletics for the Master Plan.
- J.P. Morgan Charitable Giving Fund gifts totaling \$500,000, at the recommendation of Mr. Terrence D. Daniels and Mrs. Courtney S. Daniels, to the University for the 2020 UVA Bridge Scholarship; and to the Darden School of Business for the Smith Hall Redevelopment.

- Mrs. Barbara A. Glynn and Mr. John W. Glynn, Jr. pledge payment of \$476,894 to the Darden School of Business for the John and Barbara Glynn Chair in Venture Capital Fund.
- Estate of Alvin C. Stump realized bequests totaling \$388,073 to the Jefferson Scholars Foundation for the Parker H. Lee, Jr. M.D. Jefferson Scholarship.
- Obici Healthcare Foundation private grant of \$350,000 to the School of Education and Human Development to support the Science Technology Reading Engineering Arts & Math – Integrated Intentional Interactions curriculum model.
- Morgan Stanley Global Impact pledge payment of \$333,333, at the recommendation of Mrs. Jennifer O. Stysliger and Mr. Mark J. Stysliger, to the Darden School of Business for the Altec/Stysliger Foundation Bicentennial Professorship Fund.
- Owsley Brown II Family Foundation Inc. pledge payment of \$330,000, at the direction of Christina L. Brown, to the School of Education and Human Development for the Compassionate Schools Project.
- Mr. John B. Jung, Jr. and Mrs. Connie B. Jung pledge payment of \$325,411 to the Darden School of Business for the Jung Family Professorship Fund.
- Manning Family Foundation pledge payment of \$300,000, at the direction of Mr. Paul B. Manning and Mrs. Diane Manning, to the University for the Manning Fund for COVID-19 Research.
- Mrs. Ariana C. Williams and Mr. Greyson P. Williams gift of \$300,000 to the Medical School for the Division of Perceptual Studies.

Significant Pledges Received Since the Last Meeting:

- Mr. William K. Daniel II and Mrs. Robin W. Daniel pledge of \$1,000,000 to the Darden School of Business for the Daniel Family Scholars Fund.
- VIACOM Outdoor, Inc. pledge of \$765,577 to Athletics for the JPJ Arena Suites.
- Mr. Adair Newhall pledge of \$500,000 to the Darden School of Business for the Inn at Darden Redevelopment Project Fund.
- Mr. Harry J. Hicks III and Mrs. Nancy L. Hicks pledge of \$333,333 to the Law School for the Harry J. Hicks '51 Family Bicentennial Scholarship Fund.

- Mr. Timothy L. Coleman, M.D. and Mrs. Deborah H. Coleman pledges totaling \$315,000 to the Medical School for the Timothy and Deborah Coleman Medical Bicentennial Scholars Fund and the Medical School Dean’s Discretionary Fund.
- Mrs. Katharine Andrew and Mr. Wallace F. Andrew, Jr., M.D. pledge of \$300,000 to the Medical School for the Frank C. McCue III Memorial Bicentennial Fellows Fund, as well as a pledge payment of \$60,000 for this Fund; and a pledge payment of \$40,000 to Athletics for the Master Plan.
- Hospice of the Piedmont pledge of \$262,500 to the Hospital for the GME Trainee Fund.
- Mrs. Donna G. Tadler and Mr. Richard D. Tadler pledge of \$257,000 to the Batten School for the Richard and Donna Tadler SE Impact Investment Fund.
- Mrs. Amanda M. Norcross, Mr. Gary A. Norcross, and Mr. John A. Norcross pledge of \$250,000 to the Batten School for the Norcross Family Bicentennial Scholars Fund.
- Mrs. Lillian M. O’Malley and Mr. Thomas D. O’Malley pledge of \$250,000 to the University for the Contemplative Commons.
- Mrs. Sherly D. Ramsay and Mr. Brian E. Ramsay pledge of \$250,000 to Athletics for the Master Plan.
- Mrs. Jeannie N. Stallard and Mr. Robert F. Stallard pledge of \$250,000 to the University of Virginia’s College at Wise for the Robert F. Stallard Bicentennial Scholars Fund.

Closed Session

At 3:45 p.m., after approving the following motion, the voting members present and the faculty and student representatives to the Board met in closed session. James E. Ryan, Jennifer Wagner Davis, K. Craig Kent, M.D., Margaret Grundy, Susan G. Harris, Timothy J. Heaphy, M. Elizabeth Magill, John C. Jeffries Jr., Mark M. Luellen, and Debra D. Rinker also participated in the closed session.

“I move that the Board of Visitors go into Closed Session to consult with legal counsel and receive legal advice about specific legal and regulatory matters including potential and actual litigation; to discuss and consider elections, appointments, promotions, salaries, resignations, separations, and retirements of specific faculty and administrators; to discuss proprietary, business-related

information about the Medical Center’s operations, specifically a business acquisition that if made public would adversely affect the competitive position of the Medical Center; and to discuss information regarding specific current and potential donors and fundraising activities. The relevant exemptions are Sections 2.2-3711 A (1), (7), (8), (9), and (22) of the Code of Virginia;

At 5:08 p.m., the Board resumed in open session, and, on motion duly seconded, certified that the deliberations in closed session had been conducted in accordance with the exemptions permitted by the Virginia Freedom of Information Act. Ms. Harris called the roll, and all members present voted in the affirmative: Mr. Murray, Mr. Blue, Mr. Bowles, Dr. Britt, Mr. Clement, Mr. Conner, Ms. Cranwell, Mr. DePasquale, Ms. Fried, Mr. Griffin, Mr. Haddad, Mr. Hardie, Mr. Jones, Dr. Lateef, Mr. Poston, and Mr. Reyes.

“That we vote on and record our certification that, to the best of each member’s knowledge, only public business matters lawfully exempted from open meeting requirements and which were identified in the motion authorizing the Closed Session, were heard, discussed or considered in Closed Session.”

Final Session

All voting members, save Ms. Mangano, were present. Mr. Murray reminded the members of the Board that the consent and action items were presented in committee except as otherwise stated.

President Ryan read the titles of the consent and action items including the personnel actions that were discussed in closed session. On motion duly seconded, the Board approved the following resolutions by unanimous voice vote.

CONSENT ITEMS

SCHEV PROGRAM PRODUCTIVITY REVIEW CLOSURES: BACHELOR OF ARTS IN COMPARATIVE LITERATURE; MASTER OF ARTS IN ITALIAN; MASTER OF ARTS IN GERMAN; DOCTOR OF PHILOSOPHY IN GERMAN

(approved by the Academic and Student Life Committee on December 11, 2020)

RESOLVED, after review by the University and the State Council of Higher Education for Virginia, the Bachelor of Arts in Comparative Literature; the Master of Arts in Italian; the Master of Arts in German; and the Doctor of Philosophy in German are approved for closure effective Fall 2021.

DEGREE PROGRAM TITLE CHANGE: DOCTOR OF PHILOSOPHY IN MEDIA, CULTURE AND TECHNOLOGY TO DOCTOR OF PHILOSOPHY IN MEDIA STUDIES IN THE COLLEGE AND GRADUATE SCHOOL OF ARTS & SCIENCES

(approved by the Academic and Student Life Committee on December 11, 2020)

RESOLVED, the Doctor of Philosophy in Media, Culture and Technology is retitled the Doctor of Philosophy in Media Studies.

ACTION ITEMS

SIGNATORY AUTHORITY FOR CERTAIN MEDICAL CENTER CONTRACTS EXCEEDING \$5M PER YEAR

(approved by the Health System Board on December 10, 2020 and by the Finance Committee on December 11, 2020)

RESOLVED, the Board of Visitors authorizes the Executive Vice President for Health Affairs to execute contracts on behalf of the Medical Center with Cardinal Health, CDW Government, LLC and Qualivis, LLC.

THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE MISSION STATEMENT

(approved by the Committee on The University of Virginia's College at Wise on December 11, 2020)

RESOLVED, the Board of Visitors' Committee on The University of Virginia's College at Wise recommends, and the Board of Visitors approves, the following revised mission statement for the College at Wise:

“Through excellence in teaching, personalized attention, and commitment to individual growth, The University of Virginia's College at Wise prepares students to be engaged citizens. Drawing upon its foundation as a public liberal arts institution in the Appalachian region, the College strives to build a diverse community of learners with the drive to serve and lead in their communities, the nation, and the world.”

AUDITOR OF PUBLIC ACCOUNTS' FINDINGS FOR FY 2019-2020

(approved by the Audit, Compliance, and Risk Committee on December 11, 2020)

RESOLVED, the Auditor of Public Accounts' Findings for FY 2019-2020, are approved as recommended by the Audit, Compliance, and Risk Committee.

OPERATING AMENDMENTS TO THE 2020-2022 BIENNIAL BUDGET FOR THE ACADEMIC DIVISION AND THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE
(approved by the Finance Committee on December 11, 2020)

WHEREAS, the Academic Division, The University of Virginia's College at Wise, and the University of Virginia Medical Center have the opportunity to propose budget amendments to the 2020-2022 Biennial Budget for consideration by the Governor;

RESOLVED, the Board of Visitors of the University of Virginia approves the 2020-2022 General Fund operating amendments; and

RESOLVED FURTHER, the Board of Visitors understands that to the extent these requests are not included in the Governor's 2020-2022 amended budget, the University may want to pursue a similar request to the General Assembly.

FINANCING PLANS FOR THE SMITH HALL RENOVATION, SCHOOL OF DATA SCIENCE, MCINTIRE ACADEMIC FACILITY, IVY CORRIDOR LANDSCAPE AND INFRASTRUCTURE PHASE I
(approved by the Finance Committee on December 11, 2020)

WHEREAS, the financing plan for the renovation of Smith Hall calls for the use of gifts in the amount of \$7.2M and debt in the amount of \$6.8M; and

WHEREAS, the revised financing plan for the School of Data Science facility calls for the use of gifts in the amount of \$5.5M and debt in the amount of \$42.5M; and

WHEREAS, the revised financing plan for the McIntire Academic Facility calls for the use of gifts in the amount of \$7.5M and debt in the amount of \$93.5M; and

WHEREAS, the revised financing plan for the Ivy Corridor Landscape and Infrastructure Phase I calls for the use of cash in the amount of \$4M, bond proceeds in the amount of \$47M, and debt in the amount of \$9M;

RESOLVED, the Board of Visitors approves the financing plans for the renovation of Smith Hall, School of Data Science Facility, McIntire Academic Facility, and Ivy Corridor Landscape and Infrastructure Phase I.

ESTABLISHMENT OF THE JOHN L. NAU III BICENTENNIAL DISTINGUISHED PROFESSORSHIP IN THE HISTORY AND PRINCIPLES OF DEMOCRACY
(approved by the Academic and Student Life Committee on December 11, 2020)

WHEREAS, John L. Nau III took a B.A. in History from the College and Graduate School of Arts & Sciences in 1968. He is the Chairman and Chief Executive Officer of Silver Eagle Distributors, LP, the nation's largest distributor of Anheuser-Busch products. From 1995 to 2001, he served on the Alumni Association Board of Managers, and from 2011 to

2015, he served on the Board of Visitors. He is also an Emeritus Trustee of the College Foundation Board; and

WHEREAS, Mr. Nau has given generously of his time and resources to the College and Graduate School of Arts & Sciences to support a number of projects and programs including Nau Hall, the John L. Nau Center for Civil War History, and the Democracy Initiative; and

WHEREAS, Mr. Nau is passionate about the Democracy Initiative and funded the Program for Constitutionalism and Democracy as well as core labs within the Democracy Initiative; and

WHEREAS, Mr. Nau provided funding for the John L. Nau III Bicentennial Distinguished Professorship in the History and Principles of Democracy with the concept that the chairholder will serve as the director or co-director of the Democracy Initiative and will direct the Core Lab. The chairholder will hold a faculty position in the Corcoran Department of History, the Department of Classics, the Corcoran Department of Philosophy, or such other department that squarely aligns with the mission of the Core Lab;

RESOLVED, the Board of Visitors establishes the John L. Nau III Bicentennial Distinguished Professorship in the History and Principles of Democracy in the College and Graduate School of Arts & Sciences; and

RESOLVED FURTHER, the Board of Visitors offers profound thanks to John L. Nau III for his many generous contributions to the College and Graduate School of Arts & Sciences and the University, including this professorship.

ESTABLISHMENT OF THE IRFAN & NOREEN GALARIA RESEARCH PROFESSORSHIP IN ISLAM AND LIBERAL DEMOCRACY

(approved by the Academic and Student Life Committee on December 11, 2020)

WHEREAS, Doctors Irfan and Noreen Galaria are physicians specializing in Plastic Surgery and Dermatology, respectively; and

WHEREAS, the Galarias chose UVA for a professorship in Islam and Liberal Democracy over many peer institutions because the University has taken responsibility for critically and continually examining the relationship between religion and democracy, as the University's founder did during his lifetime; and

WHEREAS, the chairholder will address the relationships between religion, politics, and democracy in the Muslim world. The chairholder will have expertise on Islam's interactions with various political economies and cultures which, among other things, may include a focus on Islam in Europe and North America, and will conduct research that is rooted in primary sources (textual or otherwise) and/or extensive fieldwork within Muslim communities, broadly defined;

RESOLVED, the Board of Visitors establishes the Irfan & Noreen Galaria Research Professorship in Islam and Liberal Democracy in the College and Graduate School of Arts & Sciences; and

RESOLVED FURTHER, the Board of Visitors offers profound thanks to Doctors Noreen and Irfan Galaria for supporting an important area of research in the College and Graduate School of Arts & Sciences.

ESTABLISHMENT OF THE JEFFERSON SCHOLARS FOUNDATION SCHENCK DISTINGUISHED PROFESSORSHIP IN LAW

(approved by the Academic and Student Life Committee on December 11, 2020)

WHEREAS, together donors to the Jefferson Scholars Law Fellowship Program and the Jefferson Scholars Foundation determined that contributions to the fellowship program would be put to better use to fund a professorship for a distinguished member of the School of Law faculty; and

WHEREAS, the Jefferson Scholars Foundation wishes to recognize Mr. Garrett Schenck, a 1958 graduate of the School of Law and former member of the Jefferson Scholars Foundation Board who passed away in 2000;

RESOLVED, the Board of Visitors establishes the Jefferson Scholars Foundation Schenck Distinguished Professorship in Law to attract and retain a distinguished faculty member at the School of Law; and

RESOLVED FURTHER, the Board of Visitors offers profound thanks to the generous donors who contributed to the Jefferson Scholars Foundation to make this professorship possible.

ESTABLISHMENT OF THE MILLER FAMILY BICENTENNIAL PROFESSORSHIP IN OTOLARYNGOLOGY

(approved by the Academic and Student Life Committee on December 11, 2020)

WHEREAS, Nancy and Michael Miller's son Matt was treated at UVA Health following a traumatic bicycle accident that occurred while he was an undergraduate at UVA; and

WHEREAS, the Millers have given generously to UVA in appreciation for the complex care that Matt received. In the intervening years, Matt has made a full recovery, earned his UVA undergraduate degree and a medical degree, and completed an otolaryngology residency with the doctors who helped him recover; and

WHEREAS, the Millers made the decision to fund a professorship based on conversations with the chair of the Department of Otolaryngology-Head and Neck Surgery regarding the department's most pressing needs;

RESOLVED, the Board of Visitors establishes the Miller Family Bicentennial Professorship in Otolaryngology to support an emerging scholar in the Department of Otolaryngology. The professorship will be awarded to an assistant or associate professor until contributions reach \$2M, after which it may also be awarded to a full professor in the department; and

RESOLVED FURTHER, the Board of Visitors offers profound thanks to Michael and Nancy Miller and their sons Matthew and Michael, for their generous contributions to the Department of Otolaryngology, UVA Health, and the University.

NEW DEGREE PROGRAM: BACHELOR OF SCIENCE IN BRAIN AND BEHAVIORAL SCIENCES IN THE COLLEGE AND GRADUATE SCHOOL OF ARTS & SCIENCES
(approved by the Academic and Student Life Committee on December 11, 2020)

RESOLVED, subject to approval by the State Council of Higher Education for Virginia, the Bachelor of Science in Brain and Behavioral Sciences is established in the College and Graduate School of Arts & Sciences.

FACULTY PERSONNEL ACTIONS

Faculty Personnel Actions Approved by the Board of Visitors

1. ELECTIONS

RESOLVED, the following persons are elected to the faculty:

Ms. Olivia Barrera Gutiérrez, as Assistant Professor of Spanish, General Faculty, effective August 25, 2020, for one academic year, at an academic year salary of \$53,000.

Mr. William Basener, as Professor of Data Science, for the period September 14, 2020 through May 24, 2025, at an academic year salary of \$150,000.

[t] Ms. Bethany A. Bell, as Associate Professor of Education, effective January 4, 2021, at an annual salary of \$153,000.

Ms. Nicole Bonino, as Assistant Professor of Spanish, General Faculty, effective August 25, 2020, for one academic year, at an academic year salary of \$53,000.

Ms. Margaret R. Burchinal, as Research Professor of Education, effective September 25, 2020, for three years, at an annual salary of \$180,000.

Mr. Gregory L. Carey-Medlock, as Assistant Professor of Pediatrics, effective August 1, 2020, for three years, at an annual salary of \$85,000.

Mr. James P. Darcy, as Assistant Professor of Philosophy, General Faculty, effective August 25, 2020, for one academic year, at an academic year salary of \$53,000.

Dr. Alexandra R.B. De Leon, as Assistant Professor of Pediatrics, effective August 15, 2020, for three years, at an annual salary of \$100,000.

Dr. Comfort Elumogo, as Assistant Professor of Medicine, effective October 1, 2020, for one year, at an annual salary of \$100,000.

Dr. Renzo Figari Jordan, as Associate Professor of Neurology, effective October 26, 2020, for three years, at an annual salary of \$100,000.

Mr. Aritra Halder, as Research Assistant Professor of Biocomplexity, effective September 25, 2020, for three years, at an annual salary of \$114,000.

Dr. Elisa P. Hampton, as Assistant Professor of Pediatrics, effective September 1, 2020, for three years, at an annual salary of \$100,000.

Mr. Christian J. Hellings, as Assistant Professor of Applied Mathematics, General Faculty, effective August 25, 2020, for three academic years, at an academic year salary of \$70,000.

Dr. Logan D. Kinch, as Assistant Professor of Anesthesiology, effective August 1, 2020, for three years, at an annual salary of \$100,000.

Dr. Daphne H. Knicely, as Associate Professor of Medicine, effective December 1, 2020, for three years, at an annual salary of \$100,000.

Dr. Peggy P. McNaull, as Professor of Anesthesiology, effective December 1, 2020, for five years, at an annual salary of \$100,000.

Dr. Oliver J. Monfredi, as Assistant Professor of Medicine, effective August 20, 2019, for three years, at an annual salary of \$100,000.

Dr. Kenneth R. Mullen, as Assistant Professor of Anesthesiology, effective September 28, 2020, for three years, at an annual salary of \$100,000.

Ms. Andrea L. Pauw, as Assistant Professor of Spanish, General Faculty, effective August 25, 2020, for one academic year, at an academic year salary of \$53,000.

Dr. Cody C. Rowan, as Associate Professor of Anesthesiology, effective August 1, 2020, for three years, at an annual salary of \$100,000.

Dr. Soichi Sano, as Assistant Professor of Medicine, effective July 1, 2019, for three years, at an annual salary of \$76,000.

Dr. Olivia L.Q. Schenck, as Assistant Professor of Dermatology, effective September 1, 2020, for three years, at an annual salary of \$100,000.

Mr. Scott Schwartz, as Assistant Professor of Data Science, General Faculty, for the period August 10, 2020 through May 24, 2023, at an annual salary of \$120,000.

Dr. Karen L. Starr, as Assistant Professor of Medicine, effective November 30, 2020, for three years, at an annual salary of \$100,000.

Dr. Jeffrey M. Sturek, as Assistant Professor of Medicine, effective July 1, 2019, for three years, at an annual salary of \$100,000.

Dr. Amy C. Taylor, as Assistant Professor of Radiology and Medical Imaging, effective November 30, 2020, for three years, at an annual salary of \$100,000.

Mr. Matthew H. Wheelock, as Associate Professor of Education, General Faculty, for the period August 25, 2020 through May 24, 2022, at an academic year salary of \$101,000.

2. CORRECTION TO THE ELECTION OF JOHN D. VAN HORN

RESOLVED, the election of Mr. John D. Van Horn, as Professor of Psychology and Professor of Data Science, effective August 25, 2019, for five academic years, at an academic year salary of \$180,000, as shown in the Board of Visitors minutes dated March 6, 2020, is corrected to read as follows:

Mr. John D. Van Horn, as Professor of Psychology and Professor of Data Science, effective August 25, 2019, for three academic years, at an academic year salary of \$180,000.

3. CORRECTION TO THE ELECTION LAURENT M. DUBOIS

RESOLVED, the election of Mr. Laurent M. Dubois, as Professor of History, effective August 25, 2020, for five years, at an annual salary of \$345,800, as shown in the Board of Visitors minutes dated September 11, 2020, is corrected to read as follows:

[t] Mr. Laurent M. Dubois, as Professor of History, without term, effective January 1, 2020, at an annual salary of \$345,800.

4. ACTIONS RELATING TO CHAIRHOLDERS

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

(a) Elections of Chairholders

[t] Ms. Katharine L. Balfour, as James Hart Professor of Politics, effective January 10, 2021. Ms. Balfour will continue as Professor of Politics, without term.

[t] Mr. Ira Bashkow, as Horace W. Goldsmith Distinguished Teaching Associate Professor of Anthropology, effective August 25, 2018, for three years. Mr. Bashkow will continue as Associate Professor of Anthropology, without term.

[t] Mr. Willis Jenkins, as John Allen Hollingsworth Professor of Ethics, effective August 25, 2020. Mr. Jenkins will continue as Professor of Religious Studies, without term.

[t] Mr. Noah Salomon, as Irfan and Noreen Galaria Research Associate Professor of Islam and Liberal Democracy, for five academic years, and Associate Professor of Religious Studies, without term, effective January 1, 2021, at an academic year salary of \$121,000.

(b) Change of Titles of Chairholders

[t] Ms. Anna Brickhouse, from William R. Kenan Jr. Professor of English to Linden Kent Memorial Professor of English Literature, effective January 10, 2021. Ms. Brickhouse will continue as Professor of English, without term.

[t] Ms. Rita Felski, from William R. Kenan Jr. Professor of English to John Stewart Bryan Professor of English, effective January 10, 2021. Ms. Felski will continue as Professor of English, without term.

[t] Ms. Jennifer L. Lawless, from Commonwealth Professor of Political and Social Thought to Leone Reaves and George W. Spicer Professor of Politics, effective January 10, 2021. Ms. Lawless will continue as Professor of Politics, without term.

[t] Mr. Michael L. Pace, from Commonwealth Professor of Environmental Sciences to William W. Corcoran Professor of Environmental Sciences, effective January 10, 2021. Mr. Pace will continue as Professor of Environmental Sciences, without term.

(c) Special Salary Actions of Chairholders

[t] Mr. Peter M. Debaere, Bigelow Research Professor of Business Administration, effective August 25, 2020, an academic year salary of \$241,000.

[t] Ms. Ashley Deeks, E. James Kelly Jr. Class of 1965 Research Professor of Law, effective August 25, 2020, an academic year salary of \$225,000.

[t] Mr. Kevin J. Everson, William R. Kenan Professor of Art, effective August 25, 2019, an academic year salary of \$129,300.

[t] Ms. Mary M. Frank, John Tyler Professor of Business Administration, effective August 25, 2020, an academic year salary of \$279,700.

[t] Ms. Yael Grushka-Cockayne, Altec/Styslinger Foundation Bicentennial Professor of Business Administration, effective August 25, 2020, an academic year salary of \$230,600.

[t] Mr. Andrew T. Hayashi, Class of 1948 Professor of Scholarly Research in Law, an academic year salary of \$218,000.

[t] Mr. Kenneth C. Lichtendahl, Eleanor F. and Philip G. Rust Professor of Business Administration, effective August 25, 2020, an academic year salary of \$227,100.

[t] Mr. Michael A. Livermore, Edward F. Howrey Professor of Law, effective August 25, 2020, an academic year salary of \$245,000.

[t] Ms. Elena Loutskina, Peter M. Grant II Bicentennial Professor of Business Administration, effective August 25, 2020, an academic year salary of \$302,200.

[t] Ms. Cynthia L. Nicoletti, Class of 1966 Research Professor of Law, effective August 25, 2020, an academic year salary of \$225,000.

[t] Ms. Kimberly J. Robinson, Elizabeth D. and Richard A. Merrill Professor of Law, effective August 25, 2020, an academic year salary of \$250,000.

[t] Mr. Micah J. Schwartzman, Hardy Cross Dillard Professor of Law, effective August 25, 2020, an academic year salary of \$245,900.

[t] Mr. Weiqiang Wang, Gordon Thomas Whyburn Professor of Mathematics, effective August 25, 2020, an academic year salary of \$174,100.

[t] Mr. William Wylie, Commonwealth Professor of Art, effective August 25, 2020, an academic year salary of \$140,000.

(d) Resignation of Chairholder

The President announced the following chairholder resignation:

[t] Ms. Christine M. Kennedy, Madeline Higginbotham Sly Professor of Nursing, effective October 31, 2020.

(e) Retirements of Chairholders

The President announced the following chairholder retirements:

[t] Dr. Mark F. Abel, Charles J. Frankel Professor of Orthopaedic Surgery, effective December 31, 2020. Dr. Abel has been a faculty member since May 1, 1993.

[t] Mr. John D. Lyons, Commonwealth Professor of French, effective May 24, 2020. Mr. Lyons had been a faculty member since September 1, 1987.

[t] Dr. John B. Schorling, Harry T. Peters Sr. Professor of Internal Medicine, effective January 8, 2021. Dr. Schorling has been a faculty member since September 19, 1988.

5. **PROMOTIONS**

RESOLVED, the following persons are promoted:

[t] Ms. Lisa M. Cacho, from Associate Professor of American Studies, with term to Associate Professor of American Studies, without term, effective August 25, 2020.

[t] Mr. Tobias Grossmann, from Associate Professor of Psychology to Professor of Psychology, effective August 25, 2020.

[t] Mr. Robert T. Vinson, from Professor of African American and African Studies, with term to Professor of African American and African Studies, without term, effective August 25, 2020.

6. **CHANGE OF TITLE**

RESOLVED, the following person's faculty title has changed:

Mr. Herman Shakeri, from Assistant Professor of Data Science, General Faculty to Assistant Professor of Data Science, effective August 25, 2020.

7. **SPECIAL SALARY ACTIONS**

RESOLVED, the following persons shall receive the salary indicated:

Mr. Tarek A. Abbas, Associate Professor of Radiation Oncology, effective July 25, 2020, an annual salary of \$154,500.

[t] Ms. Jennifer L. Bair, Professor of Sociology, effective August 25, 2020, an academic year salary of \$150,600.

[t] Mr. Gary A. Ballinger, Professor of Commerce, effective August 25, 2020, an academic year salary of \$220,000.

Mr. Aditya Bamzai, Associate Professor of Law, effective August 25, 2020, an academic year salary of \$191,900.

[t] Ms. Ellen M. Bassett, Professor of Urban and Environmental Planning, effective August 25, 2020, an academic year salary of \$119,600.

[t] Mr. Manuel Baucells, Associate Professor of Business Administration, effective August 25, 2020, an academic year salary of \$222,900.

[t] Ms. Allison M. Bigelow, Associate Professor of Spanish, effective August 25, 2020, an academic year salary of \$81,000.

[t] Mr. Fahad A. Bishara, Associate Professor of History, effective August 25, 2020, an academic year salary of \$99,900.

Ms. Stacey L. Burgess, Assistant Professor of Medicine, effective July 25, 2020, an annual salary of \$88,600.

Ms. Kerrie A. Carfagno, Associate Professor of Commerce, General Faculty, effective August 25, 2020, an academic year salary of \$120,000.

[t] Ms. Stephanie L. Ceraso, Associate Professor of Digital Writing and Rhetoric, effective August 25, 2020, an academic year salary of \$93,400.

[t] Mr. Raul O. Chao, Associate Professor of Business Administration, effective August 25, 2020, an academic year salary of \$202,200.

[t] Mr. Joshua J. Choi, Associate Professor of Chemical Engineering, effective August 25, 2020, a salary of \$144,100.

Ms. Blaire E. Cholewa, Associate Professor of Education, General Faculty, effective August 25, 2020, an academic year salary of \$93,600.

[t] Mr. Andres F. Clarens, Professor of Engineering Systems and Environment, effective July 25, 2020, an annual salary of \$213,000.

[t] Ms. Julia J. Cohen, Associate Professor of Education, effective July 25, 2020, an annual salary of \$142,200.

Mr. Kevin Cope, Associate Professor of Law, effective August 25, 2020, an academic year salary of \$179,100.

[t] Mr. Ahmet Kerem Cosar, Professor of Economics, effective August 25, 2020, an academic year salary of \$219,500.

Mr. Patrick S. Cottler, Associate Professor of Plastic Surgery, effective July 25, 2020, an annual salary of \$124,000.

Ms. Bethany M. Coyne, Associate Professor of Nursing, General Faculty, effective July 25, 2020, an annual salary of \$133,400.

[t] Ms. Nomi Dave, Associate Professor of Music, effective August 25, 2020, an academic year salary of \$86,500.

[t] Mr. Shane W. Davis, Associate Professor of Astronomy, effective August 25, 2020, an academic year salary of \$106,200.

Mr. Joseph E. Davis, Research Professor of Sociology, effective August 25, 2020, an academic year salary of \$94,800.

Ms. Regina M. DeGennaro, Professor of Nursing, General Faculty, effective July 25, 2020, an annual salary of \$138,800.

Ms. Isabelle Derre, Associate Professor of Microbiology, Immunology, and Cancer Biology, effective July 25, 2020, an annual salary of \$110,000.

[t] Mr. Yen Q. Do, Associate Professor of Mathematics, effective August 25, 2020, an academic year salary of \$105,200.

[t] Mr. Chad S. Dodson, Professor of Psychology, effective August 25, 2020, an academic year salary of \$110,900.

[t] Ms. Elizabeth A. Ellcessor, Associate Professor of Media Studies, effective August 25, 2020, an academic year salary of \$101,800.

Ms. Lilian P.W. Feitosa, Associate Professor of Portuguese, General Faculty, effective August 25, 2020, an academic year salary of \$60,800.

Ms. Amanda G. Flora, Associate Professor of Education, General Faculty, effective August 25, 2020, an academic year salary of \$83,100.

[t] Mr. Rider W. Foley, Associate Professor of Engineering and Society, effective August 25, 2020, an academic year salary of \$90,000.

[t] Mr. Douglas Fordham, Professor of Art, effective August 25, 2020, an academic year salary of \$108,000.

Mr. Joe Fore, Associate Professor of Law, General Faculty, effective July 25, 2020, an annual salary of \$114,500.

[t] Ms. Debjani Ganguly, Professor of English, effective August 25, 2020, an academic year salary of \$140,000.

[t] Mr. Geoffrey M. Geise, Associate Professor of Chemical Engineering, effective August 25, 2020, an annual salary of \$154,800.

Mr. Robert J. Gilliard, Assistant Professor of Chemistry, effective December 25, 2020, an academic year salary of \$113,400.

[t] Ms. Lisa Goff, Associate Professor of English and American Studies, effective August 25, 2020, an academic year salary of \$92,800.

[t] Mr. Kevin M. Grise, Associate Professor of Environmental Sciences, effective August 25, 2020, an academic year salary of \$103,000.

[t] Mr. Tobias Grossmann, Professor of Psychology, effective August 25, 2020, an academic year salary of \$127,200.

[t] Ms. Njelle W. Hamilton, Associate Professor of English and African-American and African Studies, effective August 25, 2020, an academic year salary of \$92,200.

[t] Mr. John C. Hamilton, Associate Professor of American Studies and Media Studies, effective August 25, 2020, an academic year salary of \$96,300.

[t] Mr. Paul C. Harris, Associate Professor of Education, effective August 25, 2020, an academic year salary of \$100,000.

[t] Mr. Joseph M. Hart, Professor of Education, effective July 25, 2020, an annual salary of \$149,800.

Ms. Natasha Heny, Associate Professor of Education, General Faculty, effective August 25, 2020, an academic year salary of \$79,500.

[t] Mr. Michael Hilinski, Associate Professor of Chemistry, effective July 25, 2020, an annual salary of \$132,500.

[t] Mr. Ku-Lung Hsu, Associate Professor of Chemistry, effective July 25, 2020, an annual salary of \$153,300.

[t] Mr. Murad Idris, Associate Professor of Politics, effective August 25, 2020, an academic year salary of \$122,100.

[t] Mr. Remy Indebetouw, Professor of Astronomy, effective August 25, 2020, an academic year salary of \$121,000.

[t] Mr. Andrew W. Kahrl, Professor of History and African-American Studies, effective August 25, 2020, an academic year salary of \$114,000.

Ms. Tami Kim, Assistant Professor of Business Administration, effective August 25, 2020, an academic year salary of \$185,600.

[t] Ms. Aynne Kokas, Associate Professor of Media Studies, effective August 25, 2020, an academic year salary of \$117,500.

[t] Ms. Foteini Kondyli, Associate Professor of Art, effective August 25, 2020, an academic year salary of \$88,900.

[t] Mr. David W. Lehman, Professor of Commerce, effective August 25, 2020, an academic year salary of \$218,000.

[t] Ms. Alison J.M. Levine, Professor of French, effective July 25, 2020, an annual salary of \$128,100.

Mr. Bruce Libby, Professor of Radiation Oncology, effective July 25, 2020, an annual salary of \$272,500.

[t] Ms. Xiaorong Liu, Associate Professor of Biology and Psychology, effective August 25, 2020, an academic year salary of \$112,200.

[t] Mr. Lee M. Lockwood, Associate Professor of Economics, effective August 25, 2020, an academic year salary of \$214,500.

[t] Ms. Jeongok Logan, Associate Professor of Nursing, effective August 25, 2020, an academic year salary of \$101,300.

Mr. John R. Lukens, Associate Professor of Neuroscience, effective July 25, 2020, an annual salary of \$115,500.

Ms. Jennifer L. Maeng, Research Associate Professor of Education, effective July 25, 2020, an annual salary of \$114,200.

Ms. Chelsea Marie, Assistant Professor of Medicine, effective July 25, 2020, an annual salary of \$86,800.

[t] Dr. Amy J. Mathers, Associate Professor of Medicine, effective July 25, 2020, an annual salary of \$162,800.

[t] Mr. Isaac M. Mbiti, Associate Professor of Public Policy, effective August 25, 2020, an academic year salary of \$180,000.

Mr. Luke C. Miller, Research Associate Professor of Education, effective July 25, 2020, an annual salary of \$141,900.

[t] Ms. Sarah E. Milov, Associate Professor of History, effective August 25, 2020, an academic year salary of \$94,400.

[t] Ms. Emma M. Mitchell, Associate Professor of Nursing, effective August 25, 2020, an academic year salary of \$101,300.

[t] Mr. Andrew S. Mondschein, Associate Professor of Urban and Environmental Planning, effective August 25, 2020, an academic year salary of \$91,900.

Ms. Sherri B. Moore, Associate Professor of Commerce, General Faculty, effective August 25, 2020, an academic year salary of \$165,000.

[t] Ms. Lydia Moyer, Professor of Art, effective August 25, 2020, an academic year salary of \$103,700.

[t] Mr. Daniel P. Murphy, Associate Professor of Business Administration, effective August 25, 2020, an academic year salary of \$182,300.

Ms. Suna Onengut-Gumuscu, Associate Professor of Public Health Sciences, effective July 25, 2020, an annual salary of \$143,990.

[t] Mr. B. Brian Park, Professor of Engineering Systems and Environment, effective August 25, 2020, an academic year salary of \$112,000.

Mr. Robert E. Patterson, Associate Professor of Commerce, General Faculty, effective August 25, 2020, an academic year salary of \$120,000.

Ms. Jennifer S. Pease, Associate Professor of Education, General Faculty, effective August 25, 2020, an academic year salary of \$77,100.

Ms. Marcia L. Pentz-Harris, Assistant Professor of Commerce, General Faculty, effective August 25, 2020, an academic year salary of \$120,000.

Dr. James A. Platts-Mills, Associate Professor of Medicine, effective July 25, 2020, an annual salary of \$157,700.

Mr. Aakrosh Ratan, Associate Professor of Public Health Sciences, effective July 25, 2020, an annual salary of \$136,000.

Ms. Roshni Raveendhran, Assistant Professor of Business Administration, effective August 25, 2020, an academic year salary of \$172,100.

[t] Mr. Isaac A. Reed, Professor of Sociology, effective August 25, 2020, an academic year salary of \$145,400.

[t] Ms. Lisa A. Reilly, Professor of Architectural History, effective August 25, 2020, an academic year salary of \$119,900.

[t] Ms. Deborah A. Roach, Professor of Biology, effective August 25, 2020, an academic year salary of \$127,400.

[t] Ms. Charlotte W. Rogers, Associate Professor of Spanish, effective August 25, 2020, an academic year salary of \$99,900.

[t] Mr. Gustavo K. Rohde, Professor of Biomedical Engineering, effective July 25, 2020, an annual salary of \$178,900.

Dr. Soichi Sano, Assistant Professor of Medicine, effective September 25, 2020, an annual salary of \$87,400.

[t] Mr. Jeffrey J. Saucerman, Professor of Biomedical Engineering, effective July 25, 2020, an annual salary of \$176,220.

[t] Mr. Todd M. Scanlon, Professor of Environmental Sciences, effective August 25, 2020, an academic year salary of \$126,200.

Mr. Heman Shakeri, Assistant Professor of Data Science, effective August 25, 2020, an annual salary of \$140,000.

Ms. Elizabeth R. Sharlow, Professor of Research in Pharmacology, effective July 25, 2020, an annual salary of \$114,400.

Ms. Crystal Shin, Associate Professor of Law, General Faculty, effective July 25, 2020, an annual salary of \$115,000.

[t] Ms. Sarah E. Siegrist, Associate Professor of Biology, effective August 25, 2020, an academic year salary of \$109,800.

Mr. Swapnil K. Sonkusare, Assistant Professor of Molecular Physiology & Biological Physics, effective July 25, 2020, an annual salary of \$142,600.

Mr. Scott Sperling, Associate Professor of Neurology, effective July 25, 2020, an annual salary of \$132,000.

Ms. Paula A. Sprague, Associate Professor of Spanish, General Faculty, effective August 25, 2020, an academic year salary of \$66,300.

[t] Mr. Gregg Strauss, Professor of Law, effective August 25, 2020, an academic year salary of \$198,200.

Ms. Patricia S. Sullivan, Associate Professor of English, General Faculty, effective August 25, 2020, an academic year salary of \$89,500.

Ms. Mami Taniuchi, Associate Professor of Medicine, effective July 25, 2020, an annual salary of \$103,000.

[t] Mr. Chi Yan Jeffrey Teo, Associate Professor of Physics, effective August 25, 2020, an academic year salary of \$112,200.

Ms. Archana Thakur, Associate Professor of Medicine, effective July 25, 2020, an annual salary of \$138,100.

Mr. Davide Tomio, Assistant Professor of Business Administration, effective August 25, 2020, an academic year salary of \$234,600.

[t] Mr. Peter G. Troyan, Associate Professor of Economics, effective August 25, 2020, an academic year salary of \$163,200.

[t] Ms. Amrisha Vaish, Associate Professor of Psychology, effective August 25, 2020, an academic year salary of \$107,100.

Ms. Rupa S. Valdez, Associate Professor of Public Health Sciences, effective July 25, 2020, an annual salary of \$137,000.

[t] Ms. Emiliana Versteeg, Professor of Law, effective August 25, 2020, an academic year salary of \$240,000.

[t] Ms. Rachel L. Wahl, Associate Professor of Education, effective August 25, 2020, an academic year salary of \$95,700.

[t] Mr. Hongning Wang, Associate Professor of Computer Science, effective July 25, 2020, an annual salary of \$177,900.

[t] Ms. Kimberly A. Whitler, Associate Professor of Business Administration, effective August 25, 2020, an academic year salary of \$201,300.

Ms. Clareen A. Wiencek, Professor of Nursing, General Faculty, effective July 25, 2020, an annual salary of \$187,600.

Ms. Amanda P. Williford, Associate Professor of Education, General Faculty, effective September 25, 2020, an annual salary of \$145,500

[t] Ms. Barbara B. Wilson, Associate Professor of Urban and Environmental Planning, effective August 25, 2020, an academic year salary of \$94,600.

[t] Ms. Vivian C. Wong, Associate Professor of Education, effective July 25, 2020, an annual salary of \$140,000.

[t] Mr. Ryan T. Wright, Professor of Commerce, effective August 25, 2020, an academic year salary of \$225,000.

Mr. Ting Xu, Assistant Professor of Business Administration, effective August 25, 2020, an academic year salary of \$235,800.

[t] Mr. Baoxing Xu, Associate Professor of Mechanical and Aerospace Engineering, effective August 25, 2020, an annual salary of \$148,500.

[t] Mr. Jianhui Zhou, Professor of Statistics, effective August 25, 2020, an academic year salary of \$133,700.

8. RESIGNATIONS

The President announced the following resignations:

[t] Dr. Gorav Ailawadi, Professor of Surgery, effective August 31, 2020.

Mr. Michael L. Beaman, Assistant Professor of Architecture, General Faculty, effective December 24, 2020.

Mr. Cody Fleming, Assistant Professor of Systems and Information Engineering, effective August 15, 2020.

Dr. Stephen G. Flynn, Assistant Professor of Anesthesiology, effective August 29, 2020.

Ms. Jasmin Herz, Assistant Professor of Neuroscience, effective June 30, 2020.

[t] Mr. Archie L. Holmes, Professor of Electrical and Computer Engineering, effective September 30, 2020.

Ms. Zaneta H. Hong, Assistant Professor of Landscape Architecture, effective August 24, 2020.

Dr. Ting Li, Assistant Professor of Medicine, effective July 3, 2020.

Mr. Steven K. Malin, Assistant Professor of Education, effective August 24, 2020.

Mr. John W. Melson, Assistant Professor of Medicine, effective June 30, 2020.

Ms. Stephanie L. Moore, Assistant Professor of Education, General Faculty, effective August 9, 2020.

Dr. Igor Smirnov, Assistant Professor of Research in Neuroscience, effective July 1, 2020.

Mr. Scott Sperling, Associate Professor of Neurology, effective September 30, 2020.

Mr. Joseph R. Wiencek, Assistant Professor of Pathology, effective August 28, 2020.

9. RETIREMENTS

The President announced the following retirements:

Dr. Robert W. Battle, Professor of Medicine and Pediatrics, effective November 1, 2020. Dr. Battle had been a faculty member since August 1, 2007.

[t] Ms. Avril V. Somlyo, Professor of Molecular Physiology, effective February 28, 2021. Ms. Somlyo has been a faculty member since July 1, 1988.

[t] Mr. Trinh X. Thuan, Professor of Astronomy, effective January 31, 2021. Mr. Thuan has been a faculty member since October 1, 1976.

[t] Mr. Brantly Womack, Professor of Politics, effective May 24, 2021. Mr. Womack has been a faculty member since September 1, 1992.

10. CORRECTION TO THE RESIGNATION OF PATRICE K. REHM

The announcement of the resignation of Dr. Patrice K. Rehm, as Professor of Radiology & Medical Imaging, effective August 1, 2020, as shown in the Board of Visitors minutes dated September 11, 2020, is corrected to be an announcement of her retirement:

Dr. Patrice K. Rehm, Professor of Radiology & Medical Imaging, effective August 1, 2020. Dr. Rehm had been a faculty member since July 1, 2000.

11. APPOINTMENTS

The President announced the following appointments:

Mr. Stephen M. Farmer, as Vice Provost for Enrollment, for three years, effective January 1, 2021.

Mr. Ronald R. Hutchins, as Vice Provost for Academic Technology, for two years, effective August 1, 2020.

12. RE-APPOINTMENT

The President announced the following re-appointment:

Ms. Risa L. Goluboff, as Dean, School of Law, for five years, effective July 1, 2021.

13. ELECTION OF VIRGINIA H. EVANS AS VICE PRESIDENT AND CHIEF INFORMATION OFFICER

RESOLVED, Ms. Virginia H. Evans is elected as Vice President and Chief Information Officer, for one year, effective July 6, 2020, at an annual salary of \$360,400.

14. ELECTION OF MARGOT M. ROGERS AS VICE PRESIDENT FOR STRATEGIC INITIATIVES

RESOLVED, Ms. Margot M. Rogers is elected as Vice President for Strategic Initiatives, for five years, effective January 1, 2021, at an annual salary of \$292,000.

15. RE-ELECTION OF DONNA P. HENRY AS CHANCELLOR OF THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE

RESOLVED, Ms. Donna P. Henry is re-elected as Chancellor of The University of Virginia's College at Wise, for one year, effective June 1, 2021.

16. RE- ELECTION OF DAVID W. MARTEL AS VICE PRESIDENT FOR COMMUNICATION AND CHIEF MARKETING OFFICER

RESOLVED, Mr. David W. Martel is re-elected as Vice President for Communication and Chief Marketing Officer, for five years, effective October 1, 2019.

17. ELECTION OF PROFESSORS EMERITI

RESOLVED, the following persons are elected Professor Emeriti:

[t] Dr. Mark F. Abel, Charles J. Frankel Emeritus Professor of Orthopaedic Surgery, effective January 1, 2021.

Dr. Robert W. Battle, Professor Emeritus of Medicine and Pediatrics, effective November 2, 2020.

[t] Mr. John D. Lyons, Commonwealth Professor Emeritus of French, effective May 25, 2020.

Dr. Patrice K. Rehm, Professor Emerita of Radiology & Medical Imaging, effective August 2, 2020.

[t] Dr. John B. Schorling, Harry T. Peters Sr. Professor Emeritus of Internal Medicine, effective January 9, 2021.

[t] Ms. Avril V. Somlyo, Professor Emerita of Molecular Physiology, effective March 1, 2021.

[t] Mr. Trinh X. Thuan, Professor Emeritus of Astronomy, effective February 1, 2021.

[t] Mr. Brantly Womack, Professor Emeritus of Politics, effective May 25, 2021.

18. CORRECTION TO THE EMERITUS ELECTION OF PATRICE G. GUYENET

RESOLVED, the election of Mr. Patrice G. Guyenet, as Professor Emeritus of Pharmacology, effective January 1, 2021, as shown in the Board of Visitors minutes dated September 11, 2020, is corrected to read as follows:

[t] Mr. Patrice G. Guyenet, Professor Emeritus of Pharmacology, effective January 2, 2021.

19. CORRECTION TO THE EMERITUS ELECTION OF JOHN S. LAZO

RESOLVED, the election of Mr. John S. Lazo, as Harrison Distinguished Teaching Professor Emeritus of Pharmacology, effective January 1, 2021, as shown in the Board of Visitors minutes dated September 11, 2020, is corrected to read as follows:

[t] Mr. John S. Lazo, as Harrison Distinguished Teaching Professor Emeritus of Pharmacology, effective January 2, 2021.

20. DEATHS

The president announced the following deaths:

Mr. Alan P. Batson, Professor Emeritus of Computer Science, died August 29, 2020. Mr. Batson had been a faculty member from September 15, 1958 until retiring on December 24, 1999.

Mr. Lionel R. Duisit, Associate Professor Emeritus of French, died May 5, 2020. Mr. Duisit had been a faculty member from September 1, 1967 until retiring on May 31, 1999.

Mr. Joseph E. Gibson, Peat, Marwick, Mitchell Professor Emeritus of Professional Accounting, died August 17, 2020. Mr. Gibson had been a faculty member from September 15, 1955 until retiring on June 30, 1991.

Dr. Gerald Goldstein, Professor Emeritus of Internal Medicine and Professor of Microbiology, died July 23, 2020. Mr. Goldstein had been a faculty member from January 1, 1962 until retiring on March 31, 1988.

Dr. David M. Kahler, Professor Emeritus of Orthopaedic Surgery, died August 8, 2020. Mr. Kahler had been a faculty member from January 1, 1991 until retiring on June 15, 2018.

THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE

21. PROMOTION

RESOLVED, the following person is promoted:

[t] Ms. Emily A. Dotson, from Assistant Professor of English at The University of Virginia's College at Wise to Associate Professor of English at The University of Virginia's College at Wise, effective August 25, 2020.

22. SPECIAL SALARY ACTIONS

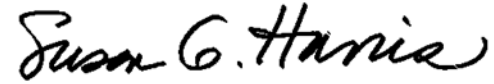
RESOLVED, the following persons shall receive the salary indicated:

[t] Mr. Jonathan M. Crimmins, Associate Professor of English at The University of Virginia's College at Wise, effective August 25, 2020, an annual salary of \$60,300.

[t] Ms. Emily A. Dotson, Associate Professor of English at The University of Virginia's College at Wise, effective August 25, 2020, an annual salary of \$91,800.

On motion, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Susan G. Harris". The signature is written in a cursive, flowing style.

Susan G. Harris
Secretary

SGH:ddr

These minutes have been posted to the University of Virginia's Board of Visitors website.
<http://bov.virginia.edu/public-minutes>

RESOLUTIONS NOT REQUIRING ACTION BY THE FULL BOARD

The following resolutions were adopted in a Board committee and do not require approval by the full Board; they are enumerated below as a matter of record.

HEALTH SYSTEM BOARD – DECEMBER 10, 2020

CREDENTIALING AND RE-CREDENTIALING ACTIONS – HEALTH SYSTEM BOARD – APPROVED DECEMBER 10, 2020

RECOMMENDED CREDENTIALING AND RE-CREDENTIALING ACTIONS

1. APPOINTMENTS TO THE CLINICAL STAFF

RESOLVED, 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:

Figari Jordan, Renzo, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: November 13, 2020, through November 12, 2021; Privileged in Neurology.

Kornetskey, Kenneth, M.D., Nephrologist in the Department of Medicine; Attending Staff Status; Period of Appointment: November 13, 2020, through November 12, 2021; Privileged in Medicine.

Laccheo, Ikuko, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: November 13, 2020, through November 12, 2021; Privileged in Neurology.

Mullen, Kenneth, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Appointment: October 8, 2020, through October 7, 2021; Privileged in Anesthesiology.

Nahm, Frederick, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: November 13, 2020, through November 12, 2021; Privileged in Neurology.

Straughn, Cameron, D.O., Physician in the Department of Orthopedic Surgery; Attending Staff Status; Period of Appointment: October 8, 2020, through October 7, 2021; Privileged in Family Medicine.

Summonu, N. Abimbuola, Renzo, M.D., Neurologist in the Department of Neurology; Instructor Staff Status; Period of Appointment: November 13, 2020, through November 12, 2021; Privileged in Neurology.

2. REAPPOINTMENTS TO THE CLINICAL STAFF

RESOLVED, 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:

Barcia, John, M.D., Pediatric Nephrologist in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Barros, Diane, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Becker, Robert, M.D., Hospitalist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Behm, Brian M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Bilchick, Kenneth, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Boggs, Sarah, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Borowitz, Stephen, M.D., Pediatric Gastroenterologist in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Bose, Subhasish, M.D., Nephrologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Brown, Sue, M.D., Endocrinologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Caley, Matthew, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Castro, Barbara, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

Cooper, Minton, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Daugherty, Reza, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Deal, Dylan, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Druzgal, Thomas, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Elmore, Brett, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

Erickson, Sarah, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Fang, Gary, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Flotten, Andrew, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: December 6, 2020, through March 30, 2022; Privileged in Radiology and Medical Imaging.

Froh, Deborah, M.D., Pediatric Pulmonologist in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Fuchs, Kathleen, Ph.D., Neuropsychologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Neurology.

Gaughan, Elizabeth, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Hall, Richard, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Hassanzadeh, Hamid, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Hryvniak, David, D.O., Physiatrist in the Department of Physical Medicine and Rehabilitation; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Physical Medicine and Rehabilitation.

Huffmyer, Julie, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

Iezzoni, Julia, M.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pathology.

Jones, Connie, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

Kirby, Jennifer, M.D., Endocrinologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Kripalani, Sanjay, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Emergency Medicine.

Lambert, Drew, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Loughran, Thomas, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Lounsbury, Heather, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Emergency Medicine.

Lunardi, Nadi, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

McNamara, Coleen, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Matsumoto, Julie, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Mehta, Rahul, M.D., Hospitalist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Mutter, Mary, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Emergency Medicine.

Netland, Peter, M.D., Ophthalmologist in the Department of Ophthalmology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Ophthalmology.

Noland, Mary Margaret, M.D., Dermatologist in the Department of Dermatology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Dermatology.

Padia, Shetal, M.D., Endocrinologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Penberthy, Jennifer, Ph.D., Psychologist in the Department of Psychiatry and Neurobehavioral Sciences; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Psychology.

Perumal, Venkat, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Pinkerton, JoAnn, M.D., Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Obstetrics and Gynecology.

Platts-Mills, Thomas, M.D., Allergist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Powell, Steven, M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Powers, Robert, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Prum, Bruce, M.D., Ophthalmologist in the Department of Ophthalmology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Ophthalmology.

Ragosta, Michael, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Reynolds, Robert, M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Riordan, John, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Emergency Medicine.

Roberson, Porsche, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Scharf, Rebecca, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Pediatrics.

Shaffrey, Catherine, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

Shay, Neeral, M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Singh, Karen, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Anesthesiology.

Siragy, Helmy, M.D., Endocrinologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Solorzano, Guillermo, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Neurology.

Somerville, Lindsay, M.D., Pulmonologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Statuta, Siobhan, M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Family Medicine.

Theodore, Danny, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: October 31, 2020, through October 30, 2022; Privileged in Anesthesiology.

Volberg, Frank, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Reappointment: December 22, 2020, through September 29, 2021; Privileged in Radiology and Medical Imaging.

Yang, Zequan, M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Surgery.

3. SECONDARY APPOINTMENTS TO THE CLINICAL STAFF

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

Statuta, Siobhan, M.D., Physician in the Department of Physical Medicine and Rehabilitation; Attending Staff Status; Period of Secondary Reappointment: November 30, 2020, through November 29, 2022; Privileged in Physical Medicine and Rehabilitation.

4. DATE CHANGES CLINICAL STAFF

RESOLVED, the recommendations of the Clinical Staff Executive Committee for the staff date change to the following Clinical Staff are approved:

Rogers, Elisabeth, M.D., Pediatrician in the Department of Pediatrics; Date Change for Secondary Appointment; Attending Staff Status; Effective: October 31, 2020, through October 30, 2021; Privileged in Pediatric.

5. RESIGNATIONS OF CLINICAL STAFF

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

Alford, Bennett A., M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Effective Date of Retirement: October 31, 2020.

Anderson, Susan M., M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Effective Date of Retirement: December 27, 2019.

Battle, Robert W., M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Effective Date of Retirement: November 1, 2020.

Buchanan, Patricia K., M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Effective Date of Resignation: July 13, 2020.

Moore, Matthew D., M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Effective Date of Resignation: July 13, 2020.

Simmonds, Lisa E., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Effective Date of Resignation: November 17, 2020.

Tillack, Thomas W., M.D., Pathologist in the Department of Pathology; Attending Staff Status; Effective Date of Retirement: June 30, 2020.

6. NEW PRIVILEGES TO CLINICAL STAFF MEMBER

RESOLVED, the recommendations of the Clinical Staff Executive Committee for new procedural privileges to the following Clinical Staff Member are approved:

Nolan, Mary, M.D., Dermatologist in the Department of Dermatology. Additional Privileges for Intense Pulse Light and Fraxel Procedures. Effective Date: November 13, 2020, through November 29, 2022.

7. PRIVILEGES FOR NEW ALLIED HEALTH PROFESSIONALS

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

Brown, Barrie, R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Period of Privileging: November 2, 2020 through November 1, 2021; Privileged as a Certified Registered Nurse Anesthetist.

Dodson, Farren H., R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: October 30, 2020 through October 18, 2021; Privileged as a Family Nurse Practitioner.

Galuppo, Jana, P.A., Physician Assistant in the Department of Neurology; Period of Privileging: October 23, 2020 through October 15, 2021; Privileged as a Physician Assistant.

Mooney, Melyssa, R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Period of Privileging: October 19, 2020 through October 18, 2021; Privileged as a Certified Registered Nurse Anesthetist.

Raiford, Loretta, R.N., N.P., Psychiatric Mental Health Nurse Practitioner in the Department of Medicine; Period of Privileging: October 22, 2020 through October 4, 2021; Privileged as a Psychiatric Mental Health Nurse Practitioner.

8. RENEWAL OF PRIVILEGES FOR ALLIED HEALTH PROFESSIONALS

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

Benes, Judith J., R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Period of Privileging: December 5, 2020 through December 4, 2022; Privileged as a Certified Registered Nurse Anesthetist.

Bergland, Eleanor L., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Neurology; Period of Privileging: December 15, 2020 through December 14, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Bledsoe, Johnnie K., R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: December 7, 2020 through December 6, 2022; Privileged as a Family Nurse Practitioner.

Carlton, Jolene D., R.N., N.P., Acute Care Pediatric Nurse Practitioner in the Department of Pediatrics; Period of Privileging: December 28, 2020 through December 27, 2022; Privileged as an Acute Care Pediatric Nurse Practitioner.

Chapman, Leslie A., R.N., N.P., Family Nurse Practitioner in the Department of Surgery; Period of Privileging: December 2, 2020 through December 1, 2022; Privileged as a Family Nurse Practitioner.

Conkling, Katherine P., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Radiology and Medical Imaging; Period of Privileging: December 2, 2020 through December 1, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Gilday, Emily P., R.N., N.P., Family Nurse Practitioner in the Departments of Otolaryngology and Neurosurgery; Period of Privileging: December 27, 2020 through December 26, 2022; Privileged as a Family Nurse Practitioner.

Hand, Rebecca L., R.N., N.P., Acute Care Nurse Practitioner in the Departments of Neurology and Otolaryngology; Period of Privileging: December 22, 2020 through December 21, 2022; Privileged as an Acute Care Nurse Practitioner.

Hooper, Elizabeth W., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Surgery; Period of Privileging: December 7, 2020 through December 6, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Jackson, Mary Jane., R.N., N.P., Family Nurse Practitioner in the Department of Pediatrics; Period of Privileging: December 20, 2020 through December 19, 2022; Privileged as a Family Nurse Practitioner.

Jett, Lisa, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: December 6, 2020 through December 5, 2022; Privileged as a Family Nurse Practitioner.

Karns, Logan B., G.C., Genetic Counselor in the Department of Obstetrics and Gynecology; Period of Privileging: December 13, 2020 through December 12, 2022; Privileged as a Genetic Counselor.

Leake, Kimberly F., R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: December 6, 2020 through December 5, 2022; Privileged as a Family Nurse Practitioner.

Peregoy, Leslie S., R.N., N.P., Pediatric Nurse Practitioner in the Department of Pediatrics; Period of Privileging: December 20, 2020 through December 19, 2022; Privileged as a Pediatric Nurse Practitioner.

Roberts, Connie L., R.N., N.P., Adult Nurse Practitioner in the Department of Surgery; Period of Privileging: December 9, 2020 through December 8, 2022; Privileged as an Adult Nurse Practitioner.

Robertson, Matthew P., R.N., N.P., Acute Care Nurse Practitioner in the Department of Surgery; Period of Privileging: December 12, 2020 through December 11, 2022; Privileged as an Acute Care Nurse Practitioner.

Sembrowich, Sean, R.N., N.P., Psychiatric Mental Health Nurse Practitioner in the Department of Psychiatry and Neurobehavioral Sciences; Period of Privileging: January 1, 2021 through December 31, 2023; Privileged as a Psychiatric Mental Health Nurse Practitioner.

Stephens, Sara G., Ph.D., Licensed Clinical Social Worker in the Department of Medicine; Period of Privileging: December 10, 2020 through December 9, 2022; Privileged as a Licensed Clinical Social Worker.

Thomas, Martha H., G.C., Genetic Counselor in the Department of Obstetrics and Gynecology; Period of Privileging: December 21, 2020 through December 20, 2022; Privileged as a Genetic Counselor.

Thomas, Matthew H., G.C., Genetic Counselor in the Department of Pediatrics; Period of Privileging: December 13, 2020 through December 12, 2022; Privileged as a Genetic Counselor.

Ventura, Karen A., G.C., Genetic Counselor in the Department of Obstetrics and Gynecology; Period of Privileging: December 21, 2020 through December 20, 2022; Privileged as a Genetic Counselor.

Yowell-Many, Alycia A., R.N., N.P., Family Nurse Practitioner in the Department of Obstetrics and Gynecology; Period of Privileging: December 15, 2020 through December 14, 2022; Privileged as a Family Nurse Practitioner.

9. CATEGORY STATUS, DATE CHANGES OR ADDITIONAL LOCATION OF ALLIED HEALTH PROFESSIONALS

Owens, Nathaniel, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Date Change Effective: October 9, 2020 through September 30, 2021.

10. RESIGNATIONS OF ALLIED HEALTH PROFESSIONALS

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

Evans, Alexis, P.A., Physician Assistant in the Department of Neurology; Effective Date of Resignation: July 28, 2020.

Gilday, Emily, R.N., N.P., Acute Care Nurse Practitioner in the Department of Orthopedic Surgery; Effective Date of Resignation: October 15, 2020.

Hand, Rebecca, R.N., N.P., Acute Care Nurse Practitioner in the Department of Orthopedic Surgery; Effective Date of Resignation: October 15, 2020.

Szabo, Thomas, P.A., Physician Assistant in the Department of Neurosurgery; Effective Date of Resignation: October 12, 2020.

11. NEW PRIVILEGES TO ALLIED HEALTH PROFESSIONALS

RESOLVED, the recommendations of the Clinical Staff Executive Committee for new procedural privileges to the following Allied Health Professional are approved:

Higginson, Kate, P.A., Physician Assistant in the Department of Medicine. Additional Privileges for Adjust Cardiac Assists Devices. Effective Date: November 3, 2020, through July 29, 2021.

Wozneak, Kelly, R.N., N.P., Acute Care Nurse Practitioner in the Department of Medicine. Additional Privileges for Adjust Cardiac Assists Devices. Effective Date: November 3, 2020, through June 17, 2022.

CREDENTIALING AND RECREDENTIALING ACTIONS – HEALTH SYSTEM BOARD/ TRANSITIONAL CARE HOSPITAL – APPROVED DECEMBER 10, 2020

RECOMMENDED CREDENTIALING AND RECREDENTIALING ACTIONS

1. REAPPOINTMENTS TO THE CLINICAL STAFF

RESOLVED, the recommendations of the Clinical Staff Executive Committee for reappointment to the Clinical Staff of the University of Virginia Transitional Care Hospital and the granting of specific privileges to the following practitioners are approved:

Becker, Robert, M.D., Hospitalist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Behm, Brian, M.D., Gastroenterologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Bonham, Catherine, M.D., Pulmonologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Brown, Sue, M.D., Endocrinologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Caley, Matthew, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Cooper, Minton, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Daugherty, Reza, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Deal, Dylan, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Druzgal, Thomas, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Erickson, Sarah, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Flotten, Andrew, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: December 6, 2020, through March 30, 2022; Privileged in Radiology and Medical Imaging.

Fuchs, Kathleen, Ph.D., Psychologist in the Department of Neurology; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Psychology.

Hassanzadeh, Hamid, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Orthopedic Surgery.

Hryvniak, David, D.O., Physiatrist in the Department of Physical Medicine and Rehabilitation; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Physical Medicine and Rehabilitation.

Kirby, Jennifer, M.D., Endocrinologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Lambert, Drew, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Matsumoto, Julie, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Radiology and Medical Imaging.

Mehta, Rahul, M.D., Physician in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Netland, Peter, M.D., Ophthalmologist in the Department of Ophthalmology; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Ophthalmology.

Padia, Shetal, M.D., Endocrinologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Penberthy, Jennifer, Ph.D., Psychologist in the Department of Psychiatry and Neurobehavioral Sciences; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Psychology.

Powers, Robert, M.D., Physician in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Shah, Neeral, M.D., Gastroenterologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Siragy, Helmy, M.D., Endocrinologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Solorzano, Guillermo, M.D., Neurologist in the Department of Neurology; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Neurology.

Somerville, Lindsay, M.D., Pulmonologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Medicine.

Yang, Zequan, M.D., Surgeon in the Department of Surgery; Consulting Staff Status; Period of Reappointment: November 30, 2020, through November 29, 2022; Privileged in Surgery.

2. RESIGNATIONS OF CLINICAL STAFF

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

Alford, Bennett A., M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Effective Date of Retirement: August 1, 2020.

Battle, Robert W., M.D., Cardiologist in the Department of Medicine; Consulting Staff Status; Effective Date of Retirement: November 1, 2020.

Buchanan, Patricia K., M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Effective Date of Resignation: July 13, 2020.

CREDENTIALING AND RECREDENTIALING ACTIONS – HEALTH SYSTEM BOARD – APPROVED SEPTEMBER 15, 2020

RESOLVED, pursuant to the delegation of authority contained in the September 15, 2011 Resolution of the Medical Center Operating Board, the undersigned hereby approve the following Credentialing and Recredentialing Actions as specifically set forth below:

1. APPOINTMENTS TO THE CLINICAL STAFF

RESOLVED, 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:

Ayers, Emily, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Appointment: August 17, 2020, through August 16, 2021; Privileged in Medicine.

Ayers, Michael, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Appointment: August 17, 2020, through August 16, 2021; Privileged in Medicine.

Bateman, Henry, M.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Appointment: September 11, 2020, through September 10, 2021; Privileged in Pathology.

Dabreu, Anelyssa, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: September 11, 2020, through September 10, 2021; Privileged in Neurology.

Frey, Aaron, D.O., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Appointment: August 11, 2020, through June 30, 2021; Privileged in Emergency Medicine.

Garneau, Ashley, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Appointment: August 18, 2020, through August 17, 2021; Privileged in Anesthesiology.

Garneau, Jonathan, M.D., Otolaryngologist in the Department of Otolaryngology; Attending Staff Status; Period of Appointment: August 18, 2020, through August 17, 2021; Privileged in Otolaryngology.

Hampton, Elisa, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: September 1, 2020, through August 31, 2021; Privileged in Pediatrics.

Kron, Irving, M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Appointment: September 3, 2020, through September 2, 2021; Privileged in Surgery.

McLaughlin, Christopher, M.D., Radiation Oncologist in the Department of Radiation Oncology; Attending Staff Status; Period of Appointment: August 14, 2020, through August 13, 2021; Privileged in Radiation Oncology.

Michienzi, Avery, D.O., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Appointment: August 12, 2020, through June 30, 2021; Privileged in Emergency Medicine.

Parsons, Laura, M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Appointment: August 12, 2020, through August 11, 2021; Privileged in Obstetrics and Gynecology.

Philips, Steven, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Appointment: September 10, 2020, through September 9, 2021; Privileged in Medicine.

Rice, Darian, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Appointment: September 3, 2020, through September 2, 2021; Privileged in Anesthesiology.

Shipley, Patricia, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: September 11, 2020, through September 10, 2021; Privileged in Neurology.

Tully, Briana, D.O., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Appointment: August 7, 2020, through June 30, 2021; Privileged in Emergency Medicine.

Valentine, Carol, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Appointment: September 11, 2020, through September 10, 2021; Privileged in Medicine.

Watson, John, M.D., Pulmonologist in the Department of Medicine; Attending Staff Status; Period of Appointment: August 10, 2020, through August 9, 2021; Privileged in Medicine.

Zilisch, Joseph, M.D., Ophthalmologist in the Department of Ophthalmology; Attending Staff Status; Period of Appointment: September 1, 2020, through August 31, 2021; Privileged in Ophthalmology.

2. REAPPOINTMENTS TO THE CLINICAL STAFF

RESOLVED, 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:

Akosah, Kwame, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Awuah, Kwabena, MBCHB, Nephrologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Babbott, Stewart, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Badaracco, Maria, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Baer, Alexander, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Emergency Medicine.

Bertram, Edward, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Neurology.

Burns, Ted, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Neurology.

Blackhall, Leslie, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Bogdonoff, David, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Anesthesiology.

Borish, Larry, M.D., Allergist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Campbell, Garland, M.D., Nephrologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Canterbury, Randolph, M.D., Psychiatrist in the Department of Psychiatry and Neurobehavioral Sciences; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Psychiatry and Neurobehavioral Sciences.

Carver, Deborah, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Pediatrics.

Chastain, Dania, Ph.D., Psychologist in the Department of Anesthesiology; Administrative Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022.

Chen, Donna, M.D., Psychiatrist in the Department of Psychiatry and Neurobehavioral Sciences; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Psychiatry and Neurobehavioral Sciences.

Clayton, Anita, M.D., Psychiatrist in the Department of Psychiatry and Neurobehavioral Sciences; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Psychiatry and Neurobehavioral Sciences.

Collins, Stephen, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Anesthesiology.

Costabile, Raymond, M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Urology.

Doran, Amy, M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Engel, Michael, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Pediatrics.

Freilich, Aaron, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Orthopedic Surgery.

Gander, Jeffrey, M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Surgery.

Gaskin, Christopher, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Radiology and Medicine Imaging.

Golden, Wendy, Ph.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Pathology.

Gomez, Roberto, M.D., Pediatrician in the Department of Pediatrics; Administrative Staff Status; Period of Appointment: September 30, through September 29, 2022.

Greene, Kirsten, M.D., Urologist in the Department of Urology; Attending Staff Status; Period of Appointment: October 10, through January 30, 2022; Privileged in Urology.

Grover, Robert, D.D.S., Dentist in the Department of Dentistry; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Dentistry.

Haupt, Eric, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Jenkins, Jeffrey, M.D., Physiatrist in the Department of Physical Medicine and Rehabilitation; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Physical Medicine and Rehabilitation.

Kamal, Jeanne M.D., Nephrologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: October 11, 2020, through February 27, 2022; Privileged in Medicine.

Khanna, Ajai, M.D., Surgeon in the Department of Surgery; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Surgery.

Keeley, Meg, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Pediatrics.

Kent, Jeremy, M.D., Physician in the Department of Family Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Family Medicine.

Kramer, Christopher, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Radiology and Medicine Imaging.

Kucia, Elisa, M.D., Neurosurgeon in the Department of Neurosurgery; Attending Staff Status; Period of Reappointment: October 1, 2020, through September 30, 2022; Privileged in Neurosurgery.

Latimer, Katherine, M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Obstetrics and Gynecology.

Lum, Lawrence, M.D., Hematologist Oncologist in the Department of Medicine; Administrative Staff Status; Period of Appointment: October 5, through June 29, 2022.

McLaren, Nancy, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Pediatrics.

Matsumoto, Alan, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Radiology and Medicine Imaging.

Mukherjee, Sugoto, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Radiology and Medicine Imaging.

O'Hearn, Daniel, M.D., Pulmonologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Patel, Pranav, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Payne, Spencer, M.D., Otolaryngologist in the Department of Otolaryngology; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Otolaryngology.

Portell, Craig, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Salajegheh, Reza, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Anesthesiology.

Saavedra, Arturo, M.D., Dermatologist in the Department of Dermatology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Dermatology.

Shin, Jae, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Singh, Kanwar, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Sneider, Michael, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Radiology and Medicine Imaging.

Stemland, Christopher, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Anesthesiology.

Tuskey, Anne, M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Uthlaut, Brian, M.D., Physician in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Vance, Mary, M.D., Endocrinologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Vande Pol, Scott, M.D., Pathologist in the Department of Pathology; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Pathology.

Wilkins, Luke, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Period of Appointment: September 30, through April 5, 2021, 2022; Privileged in Radiology and Medicine Imaging.

Wilks, David, M.D., Pulmonologist in the Department of Medicine; Administrative Staff Status; Period of Appointment: September 30, through September 29, 2022.

Williams, Christopher, M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Obstetrics and Gynecology.

Woods, William, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Emergency Medicine.

Worrall, Bradford, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Neurology.

3. SECONDARY APPOINTMENTS TO THE CLINICAL STAFF

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

Kramer, Christopher, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Period of Appointment: September 30, through September 29, 2022; Privileged in Medicine.

4. RESIGNATIONS OF CLINICAL STAFF

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

Clark, Paul, DO, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Effective Date of Resignation: August 25, 2020.

Flynn, Stephen G., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Effective Date of Resignation: August 29, 2020.

Driskill, Robert L., M.D., Radiation Oncologist in the Department of Radiation Oncology; Attending Staff Status; Effective Date of Resignation: August 30, 2020.

Kumar, Sindhu P., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Effective Date of Resignation: August 31, 2020.

Peura, David A., M.D., Gastroenterologist in the Department of Medicine; Attending Staff Status; Effective Date of Retirement: June 30, 2020.

Rehm, Patrice K., M.D., Radiologist in the Department of Medicine; Attending Staff Status; Effective Date of Retirement: August 1, 2020.

Sanders, David M., M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Effective Date of Resignation: August 1, 2020.

5. NEW PRIVILEGES TO THE CLINICAL STAFF

RESOLVED, the recommendations of the Clinical Staff Executive Committee for new procedural privileges to the following Allied Health Professional are approved:

Ennen, Christopher S., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology. Additional Privileges for Newborn Circumcision. Effective Date: September 11, 2020, through June 29, 2021.

6. PRIVILEGES FOR NEW ALLIED HEALTH PROFESSIONALS

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

Chamberlain, Aims R., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Neurology; Period of Privileging: September 6, 2020 through September 5, 2021; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Morman, Viridiana, R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Period of Privileging: October 5, 2020 through October 4, 2021; Privileged as a Certified Registered Nurse Anesthetist.

Rynders, Sara D., P.A., Physician Assistant in the Department of Orthopedic Surgery; Period of Privileging: September 9, 2020 through September 8, 2021; Privileged as a Physician Assistant.

Tennyson, Erin L., R.N., N.P., Acute Care Nurse Practitioner in the Department of Surgery; Period of Privileging: September 6, 2020 through September 5, 2021; Privileged as an Acute Care Nurse Practitioner.

Vande Pol, Caitlin, R.N., N.P., Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: August 23, 2020 through August 22, 2021; Privileged as a Physician Assistant.

Wood, Seth R., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: August 24, 2020 through August 23, 2021; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

7. RENEWAL OF PRIVILEGES FOR ALLIED HEALTH PROFESSIONALS

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

Accord, Barbara A., R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Period of Privileging: October 6, 2020 through October 5, 2022; Privileged as a Certified Registered Nurse Anesthetist.

Brick, Jamie M., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: October 21, 2020 through October 20, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Burnett, Sarah K., R.N., N.P., Family Nurse Practitioner in the Department of Pediatrics; Period of Privileging: October 1, 2020 through September 30, 2022; Privileged as a Family Nurse Practitioner.

Connell, Katherine E., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Surgery; Period of Privileging: October 6, 2020 through October 5, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Gahring, Kimberly, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Surgery; Period of Privileging: October 6, 2020 through October 5, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Galbreath, Carla, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: October 22, 2020 through October 21, 2022; Privileged as a Family Nurse Practitioner.

Gibb, Michelle A., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Neurology; Period of Privileging: October 8, 2020 through October 7, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Gleason, Ann T., Ph.D., Audiologist in the Department of Otolaryngology; Period of Privileging: October 16, 2020 through October 15, 2022; Privileged as an Audiologist.

Hudson, Brenda L., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: October 8, 2020 through October 7, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Humphrey, Joshua, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: October 7, 2020 through October 6, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Johnson, Keri A., R.N., N.P., Family Nurse Practitioner in the Department of Neurology; Period of Privileging: September 30, 2020 through September 29, 2022; Privileged as a Family Nurse Practitioner.

Kwiecinski, Mary E., R.N., N.P., Certified Nurse Midwife in the Department of Obstetrics and Gynecology; Period of Privileging: October 1, 2020 through September 30, 2022; Privileged as a Certified Nurse Midwife.

Matzke, Caitlin M., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: October 15, 2020 through October 14, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Newberry, Yvonne G., R.N., N.P., Family Nurse Practitioner in the Department of Obstetrics and Gynecology; Period of Privileging: October 1, 2020 through September 30, 2022; Privileged as a Family Nurse Practitioner.

Noble, Melody, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: October 8, 2020 through October 7, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Oot, Casey A., R.N., N.P., Neonatal Nurse Practitioner in the Department of Pediatrics; Period of Privileging: October 6, 2020 through October 5, 2022; Privileged as a Neonatal Nurse Practitioner.

Simon, Ashley M., R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: September 23, 2020 through September 22, 2022; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

8. RESIGNATIONS OF ALLIED HEALTH PROFESSIONALS

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

Iorio, Michael, R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Effective Date of Resignation: August 13, 2020.

Muthusubramanian, Catherine P., R.N., N.P., Family Nurse Practitioner in the Department of Anesthesiology; Effective Date of Resignation: July 16, 2020.

Riley, Dorothy T., R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Effective Date of Resignation: July 27, 2020.

Robbins, Cynthia R., P.A., Physician Assistant in the Department of Radiology and Medical Imaging; Effective Date of Resignation: August 7, 2020.

9. NEW PRIVILEGES TO ALLIED HEALTH PROFESSIONALS

RESOLVED, the recommendations of the Clinical Staff Executive Committee for new procedural privileges to the following Allied Health Professional are approved:

Hutchison, Sarah, P.A., Physician Assistant in the Department of Surgery. Additional Privileges for Bronchoscopy and Cardiac Surgery Unit – Advanced Cardiac Life Support. Effective Date: September 1, 2020, through April 19, 2021.

CREDENTIALING AND RECREDENTIALING ACTIONS – HEALTH SYSTEM BOARD/ TRANSITIONAL CARE HOSPITAL – APPROVED SEPTEMBER 23, 2020

RESOLVED, pursuant to the delegation of authority contained in the September 15, 2011 Resolution of the Medical Center Operating Board, the undersigned hereby approve the following Credentialing and Recredentialing Actions as specifically set forth below:

1. 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 Transitional Care Hospital and the granting of specific privileges to the following practitioners are approved:

McLaughlin, Christopher, M.D., Radiation Oncologist in the Department of Radiation Oncology; Consulting Staff Status; Period of Appointment: September 11, 2020, through August 13, 2021; Privileged in Radiation Oncology.

Mullan, Rebecca, M.D., Physician in the Department of Medicine; Consulting Staff Status; Period of Appointment: September 11, 2020, through August 17, 2021; Privileged in Medicine.

Parsons, Laura, M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Consulting Staff Status; Period of Appointment: September 11, 2020, through August 11, 2021; Privileged in Obstetrics and Gynecology.

Valentine, Carl, M.D., Cardiologist in the Department of Medicine; Consulting Staff Status; Period of Appointment: September 11, 2020, through September 10, 2021; Privileged in Medicine.

White, Benjamin, M.D., Surgeon in the Department of Surgeon; Consulting Staff Status; Period of Appointment: September 11, 2020, through August 4, 2021; Privileged in Surgery.

2. REAPPOINTMENTS TO THE CLINICAL STAFF

RESOLVED the recommendations of the Clinical Staff Executive Committee for reappointment to the Clinical Staff of the University of Virginia Transitional Care Hospital and the granting of specific privileges to the following practitioners are approved:

Akosah, Kwame, M.D., Cardiologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Bertram, Edward, M.D., Neurologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Neurology.

Blackhall, Leslie, M.D., Physician in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Burns, Ted, M.D., Neurologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Neurology.

Campbell, Garland, M.D., Nephrologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Chen, Donna, M.D., Psychiatrist in the Department of Psychiatry and Neurobehavioral Sciences; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Psychiatry and Neurobehavioral Sciences.

Doran, Amy, M.D., Gastroenterologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Freilich, Aaron, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Orthopedic Surgery.

Gaskin, Christopher, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Radiology and Medical Imaging.

Jenkins, Jeffrey, M.D., Physiatrist in the Department of Physical Medicine and Rehabilitation; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Physical Medicine and Rehabilitation.

Kramer, Christopher, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Radiology and Medical Imaging.

Matsumoto, Alan M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Radiology and Medical Imaging.

Mukherjee, Sugoto, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Radiology and Medical Imaging.

Salajegheh, Reza, M.D., Anesthesiologist in the Department of Anesthesiology; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Anesthesiology.

Shin, Jae, M.D., Physician in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Sneider, Michael, M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Radiology and Medical Imaging.

Vance, Mary, M.D., Endocrinologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Medicine.

Worrall, Bradford, M.D., Neurologist in the Department of Medicine; Consulting Staff Status; Period of Reappointment: September 30, 2020, through September 29, 2022; Privileged in Neurology.

3. RESIGNATIONS OF CLINICAL STAFF

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

Clark, Paul, D.O., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Effective Date of Resignation: August 25, 2020.

Kumar, Sindhu P., M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Effective Date of Resignation: August 31, 2020.

Peura, David A., M.D., Gastroenterologist in the Department of Medicine; Consulting Staff Status; Effective Date of Resignation: June 30, 2020.

Rehm, Patrice K., M.D., Radiologist in the Department of Radiology and Medical Imaging; Consulting Staff Status; Effective Date of Retirement: August 1, 2020.

Rozycki, Diane W., M.D., Obstetrician and Gynecologist in the Department of Obstetrics and Gynecology; Consulting Staff Status; Effective Date of Resignation: December 31, 2019.

4. RENEWAL OF PRIVILEGES FOR ALLIED HEALTH PROFESSIONALS

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

Gleason, Ann T., AuD, Audiologist in the Department of Otolaryngology; Period of Privileging: October 16, 2020 through October 15, 2020; Privileged as an Audiologist.

BUILDINGS AND GROUNDS COMMITTEE - DECEMBER 11, 2020

SCHEMATIC DESIGN FOR THE SMITH HALL RENOVATION

RESOLVED, the schematic design for the Smith Hall Renovation, prepared by Glavé & Holmes Architects in collaboration with representatives of the Darden School of Business, the Office of the Architect for the University, and Facilities Management, is approved for further development and construction.

SCHEMATIC DESIGN FOR THE OBSERVATORY WATER TREATMENT PLANT

RESOLVED, the revised schematic design for the Observatory Water Treatment Plant, prepared by Short Elliott Hendrickson Inc. in collaboration with the Architect for the University, representatives of the Rivanna Water and Sewer Authority, and other project advisors, is approved for further development and construction.

SCHEMATIC DESIGN FOR THE SCHOOL OF DATA SCIENCE

RESOLVED, the schematic design for the School of Data Science, prepared by VMDO Architects with Hopkins Architects in collaboration with representatives of the Office of the Architect for the University, the School of Data Science, the Office of the Provost, and Facilities Management, is approved for further development and construction.

ATTACHMENT

University of Virginia Critical Incident Management Plan

Base Plan

December 2020

Version 3.0

Privacy Statement

Public disclosure of this document would have a reasonable likelihood of threatening public safety by exposing vulnerabilities. It contains sensitive and confidential information that is not subject to FOIA under Virginia Code §2.2-3705.2. Accordingly, the University of Virginia is withholding this plan from public disclosure. Refer any request for a copy of this document to the University of Virginia's Office of University Counsel or the Virginia Attorney General's office.

Distribution

This Critical Incident Management Plan has been distributed internally within the University of Virginia and with those external agencies that may be affected by its implementation. The Critical Incident Management Plan has been coordinated with other jurisdictions and agencies by UVA Emergency Management.

Plan Administration

BOARD OF VISITORS RESOLUTION

On May 21, 2012, the University of Virginia Board of Visitors adopted the Critical Incident Management Plan (CIMP) outlining the mechanisms that will be employed to prepare for, respond to, and recover from any emergency incident at the University of Virginia.

IMPLEMENTATION

The CIMP Base Plan and relevant annexes are implemented when it becomes necessary to mobilize resources to save lives and protect property, infrastructure, and the environment. The plan assigns roles and responsibilities to departments and offices. Each University department or office is committed to effectively and efficiently functioning within their assigned roles while mitigating, planning for, responding to, and recovering from an incident or event.

The plan is intended to address crisis that are of a finite duration, and not long-term, such as was experienced during the COVID-19 pandemic of 2020/2021.

PLAN DEVELOPMENT AND MAINTENANCE

Per the Code of Virginia Chapter 1 of Title 23.1 and Title 44, the University of Virginia will keep the CIMP current. Annually, a review team, consisting of representatives from the Executive Vice President and Chief Operating Officer's Office, the Associate Vice President for Safety and Security, UVA Emergency Management, the University of Virginia Police Department, Facilities Management, and University Communications, will review the CIMP Base Plan, and revise as needed. This review will be approved in writing by the President and Executive Vice President and Chief Operating Officer. The Critical Incident Management Team will be requested to contribute input to the review team as part of this process.

Every four years, the University will conduct a comprehensive review and revision of the CIMP Base Plan, Appendices, Hazard Specific Annexes, and Support Annexes. This review will be coordinated by UVA Emergency Management, and the revised plan will be adopted formally by the Board of Visitors. This review will be certified in writing to the Virginia Department of Emergency Management.

This plan shall be considered a 'living plan' and with each use, either by exercise, incident or planned event, the plan shall be reviewed by UVA Emergency Management in coordination with appropriate University departments and offices, to improve and adjust the plan as needed. Any updates, not part of the scheduled update process, shall be directed to UVA Emergency Management for review and inclusion in the CIMP.

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Appendices

Appendix A	Authorities, Guidance and References
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Appendix C	List of Acronyms and Abbreviations
Appendix D	Response Agency Contacts (redacted from public copies)
Appendix E	CIMT Contact List (redacted from public copies)
Appendix F	Supporting Agencies and Resources (redacted from public copies)

Record of Changes

The record of changes will be kept, documented, and distributed by UVA Emergency Management. The record of changes will include the plan version number, a description of the change, the date of change, and who approved the change. Upon publication, the change will be considered part of the CIMP.

Version	Description of Change	Date	Responsible Party
1.0	Initial publication	July 2005	Leonard Sandridge
1.1	General update	February 2008	Leonard Sandridge
1.2	Updates to the role of the Policy Group, the emergency notification process, and the facility damage assessment process. Formatting updates throughout.	November 2010	Marge Sidebottom
2.0	Complete revision; transition to the ESF-based planning model	March 2012	Marge Sidebottom
2.1	Revised CIMT and other relevant contacts in Appendix E	June 2013	Marge Sidebottom
2.2	Revised CIMT and other relevant contacts in Appendix E	November 2013	Marge Sidebottom
2.3	Revised CIMT and other relevant contacts in Appendix E	January 2014	Marge Sidebottom
2.4	Changed the EVP-COO name in the approval line; revised CIMT and other relevant contacts in Appendix E	June 2014	Marge Sidebottom
2.5	Addition of 2 additional EOC locations, revised CIMT and other relevant contacts in Appendix D & E.	June 2015	Marge Sidebottom
2.6	Added Annex N; updated department title changes in CIMP and revised contacts in Appendices D and E.	June 2016	Marge Sidebottom
2.7	Revised CIMT and other relevant contacts in Appendix E	June 2017	Marge Sidebottom
2.8	Updated contact information, added AVP of Safety & Security, revised laws and annex language	June 2018	Marge Sidebottom
2.9	Updated contact and department information, revised annex language, removed annexes to emergency procedures, developed hazard specific and support annexes	August 2019	John DeSilva
3.0	Updated the Base Plan, Appendices, and Annexes, submitted to the Board of Visitors for their four-year review and approval	December 2020	John DeSilva

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1 INTRODUCTION

A crisis or emergency can happen suddenly, creating a situation where day-to-day response and support activities are overwhelmed. During crises, the University implements special processes to address the needs of emergency response operations and recovery management. To address this need, the University of Virginia has established this all-hazards Critical Incident Management Plan (CIMP) as a framework to manage the immediate actions and operations required to respond to an emergency, including initial recovery activities and responsibilities. The overall priorities of the University during a disaster are the protection of life, live assets, critical research processes, property, the community, and the environment. The objective is to respond to emergency conditions and manage the process of restoring University business, academic and research programs and services. The CIMP is intended to be sufficiently flexible to accommodate contingencies of all types, magnitude and duration.

1.1 PURPOSE

The University has established this plan to address the immediate requirements for an emergency in which normal operations are interrupted and special measures must be taken to:

- Save and protect the lives of students, patients, employees and the public.
- Manage University resources effectively in the emergency response.
- Provide and analyze information to support decision-making and action plans.
- Manage immediate communications and information regarding emergency response operations and campus safety.
- Provide essential services and operations.

This plan does not supersede or replace the procedures for safety, hazardous materials response, or other procedures that are already in place at the University. It supplements those procedures with a temporary crisis management structure, which provides for the immediate focus of management on response operations and the early transition to recovery operations.

1.2 PLAN INSTRUCTIONS

This plan is used by the University of Virginia to efficiently and effectively manage, respond to, plan, and recover from an incident or event that might affect the University. The CIMP consists of the following:

- Base Plan—Provides an overview of the management structure, key responsibilities, and emergency assignments during and immediately after an emergency.
- Appendices—Defines the terms and acronyms used throughout the base plan, and catalogs supporting figures, maps, and forms.
- Hazard Specific Annexes—Outlines the scope of actions associated with specific emergency operations.
- Support Annexes—Focuses on specific actions taken in support of emergency operations.

All University departments and offices will be familiar with this CIMP and fulfill the assigned roles and responsibilities. Any update and changes to this plan should be directed and submitted to UVA Emergency Management.

1.3 SCOPE

This plan and all its contents apply to all of the University's students, faculty and staff, including UVA Health, located in the Charlottesville, Virginia vicinity. The University of Virginia College at Wise maintains its own emergency plans. If major emergencies impact the surrounding community in addition to the Grounds, the University will fulfill its responsibilities as outlined in the Charlottesville-UVA-Albemarle Regional Emergency Operations Plan (EOP) in collaboration with local, state, and federal officials.

1.4 SITUATION

The University of Virginia owns a total of 3,270 acres, with 1,195 acres of contiguous area near Grounds in Charlottesville, Virginia. There are a total of 560 buildings and corresponding infrastructure in the UVA portfolio with a conservatively estimated replacement value \$5.1 billion. In the Fall of 2019, there were over 25,000 students enrolled at the University. In addition, there are nearly 30,000 employees between the Academic Division and the Medical Center. Our Library collections are spread out over 10 libraries and include over 4.7 million books, 993,000 e-books, and 20 million manuscripts and archives.

In 2020, UVA's research award dollars were \$441 million.

The University of Virginia Health System is a trauma 1 designated facility, a regional tertiary care center for the Commonwealth and a renowned academic medical center. The University's Medical Center has over 600 beds.

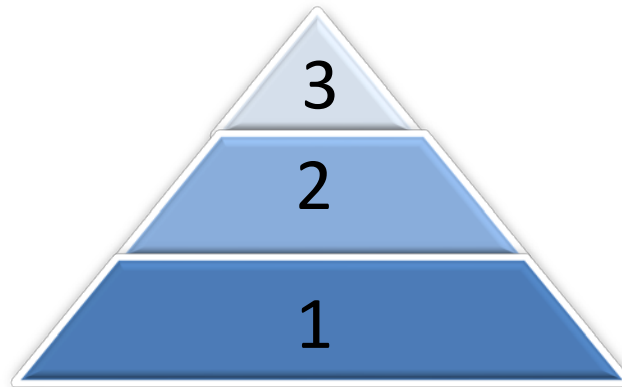
The University's hazard identification and risk assessment resulted in a ranked and prioritized evaluation of hazards based on historical and anticipated impact to the University. Severe thunderstorms and other high wind events, structural damage, and civil disturbances offer the most significant threats to the University.

1.5 ASSUMPTIONS

The following planning assumptions outline the assumed operating conditions and provide a foundation for establishing protocols and procedures:

- An emergency or a disaster may occur at any time of the day or night, weekend, or holiday, with little or no warning.
- Disasters may be community, regional or state-wide.
- Critical utilities and services may be interrupted, including water delivery, electrical power, natural gas, telephone communications, cellular telephones and information systems.
- Major roads, overpasses, bridges and local streets may be damaged.
- People may be injured and displaced.
- Normal suppliers may not be able to deliver materials.
- Contact with family and homes may be interrupted.
- People may become stranded at the University if conditions make it unsafe to travel.
- Students, faculty, staff, patients, and the public may have to function with limited support services and some degradation of service, until a full recovery is made.
- The University may declare an emergency at any time if conditions indicate that an incident is developing or highly probable.
- The succession of events in an emergency is not predictable; innovation and improvisation may be needed to address incident requirements.

1.6 LEVELS OF EMERGENCY



Emergency conditions vary with each incident and activation. As a guide, three levels of emergency are specified as follows, and the designated level may change as emergency conditions intensify or lessen:

Level 1

Scope of Operations	An emergency incident that normal University emergency response resources can handle. While there may be some damage or interruption, the conditions are localized and activation of the full CIMT is not needed.
Examples	<ul style="list-style-type: none"> • Utility outage affecting a portion of the University • A snowstorm • Flooding of a portion of a building due to a sprinkler system malfunction
Activation	This level of event is usually managed virtually and may involve an on-scene incident command post.
Authority	The EVP/COO or the AVP for Safety and Security usually designates the incident commander, and the designation is hazard specific.

Level 2

Scope of Operations	An incident with substantial damages and interruptions to University operations. A partial or full activation of the CIMT is needed. The University may be the only affected entity.
Examples	<ul style="list-style-type: none"> • A regional utility outage anticipated to last one or more days • A cyber incident that affects major software systems • A public health emergency that can be contained through measures such as social distancing and the increased frequency of the cleaning of surfaces • A hazardous materials incident with injuries and extensive contamination of a facility
Activation	A core group of the CIMT being present in a University Operations Center (UOC), with other members contributing virtually, in coordination with an on-scene incident command post, may manage this level of event.
Authority	The EVP/COO or the AVP for Safety and Security designates the incident commander, and the designation is hazard specific.

Level 3

Scope of Operations	An incident requiring the full activation of the CIMT to address immediate emergency response. Emergency conditions are widespread, and the University must be self-sufficient for a period of hours to several days. The University may request mutual aid assistance through the Charlottesville-UVA-Albemarle Emergency Management Coordinator.
Examples	<ul style="list-style-type: none"> • An active shooter incident • A tornado that results in widespread damage to the University • A public health emergency that is widespread in the area, with the need to cancel classes and high employee absenteeism • A fire that destroys an academic building
Activation	The full CIMT being present in a UOC, in coordination with one or more on-scene incident command post(s), with support provided through the regional EOC, manages this level of event.
Authority	The EVP/COO or the AVP for Safety and Security designates the incident commander, and the designation is hazard specific.

1.7 PLAN ACTIVATION

The President of the University, the Director of Emergency Services (the Executive Vice President and Chief Operating Officer), or their designees, may activate the CIMP, mobilize the Critical Incident Management Team (CIMT) to handle a crisis situation within the University, and declare a University emergency. If possible, the President of the University will be consulted on any decision to declare an emergency affecting the University.

The only persons authorized to declare a local emergency are the City and County jurisdictional Directors of Emergency Services. The University Director of Emergency Services (EVP/COO) may request the City or County to declare a local emergency.

The CIMP may be activated to respond to any Level 1-3 emergency at the University, including a major or special event, which activates the CIMP and authorizes the provision of aid and assistance. The CIMP may also be activated to manage requests for mutual aid and cooperative assistance to other jurisdictions that have requested assistance through the local Emergency Operations Center in response to a major event or incident.

The parameters considered in determining whether to invoke an emergency declaration include:

- Any imminent threat or hazard impact on Grounds that threatens or impedes the continuity of University operations.
- The Governor of Virginia declares a state of emergency and the University is within the declared impact area.
- Assessment by the University that an imminent hazard threat or actual hazard impact exists on Grounds and that critical needs will exceed the capacity of response resources operating under baseline procedures. This assessment may determine that:
 - The needs of the incident related to the risk of loss of life or substantial property damage are beyond the capacity of currently available response resources during routine operations.
 - The scope of the emergency exceeds the baseline management capacity for effective management of the incident or scene(s).
 - The incident response requires coordination with, or support from, additional departments, offices and other emergency organizations beyond routine working relationships and operating procedures, including financial compensation for services and supply expenditures.
 - The operations response phase is expected to continue for an extended period of time, exceeding the resources availability for successive operational periods.

The CIMP may continue in operation beyond any emergency declaration, allowing an orderly incident response demobilization and transition to recovery management.

2 ASSIGNMENT OF RESPONSIBILITIES

2.1 BOARD OF VISITORS

In executing responsibility to protect the lives of students, faculty and staff and the property and assets of the university, the Board of Visitors will:

- Establish the university emergency management program;
- Designate the administrator ultimately responsible for emergency management; and
- Adopt and promulgate the Critical Incident Management Plan.

2.2 UNIVERSITY PRESIDENT

This plan is promulgated under the authority of the President of the University and approval of the Board of Visitors. All decisions concerning the discontinuation of University functions, cancellation of classes, or cessation of operations, rest with the President or their designee.

2.3 DIRECTOR OF EMERGENCY SERVICES

The Executive Vice President and Chief Operating Officer (EVP/COO) is designated as the Director of Emergency Services for the University. The Director of Emergency Services assumes overall responsibility for the University's incident management operation through the roles delineated in this CIMP. Specifically, the Director of Emergency Services will:

- Chair the CIMT Senior Management group;
- Exercise direction and control from the UOC during disaster operations;
- Direct and control emergency operations in time of emergency and issue directives to other services and organizations concerning disaster preparedness;
- Coordinate University resources to address the full spectrum of actions to prevent, prepare for, respond to, and recover from incidents involving all hazards including terrorism, natural disasters, accidents, and other contingencies;
- Work with law enforcement, and/or other emergency responders to determine the need to evacuate an endangered area; establish a curfew, or order a quarantine if required by the incident;
- Working with the same officials, consider the need to alter the normal business or class schedule, including delayed openings, early closings or total closings;
- Provide leadership and play a key role in communicating to the public, and in helping the University community cope with the consequences of any type of incident

2.4 DIRECTOR OF EMERGENCY MANAGEMENT

As the University official tasked with promulgating the culture of emergency preparedness across Grounds, the Director of Emergency Management will:

- Serve as the Deputy Incident Commander and Planning Section Chief;
- Maintain the UOC in a state of readiness;
- Develop and maintain the Critical Incident Management Plan;
- Assume relevant duties as directed by the Director of Emergency Services;
- Develop and implement a test, training, exercise and drill schedule to assure all involved parties for emergency response and recovery are fully prepared to fulfill their tasks; and
- Ensure that the CIMP is reviewed, revised and adopted every four years.

2.5 CRITICAL INCIDENT MANAGEMENT TEAM

The Critical Incident Management Team (CIMT) is comprised of three components, the Incident Assessment Group, the Senior Management Group and the Emergency Operations Group.

Incident Assessment Group

The Incident Assessment Group (IAG), a subset of the CIMT Senior Management Group, is responsible for determining the initial scope of an incident. At a minimum, the following, or their designee, participate in assessing an incident to determine the level of emergency, to the extent allowable by the emerging incident:

- Executive Vice President and Chief Operating Officer
- Associate Vice President for Safety and Security
- Director of Emergency Management
- Director, Medical Center Emergency Management
- Assistant Vice President for Clery Act Compliance
- Associate Vice President and Chief Facilities Officer
- Assistant Vice President and Chief of Police
- Assistant Vice President for Student Affairs
- Vice President for Communications and Chief Marketing Officer

Other Senior Management Group members can be asked to participate in the initial assessment, depending on the expertise required by the situation.

Senior Management Group

The Senior Management Group provides high level direction during an incident, relying on the Incident Commander, the Emergency Operations Group and the functional units to execute the plan. The AVP for Safety and Security typically communicates with and coordinates the efforts of the Senior Management Group. The Senior Management Group has the following responsibilities:

- Provide policy decisions and guidance as required by the incident response and recovery actions.
- Delegate necessary authorities for incident stabilization and protection of life and property.
- Negotiate resolutions to conflicting incident priorities.
- Recommend the allocation of resources required to accomplish the incident management priorities.
- Ensure coordination with external agencies and resource providers.
- Negotiate critical business function maintenance and restoration.
- Monitor the recovery process to ensure recovery is proceeding according to plan and to provide guidance as needed.

Members of the Senior Management Group are identified in Table 1. The Office of University Counsel advises the Senior Management Group as needed.

Table 1. Senior Management Group Members	
President	Chief Information Officer
Executive Vice President and Chief Operating Officer	Vice President for Communications and Chief Marketing Officer
Executive Vice President and Provost	Vice President and Chief Student Affairs Officer
Executive Vice President for Health Affairs	Associate Vice President and Chief Facilities Officer
Senior Vice President for Operations	Vice President and Chief Human Resources Officer
Associate Vice President for Safety and Security	Assistant Vice President for Clery Act Compliance
Director of Emergency Management	Assistant Vice President and Chief of Police
University Counsel	Secretary to the Board of Visitors

Emergency Operations Group

The Emergency Operations group is responsible for the execution of the CIMP during an incident. Emergency Operations is comprised of personnel representing functional areas of the University that are defined as having critical responsibilities. Members are responsible for ensuring their functional area has Standard Operating Procedures (SOPs) and identifying resources necessary to execute their plan. The Emergency Operations group includes both primary and alternate members, who must be available during crisis situations. Alternate members direct and execute their SOP responsibilities in the absence or unavailability of the primary member. All primary and alternate members must be knowledgeable of overall CIMP operations. The composition of the activated Emergency Operations group may vary depending on the type of emergency. Departments and Units with Emergency Operations responsibilities are identified in Table 2. The Office of University Counsel advises the Emergency Operations Group as needed.

Table 2. Emergency Operations Group Members	
Athletics	Intramural-Recreational Sports
Audit Department	Medical Center
Business Operations & Dining Services	UVA Emergency Management
Chief Information Security Officer	Parking and Transportation
Division of Student Affairs	Property & Liability Risk Management
Environmental Health & Safety (includes Research)	Provost
Facilities Management	Student Health
Financial Operations	Threat Assessment
Housing & Residence Life (represented by Student Affairs)	University Communications
Human Resources	University Police Department
Information Technology Services	University Registrar

2.6 INCIDENT COMMANDER

Incident Command can be established at a Command Post (i.e. on-scene), at the University-level, or both. While the Incident Commander on-scene has a physical presence, the Incident Commander at the University-level may operate virtually without the establishment of a physical UOC. An example of this is when the IAG forms on a teleconference to manage efforts at the University-level, while a University Police officer is responding to the scene. A UOC can establish a physical presence and the determination for that during unplanned emergencies is usually made by the IAG during its teleconference.

Incident Commanders at the University-level identify objectives, plan operations, acquire and coordinate resources, and communicate efforts internally and externally to support on-scene efforts; while Incident Commanders at the tactical level execute operations. The determination of the University-level Incident Commander is based on the incident-type and impact on operations. If the Incident Commander role is not

performed by the Director of Emergency Services, the individual is identified by the Director of Emergency Services or their designee and typically drawn from one of the departments represented in the Senior Management Group.

2.7 STUDENTS, STAFF AND FACULTY

Students, staff and faculty shall familiarize themselves with applicable emergency plans and procedures. Faculty and staff should understand that students will look to them for leadership during an emergency. They should be prepared to assess situations quickly and use common sense in determining a course of action.

All faculty and staff are responsible for emergency preparedness planning for their own work areas and securing their work areas when given warning of an impending emergency. This planning must be consistent with the guidance provided by the University. Work areas need to be secured in advance of certain weather systems (e.g., hurricanes, floods, etc.). Designated employees must have plans in place for personal obligations, knowing they will be expected to work in emergency situations.

2.8 CHARLOTTESVILLE-UVA-ALBEMARLE EMERGENCY MANAGEMENT COORDINATOR

The Charlottesville-University-Albemarle Emergency Management Coordinator coordinates emergency operations as outlined in the Charlottesville-UVA-Albemarle Regional Emergency Operations Plan (Regional EOP), and coordinates with UVA Emergency Management to synchronize efforts with the University; as well as share information and as necessary resources. As a regional emergency operations plan, information and the resources of these three entities may be shared as available in response to an incident.

In situations where the Regional EOC is activated, requests for assistance to the University from other jurisdictions is coordinated through UVA Emergency Management as the representative of the Critical Incident Management Team (CIMT). Additionally, if the UOC is activated, requests for assistance from the University to external agencies will be coordinated through UVA Emergency Management. This does not preclude existing mutual aid agreements.

Requests for assistance to the Commonwealth of Virginia EOC, will be coordinated by the Regional EOC on behalf of the University of Virginia, as consistent with the Code of Virginia §44-146.18, and §23.1-804.

3 CONCEPT OF OPERATIONS

3.1 GENERAL

A primary goal of the University is to provide a safe environment for the students, faculty, staff and patients. The CIMP will be utilized to manage the impact of the incident. If the incident exceeds the University's emergency response capabilities, outside assistance will be requested following established guidelines based on the resource type, and the entity the resource is being requested from. University resources will be fully committed before local, state or federal assistance is requested.

3.2 ORGANIZATION

During the activation of the CIMP, the Emergency Operations Group will implement a unified incident management strategy based on the Incident Command System to manage, coordinate, and direct resources committed to an incident. This structure supports the effective coordination across personnel, facilities, equipment, and systems by maintaining a manageable span of control, staffing functional positions only when needed and ensuring personnel accountability.

Incident Management Structure

The five basic sections of the incident management structure are:

Command—responsible for overall management of the incident, including assessment and establishment of incident priorities, assessing resource needs and orders, and coordinating with outside agencies. Public information, safety, technical specialists, and liaison duties are executed as part of the Command staff. A Deputy Incident Commander may be established to supervise and coordinate the efforts of the Command Staff.

Operations—responsible for managing tactical operations to reduce immediate hazards, save lives and property, establish situation control and restore normal conditions. Depending on needs created by the emergency situation, Operations can include police, fire, and medical services, hazardous materials response, sheltering and feeding, mental health support, cultural and historical properties protection, and critical infrastructure sustainment efforts. The make-up of the Operations section will vary based on incident priorities.

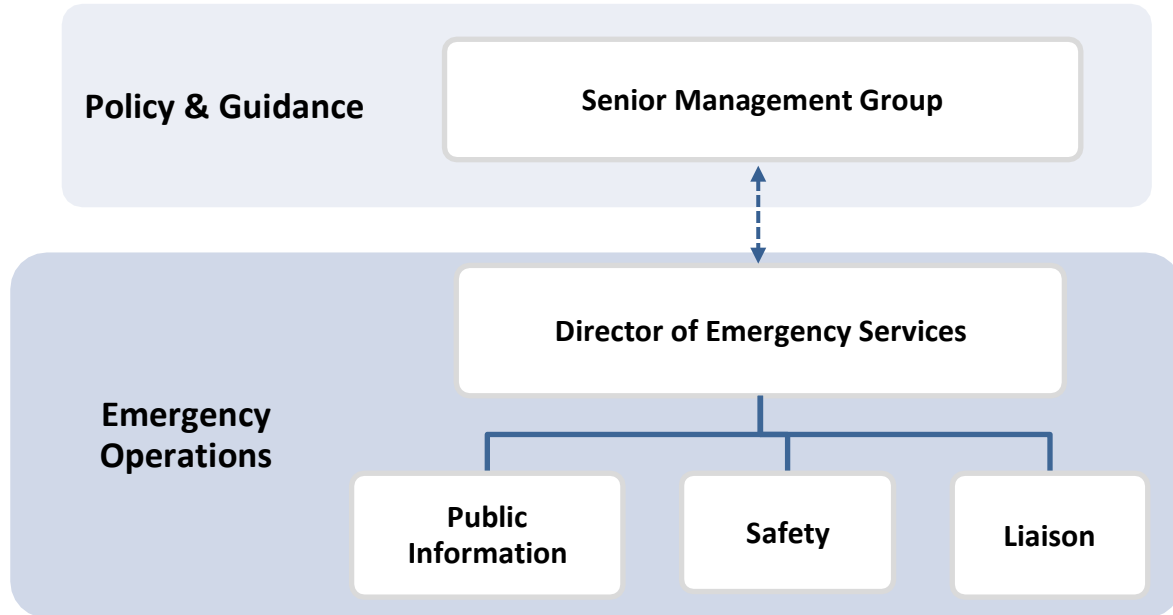
Planning—responsible for collecting, evaluating, and disseminating information about the incident and the status of resources to create a shared understanding of the current situation and prepare alternative strategies to address incident priorities. Planning facilitates the planning process, with cooperation and input from the entire incident management team.

Logistics—responsible for providing facilities, services, and materials to support incident response. This includes providing and establishing all incident facilities, transportation, supplies, equipment maintenance and fueling, food service, communications and technology and medical services for incident personnel.

Administration and Finance—responsible for all financial and cost analysis aspects of the incident, including estimating, tracking and approving expenses, tracking personnel time, executing contracts, ensuring adherence to rules and laws, and handling compensation and claims.

This management approach divides the incident into manageable tasks, while maintaining a coordinated focus. The size and number of designated positions within each section can be expanded or contracted to meet requirements as an event progresses and allows for maximum flexibility in meeting the unique requirements of each situation.

CIMT STRUCTURE DURING ACTIVATION



Operations

- Emergency Services
- Student and Employee Services
- University Services

Planning

- Situation Status
- Plan Development
- Documentation
- Plan for the Termination of the Event

Logistics

- Resource Management
- Incident Support Services
- Volunteer and Donations Management

Administration & Finance

- Procurement
- Time & Cost Accounting
- Insurance/Claims
- Recovery Team

Command

Command Leader: Executive Vice President and Chief Operating Officer

Organizational Element	Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
Command	Director of Emergency Services	With the advice of the Section Chiefs, provide overall strategy for the Critical Incident Management Team. Reviews and approves overall priorities and action strategies.	Executive Vice President and Chief Operating Officer	UVA Emergency Management
Command Staff	Public Information		University Communications	Medical Center Public Relations
	Safety	Advise and provide information to other University departments and emergency response personnel on the safety and health of planned operations and responses. Provide input for the Operational Action Plan for evaluating and prioritizing response operations relative to hazardous situations, fire risks, and health and environmental risks.	Environmental Health and Safety	
	Liaison	Internal; external	Office of the Senior Vice President for Operations	Alumni Association
	Legal	Advise on the legal considerations relevant during the incident.	Office of University Counsel	

Operations Section

Organizational Element	Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
	Operations Section Chief	Provide overall direction, management and coordination for all operational functions of the UOC that are part of the Operations Team. Establish operational priorities and strategies. Coordinate to ensure effective field incident response and the management of operational resources. Provide senior operational representation to the Director of Emergency Services. This position is always activated. Serves as back-up to the Director of Emergency Services.		
Emergency Services	Public Safety & Security	Provides law enforcement and safety and security for people and facilities, coordinates with local, state, and federal law enforcement agencies.	University Police Department	
	Environmental Health & Safety <i>(includes Firefighting, Search & Rescue, and Oil & HAZMAT)</i>	Manage and coordinate the environmental health and safety functions on Grounds and provide consultation for emergency response at other locations. This includes providing input for suspected problems with hazardous chemical, biological or radiological materials or spills, or basic public health concerns related to contaminated water, sewage or air contaminants. Provide consultation to assist in the assessment of unsafe conditions. Manage and coordinate on-site hazard assessments. Coordinate HAZMAT contractor consistent with Command priorities.	Environmental Health & Safety	City Fire Department County Fire Department Facilities Management <i>(e.g., Systems Control)</i>

Operations Section

Organizational Element	Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
	Health & Medical Services		UVA Medical Center/ Student Health Center	WorkMed Employee Health FEAP University Security
Infrastructure	Facilities Services <i>(includes Public Works & Engineering and Energy)</i>	Coordinates all services for the restoration of electrical, plumbing, heating and other support systems as well as structural integrity. Assesses damage and makes a prognosis for occupancy of the structure affected by the disaster.	Facilities Management	
	Information Technology and Communications	Coordinates support for data processing resources as the main data center and the designated recovery sites. Provides alternate voice and data communications capability in the event normal telecommunication lines and equipment are disrupted by the disaster. Evaluates the requirements and selection appropriate means of backing up the ITS telecommunications network.	Information Technology Services	
Human Services	Student Services	Represent all student life for the University during the emergency response and recovery. Coordinate and provide housing and food services, information to families of students, and counseling services to students.	Division of Student Affairs	Student Health Housing Dining

Operations Section

Organizational Element	Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
	Faculty and Staff Services	Responsible for coordinating with Human Resources and other administrative departments to manage emergency services and support for faculty and staff stranded on Grounds or needing emergency services from University resources. May work with other functions to coordinate care and shelter and emergency transportation. Also provide counseling services to faculty and staff.	University Human Resources	Faculty and Employee Assistance Housing Dining
	Parent Services	Maintain communications.	Division of Student Affairs	
	Alumni Services	Maintain communications.	Alumni Association	
	Visitors Services	Mass Shelter support	Intramural and Recreation Sports	University Business Operations Facilities Management

Planning Section

Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
Planning Section Chief	Provide for overall management and analysis of incident information and assessment of impact and damage to the University systems, properties, facilities and capability to occupy buildings. Provide analysis and consultation regarding extended operations and the impacts of the emergency. Runs the UOC Section Chief planning meetings. Manages the receipt, posting, tracking and documentation of incident information. Support the financial accounting of all incurred costs and estimated expenditures. This position is always activated whenever there is significant information, extended operations or property damage.		
Situation Status	Responsible for receiving, analyzing, posting, tracking and assessing information regarding the situation, damage and interruption to the University properties and programs. Maintains a general UOC log documenting major actions and decisions of the CIMT. Keeps the Director of Emergency Services updated.	UVA Emergency Management	
Plans	Damage assessment evaluation; response; recovery; demobilization.		
	<ul style="list-style-type: none"> • Schools 	Office of the Provost	Real Estate & Leasing Services Registrar
	<ul style="list-style-type: none"> • Athletics 	Athletics Department	Virginia Athletics Foundation
	<ul style="list-style-type: none"> • Arts & Architecture 	Office of the Architect	Vice Provost for the Arts
	<ul style="list-style-type: none"> • Research 	Office of Research and Graduate Studies	
	<ul style="list-style-type: none"> • Libraries 	University of Virginia Library	Health System Libraries
	<ul style="list-style-type: none"> • International Programs 	International Studies Office	

Planning Section

Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
	<ul style="list-style-type: none"> Public Service 	Madison House	
	<ul style="list-style-type: none"> Foundations 	UVA Foundation	
	<ul style="list-style-type: none"> College at Wise 		
	<ul style="list-style-type: none"> Administration 	Office of the President	Office of the EVP/COO
Technical Specialists	Facilities Resource Center; GIS Mapping;	Facilities Management	

Logistics Section

Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
Logistics Section Chief			
Procurement		Procurement	
Resource Management	Inventory of materials, goods, and equipment; resource tracking	Facilities Management	
Emergency Responder Services	Transportation, food, water, lodging, sanitation	Business Operations	
Emergency Technology Support		ITS	
Volunteer & Donations Management		Student Affairs	
Transportation		Parking & Transportation	

Administration and Finance Section

Function or Group	Scope of Responsibilities	Lead Department	Support Department(s)
Administration and Finance Section Chief			Audit Department
Emergency Accounting		Finance	
Insurance/Claims		Office of Risk Management	
Employee Benefits		University Human Resources	
Payroll		Finance	
Vital Records Management		Records Manager	
Financial Aid			
Recovery Team			

As all UOC locations are owned by the University, Memorandums of Understanding (MOU) are not needed. It should be noted that these UOC locations may be utilized by a particular entity during a situation that is limited in scope but may require a dedicated/equipped UOC. UVA Emergency Management coordinates the establishment of a UOC as requested by the University.

3.3 SEQUENCE OF ACTIONS

The University works through fluid, sometimes overlapping stages during an incident that could require different response actions, notifications, resource needs, and mobilization.

Preparedness

The University champions a strong commitment to preparedness, focusing on educating students, faculty, and staff on mitigation, preparedness, response, and recovery strategies. UVA Emergency Management assesses the University's preparedness for natural, epidemic and terrorist emergencies, and then develops and communicates the University's strategies, plans and procedures to address these hazards. Key personnel from across the University are engaged in planning as well as training and exercising emergency response plans. These efforts are supported through collaboration with representatives from the City of Charlottesville, Albemarle County and other local, regional, state, and federal agencies on emergency planning.

Incident Recognition

The Incident Assessment Group is alerted during a UVA Alert and conducts an immediate incident assessment to determine the scope and impact of the incident, using information provided by the emergency responders, University police, unit and departmental designated

personnel. Input from this group results in the decision to mobilize the Critical Incident Management Team (CIMT) and activate the CIMP to handle a crisis situation within the University or to support implementation of the Regional EOP. If at all possible, the President of the University is consulted on this decision. The group also advises the Director of Emergency Services on the need to request the City or County to declare a local emergency.

Incident Notification

Once the decision to mobilize the CIMT and activate the CIMP is made, UVA Emergency Management notifies team members of the activation, provides a brief description of the situation, and initial priorities and instructions (e.g., “arrive at designated meeting location within two hours for initial assessment”). Notification processes in the event of CIMP activation may occur through text message, e-mail, telephone call, in-person notification, or other notification methods. The full extent of the University’s communications tools will be used to contact CIMT members.

The University community will be informed of emergency incidents using the University’s emergency notification system. Designated university officials including the EVP/COO, the Associate Vice President for Safety and Security, the Director of Emergency Management, the UPD shift supervisor, and the Chief of Police, authorize emergency messages. These messages include a brief explanation of the emergency, protective actions to take and directions to the University’s emergency website for more information.

Activation of the University Operations Center

UVA Emergency Management will coordinate the activation of the UOC if the CIMT, or a portion thereof, is required to convene in person. Activities include transporting equipment and supplies to the selected locations, setting up workspaces, computers and telephones, and associated technology support.

Response

Once an incident occurs, priorities shift from prevention, preparedness, and mitigation, to immediate and short-term response activities to preserve life, property, and the environment. Response actions, managed through the previously defined incident management structure, are prioritized and implemented. These actions may include, but are not limited to:

- Immediate law enforcement, fire, and/or emergency medical services
- Evacuations
- Transportation system detours
- Emergency public information
- Actions to minimize additional damage
- Urban search and rescue
- Provision of public health and medical services, food, ice, water, and other emergency essentials
- Debris clearance
- Emergency restoration of critical infrastructure
- Control, containment, and removal of environmental contamination
- Protection of responder health and safety.

Response activities will be coordinated and supported by the CIMT and departmental designated employees associated within the needed Emergency Support Functions. Once immediate response missions and life-saving activities conclude, the emphasis shifts from

response to recovery operations, and if applicable, hazard mitigation efforts.

Recovery

The University seeks to provide a safe work environment that supports people and the business of the University. In the event of damage to University buildings and Grounds, Facilities Management shall lead the damage assessment process with the goal of determining the extent of damage, recovery activities, relocation needs, and public information needs that are immediately required. If University operations are disrupted for an extended period, the following guidelines should be followed:

- Continuity of Operations Plans will be implemented to facilitate continuation of services to students, faculty, staff, patients and the public at alternate work locations.
- In those situations where work space is unsafe or uninhabitable due to loss of access to a facility; loss of services due to equipment or systems failure; or other incident-specific factor, the EVP/COO or their designee will authorize the closing of University facilities. This decision will be made in consultation with Facilities Management, Environmental Health and Safety, the University Police, or the City of Charlottesville Fire Department, as appropriate.
- Individual schools and departments are not authorized to close or cancel classes without prior approval. The Provost shall make decisions on alternative class schedules, including cancellations and delays. Deans and department heads are responsible for monitoring the availability of the original workspace and for notifying staff and faculty when it is appropriate to return to the regular work area.
- To the extent possible, normal workflow should be maintained in the alternate location or through teleworking. If computers, phones, and other necessary equipment are not available, staff should engage in planning, evaluation, or training activities, which require staff presence but not operational equipment. They also may be assigned other temporary duties to aid in the recovery, as appropriate.
- If none of the above options is feasible, staff may be required to utilize paid leave or unpaid leave, during periods of disruption. It is the University's intent to avoid this option if possible.
- The University will undertake all actions to return to normal operations as soon as feasibly possible, with special effort focused on mental health support for students, faculty and staff, re-establishment of habitats to prevent subsequent damage to natural resources, and the protection of cultural resources during other recovery operations.

Mitigation

Moving through recovery, the University will take actions to reduce or eliminate long-term risk to people and property from recognized hazards and their side effects. Mitigation measures will be incorporated in the rebuilding of infrastructure damaged in the event. The University's Hazard Mitigation Plan will be reviewed and updated as necessary, adding mitigation actions that could be of value in preventing similar impacts for a future disaster. UVA Emergency Management will develop mitigation grant projects to address the most at risk areas.

4 REQUESTS FOR ASSISTANCE

All resources of the University, including people, facilities, and equipment, can be leveraged by the President of the University (or designee) to respond to an emergency on Grounds. Additional resources are available should the emergency exceed the University's emergency response capability.

4.1 PRIVATE SECTOR

The private sector may be contracted to assist in emergency response at the University. This could include private owners of critical infrastructure; a response organization such as private ambulance services and environmental clean-up services; or a regulated or responsible party, who would implement protective actions as requested or required by the University.

4.2 LOCAL

Identified response needs will be addressed initially with available University resources. If the University's capabilities are exceeded, outside assistance is available through mutual aid agreements with the City of Charlottesville and Albemarle County and volunteer emergency organizations. Mutual aid for other than police, fire and medical services may be requested through the Regional EOC, and/or the National Intercollegiate Mutual Aid Agreement (NIMAA).

4.3 STATE

For assistance beyond tactical mutual aid (i.e., that which might be used in everyday incidents), a local emergency must be declared, and local resources fully committed with unmet needs before state assistance is requested. However, with the onset of a major incident or event, requests for state assistance may occur prior to experiencing shortages after deployment of all local resources and based on anticipated needs.

In the event of an emergency when there are crime victims involved as defined by §19.2-11.01 of the Code of Virginia, the Charlottesville-University-Albemarle Emergency Management Coordinator will contact the Virginia Department of Virginia Criminal Justice Services (DCJS) and the Virginia Criminal Injuries Contact Fund (VCICF) Fund to deploy.

4.4 FEDERAL

The National Response Framework (NRF), and other relevant federal statutes determine how the federal government will augment State and local response efforts when authorized. Federal assistance must be requested through the Virginia Department of Emergency Management. Federal regulations require that the request be made after the Commonwealth determines it cannot meet the identified need through statewide resources.

5 PROCESS IMPROVEMENT

After-action reviews are essential for identifying issues that impeded operations or improvised approaches introduced during the response and recovery that may be applicable for future incidents. For issues to be addressed there needs to be a process for identification and documentation. UVA Emergency Management will coordinate after action reviews and provide documentation, dissemination and archiving of findings. Through a collaborative and objective process with incident management partners, a corrective action plan will be developed that documents areas for improvement and recommended actions to address the problem. Actions will be implemented to address deficiencies identified through the evaluation process.

APPENDIX A. AUTHORITIES, GUIDANCE AND REFERENCES

Type	Authority/Guidance/Reference
UVA	HRM-032 Disruption of Normal University Operations Resulting from Weather or Emergency Events
	Emergency Procedures Guides (Location Specific)
	Crisis Communications Plan
	Continuity of Operations Plan for the University of Virginia
	Information Technology Disaster Recovery Plan
	Hazard Mitigation Plan
	Annual Hazard and Vulnerability Assessment
Local	Regional Hazard Mitigation Plan
	Charlottesville-UVA-Albemarle Regional Emergency Operations Plan
State	Commonwealth of Virginia Emergency Services and Disaster Law of 2000, as amended
	The Code of Virginia, Title 44, Chapter 3.2, §44-146.13 et seq., as amended.
	Commonwealth of Virginia Emergency Operations Plan, September 2019
	Executive Order 41 (2019)
	Code of Virginia Title 23.1, Chapter 8, §23.1-804, as amended.
Federal	The Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 93-288, as amended
	The Homeland Security Act of 2002
	National Response Framework

APPENDIX B. GLOSSARY OF KEY TERMS

Agency

A division of business or government with a specific function offering a particular kind of assistance. ICS agencies are defined either as jurisdictional (having statutory responsibility for incident management) or as assisting or cooperating (providing resources or other assistance).

Continuity of Operations Plan

A plan that identifies essential functions including staff, systems and procedures that ensure the continuation of the agency's ability to continue those operations.

Coordination

The process of systemically analyzing a situation, developing relevant information, and informing appropriate personnel of viable alternatives for selection of the most effective combination of available resources to meet specific objectives

Critical Incident

A situation with the potential to cause injury or loss of life to faculty, staff, students or the public; major disruptions of regular activities; or property or environmental damage or loss; or that can threaten the financial standing or public image of the University. Examples include fire, explosion, hazardous substance spill or other damage to University property requiring closure of the site temporarily or permanently, or a major demonstration that disrupts the University's regular functions.

Declaration of Emergency

Whenever, in the opinion of the college/university's president or designated personnel, feels the safety and welfare of the people of the college/university require the exercise of extreme emergency measures

Emergency

Means any occurrence, or threat thereof, whether natural or man-made, which results or may result in substantial injury or harm to the population or substantial damage to or loss of property or natural resources and may involve governmental action beyond that authorized or contemplated by existing law because governmental inaction for the period required to amend the law to meet the exigency would work immediate and irrevocable harm upon the citizens or the environment of the Commonwealth or some clearly defined portion or portions thereof.

Emergency Coordinating Officer

An individual appointed by the university as directed by Executive Order # 41 (2011) actively plans, trains and acts in the interest of the protection of the institution's community and coordinates with the Virginia Department of Emergency Management.

Emergency Management

The preparation for and the carrying out of functions (other than functions for which military forces are primarily responsible) to prevent, minimize, and repair injury and damage resulting from natural or manmade disasters. These functions include fire-fighting, police, medical and health, rescue, warning, engineering, communications, evacuation, resource management, plant protection, restoration of public utility services, and other functions related to preserving the public health, safety, and welfare.

Emergency Operations Center

A facility from which government directs and controls its emergency operations; where information about the status of the emergency situation is officially collected, assimilated, and reported on; where coordination among response agencies takes place; and from which outside assistance is officially requested.

Emergency Operations Plan

A document which provides for a preplanned and coordinated response in the event of an emergency or disaster situation.

Emergency Services

The preparation for and carrying out of the functions to prevent, minimize and repair injury and damage resulting from natural or man-made disasters, together with all other activities necessary or incidental to the preparation for and carrying out of the forgoing functions. (Code §44-146.16 for list of included services.)

Emergency Support Function

A function which takes agencies to provide or to coordinate certain resources in response to emergencies or disasters.

Exercise

An activity designed to promote emergency preparedness; test or evaluate emergency operations plans, procedures, or facilities; train personnel in emergency response duties, and demonstrate operational capability. There are three specific types of exercises: tabletop, functional, and full scale.

Federal Disaster Assistance

Aid to disaster victims and/or state and local governments by federal agencies under provisions of the Robert T. Stafford Relief and Emergency Assistance Act of 1988 (PL 93-288)

First Responder

Skilled personnel who in the early stages of an incident are responsible for the protection and preservation of life, property, evidence and the environment, such as government and non-governmental police, fire, emergency medical, search and rescue, emergency management, public health, public works and authorities.

Hazardous Materials

Substances or materials which may pose unreasonable risks to health, safety, property, or the environment when used, transported, stored or disposed of, which may include materials which are solid, liquid, or gas. Hazardous materials may include toxic substances, flammable and ignitable materials, explosives, or corrosive materials, and radioactive materials.

Incident

An occurrence or event, natural or human-caused that requires an emergency response to protect life or property.

Incident Command System (ICS)

A model for disaster response that uses common terminology, modular organization, integrated communications, unified command structure, action planning, manageable span or control, pre-designed facilities, and comprehensive resource management. In ICS there are five functional elements: Command, Operations, Logistics, Planning and Finance/Administration.

Local Emergency

The condition declared by the local governing body when, in its judgment, the threat or actual occurrence of a disaster is or threatens to be of sufficient severity and magnitude to warrant coordinated local government action to prevent, or alleviate loss of life, property damage, or hardship. Only the Governor, upon petition of a local governing body, may declare a local emergency arising wholly or substantially out of a resource shortage when he deems the situation to be of sufficient magnitude to warrant coordinated local government action to prevent or alleviate the hardship or suffering threatened or caused thereby.

Mitigation

Activities that actually eliminate or reduce the chance occurrence or the effects of a disaster. Examples of mitigation measures include, but are not limited to, the development of zoning laws and land use ordinances, State building code provisions, regulations and licensing for handling and storage of hazardous materials, and the inspection and enforcement of such ordinances, codes and regulations.

Mutual Aid Agreement

A written agreement between agencies and/or jurisdictions in which they agree to assist one another, upon request, by furnishing personnel and equipment in an emergency situation.

National Incident Management System (NIMS)

A system mandated by the federal Homeland Security Presidential Directive (HSPD) #5 that provides a consistent, nationwide approach for governments (federal, state and local), voluntary agencies and the private sector to work effectively and efficiently together to prepare for, respond to, and recovery from incidents, regardless of cause, size or complexity. NIMS uses a core set of concepts, principles and terminology.

National Response Framework

Establishes a process and structure for the systematic, coordinated, and effective delivery of federal assistance to address the consequences of any major disaster or emergency.

Preparedness

The development of plans to ensure the most effective, efficient response to a disaster or emergency. Preparedness activities are designed to help save lives and minimize damage by preparing people to respond appropriately when an emergency is imminent. Preparedness also includes establishing training, exercises and resources necessary to achieve readiness for all hazards, including Weapons of Mass destruction incidents.

Recovery

Activities that address the short-term and long-term needs and the resources to assist, restore, strengthen and rebuild affected individuals and communities.

Response

Activities that address the short-term, direct effects of an incident. Response includes immediate actions to save lives, protect property and meet basic human needs.

State of Emergency

Means the condition declared by the Governor when in his judgment the threat or actual occurrence of an emergency or a disaster in any part of the Commonwealth is of sufficient severity and magnitude to warrant disaster assistance by the Commonwealth to supplement the efforts and available resources of the several localities and relief organizations in preventing or alleviating the damage, loss, hardship, or suffering threatened or caused thereby and is so declared by him.

Threat

Any indication of possible violence, harm or danger.

Unified Command

Shared responsibility for overall incident management as a result of a multi-jurisdictional or multi-agency incident. In the event of conflicting priorities or goals, or where resources are scarce, there must be a clear line of authority for decision-making. Agencies contribute to unified command by determining overall goals and objectives, jointly planning for tactical activities, conducting integrated tactical operations and maximizing the use of all assigned resources.

APPENDIX C. LIST OF ACRONYMS AND ABBREVIATIONS

AAR	After Action Report
CIMP	Critical Incident Management Plan
CIMT	Critical Incident Management Team
COOP	Continuity of Operations Plan
ECC	Charlottesville-UVA-Albemarle County Emergency Communications Center
EOC	Emergency Operations Center
EOP	Emergency Operations Plan
ESF	Emergency Support Function
EVP/COO	Executive Vice President and Chief Operating Officer
ICS	Incident Command System
MOU	Memorandum of Understanding
NIMS	National Incident Management System
NRF	National Response Framework
ODOS	Office of the Dean of Students
SOP	Standard Operating Procedure
TJHD	Thomas Jefferson Health District
UC	Unified Command
UOC	University Operations Center
VCICF	Virginia Criminal Injury Compensation Fund
VDCJS	Virginia Department of Criminal Justices Services
VDEM	Virginia Department of Emergency Management

**The University of Virginia's College at Wise
Emergency Operation Plan**



Donna Henry Chancellor, The University of Virginia's College at Wise

July 1, 2020

This document contains sensitive and confidential information that is not subject to FOIA under Virginia Code §2.2-3705.2.

PRIVACY STATEMENT

Public disclosure of this document would have a reasonable likelihood of threatening public safety by exposing vulnerabilities. It contains sensitive and confidential information that is not subject to FOIA under Virginia Code §2.2-3705.2. Accordingly, the University of Virginia's College at Wise is withholding this plan from public disclosure. Refer any request for a copy of this document to the University of Virginia's College at Wise legal counsel or the Virginia Attorney General's office.

DISTRIBUTION

This Emergency Operation Plan has been distributed internally within the University of Virginia's College at Wise and with those external agencies that may be affected by its implementation. The Critical Incident Management Plan has been coordinated with other jurisdictions and agencies.

IMPLEMENTATION

The EOP is implemented when it becomes necessary to mobilize resources of multiple departments and offices to save lives and protect property, infrastructure, and the environment. The plan assigns major roles and responsibilities to departments and offices and requires planning, training, and exercising prior to an incident or event. Each College office or department is committed to effectively and efficiently functioning within their assigned roles while mitigating, planning for, responding to, and recovering from an incident or event.

PLAN DEVELOPMENT AND MAINTENANCE

Per the Code of Virginia Chapter 1 of Title 23 and Title 44, the University of Virginia's College at Wise will keep the EOP current. Annually, a review team consisting of representatives from the Vice Chancellor for Finance and Administration's Office, the Public Safety Director's Office (Police Chief), Maintenance, and the Office of News and Media Relations, will review the EOP and revise as needed. This review will be approved in writing by the Chancellor and Vice Chancellor & Chief Operating Officer. The Crisis Management Team and all emergency and resource units will be requested to contribute input to the review team as part of this process.

Every four years, the College will conduct a comprehensive review and revision of the EOP. This review will be coordinated by the Office of the Vice Chancellor & Chief Operating Officer, and the revised plan will be adopted formally by the Board of Visitors. This review will be certified in writing to the Virginia Department of Emergency Management.

This plan shall be considered a 'living plan' and with each use, either by exercise, incident or planned event, the plan shall be reviewed by the Office of the Vice Chancellor & Chief Operating Officer in coordination with appropriate College departments and offices, to improve and adjust the plan as needed. Any updates, not part of the scheduled update process, shall be directed to the Office of the Vice Chancellor & Chief Operating Officer for review and inclusion in the EOP.

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Pursuant to §[23-9.2:9](#) of the Code of Virginia, requires that each state institution shall prepare and maintain a current emergency operations plan. Every four years, each state institution of higher education is required to conduct a comprehensive review and revision of its emergency operations plan to ensure that the plan remains current, and the revised plan shall be formally adopted by the board of visitors or other governing body of the institution. Documentation of this adoption must be certified in writing to VDEM.

WHEREAS, the Board of Visitors of the University of Virginia’s College at Wise is concerned with the health and well- being of its students, faculty and staff and desires that the best possible emergency service be available to them; and, the **Office of the Chancellor** is concerned with the health and well- being of its students, faculty and staff and desires that the best possible emergency service be available to them; and

WHEREAS, the §[23-9.2:9](#) of the Code of Virginia requires that any public institution of higher education shall develop, adopt, and keep current a written crisis and emergency management plan; and every four years, each institution shall conduct a comprehensive review and revision of its crisis and emergency management plan to ensure the plan remains current, and the revised plan shall be adopted formally by the board of visitors or other governing body. Such review shall also be certified in writing to the Department of Emergency Management; and

WHEREAS, such a plan has been developed by the University of Virginia’s College at Wise Staff in coordination with the Virginia Department of Emergency Management with input from The Wise County Office of Emergency Management.

NOW THEREFORE BE IT RESOLVED that the **University of Virginia’s College at Wise Board**, on this 28 day of **August 2020**, does hereby officially adopt the University of Virginia’s College at Wise Emergency Operations Plan, to include plans and procedures for both natural and human caused disasters.
* * * * *

I, **Huda Aden**, do hereby certify that the foregoing writing is a true, correct copy of a resolution unanimously adopted by the **College Board** of the University of Virginia’s College at Wise at a meeting held on **August 28, 2020**.

Huda Aden *Huda Aden*
Clerk, University of Virginia’s College at Wise Board

Appendices

Appendix A: Authorities, Guidance and References

Appendix B: Glossary of Key Terms

Appendix C: List of Acronyms and Abbreviations

Appendix D: Response Agency Contacts

Annexes

Annex A: Bomb Threat

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Annex M: Incidents External to the Region

Annex N: Required Emergency Notification and Evacuation Procedures

PROMULGATION STATEMENT

To accomplish its mission of excellence in teaching, research, and public service, the University of Virginia's College at Wise must ensure its operations are performed with minimal disruption. This document provides planning and program guidance for implementing the College's Emergency Operation Plan (EOP) to ensure the College is capable of conducting its mission under all conditions. The University of Virginia's College at Wise is committed to the safety and protection of its students, faculty, staff, contractors, visitors, operations, and facilities.

The EOP is implemented when it becomes necessary to mobilize resources of multiple departments and offices to save lives and protect property, infrastructure, and the environment. The plan assigns major roles and responsibilities to departments and offices and requires planning, training, and exercising prior to an incident or event. Each College office or department is committed to effectively and efficiently functioning within their assigned roles while mitigating, planning for, responding to, and recovering from an incident or event.

I hereby approve this Emergency Operation Plan which outlines the process of response to an incident at the University of Virginia's College at Wise in Wise County, Virginia.

Approved: 
Chancellor Donna P. Henry

Date: 9/29/20

Approved: 
SimEwing
Vice Chancellor & Chief Operating Officer

Date: 9/28/20

RECORD OF CHANGES

Submit recommended changes to this document to The University of Virginia’s College at Wise, Vice Chancellor for Finance & Administration, Sim Ewing: see4r@uvawise.edu

Table 1
Record of Changes

Change Number	Section and/or Page Number	Description of Change	Date of Change	Posted By
1.0		Initial Publication	April 2016	
5.0	Response Agency Contacts	Contacts name and phone number change	July 2020	RS
4.0	Priority Notification List	Contacts name and phone numbers change	July 2020	RS
1.0	Page 9	Information Update	July 2020	RS

1. INTRODUCTION

A crisis or emergency can happen suddenly, creating a situation where day-to-day response and support activities are overwhelmed. During crises, the University of Virginia’s College at Wise implements special processes to address the needs of emergency response operations and recovery management. To address this need, the University of Virginia’s College at Wise has established this all-hazards emergency operations plan (EOP) as a framework to manage the immediate actions and operations required to respond to an emergency, including initial recovery activities and responsibilities. The overall priorities of the University of Virginia’s College at Wise during a disaster are the protection of life, live assets, property, the community, and the environment. The objective is to respond to emergency conditions and manage the process of restoring College business, academic and research programs and services. This emergency operations plan (EOP) is intended to be sufficiently flexible to accommodate contingencies of all types, magnitude and duration.

1.1 PURPOSE

The purpose of this plan is to direct actions intended to preserve life and protect property at The University of Virginia's College at Wise from further destruction in the event of an emergency. The overall plan establishes an emergency organization to integrate with the locality in which the campus resides to provide the best emergency response and recovery during the emergency situation by assigning responsibilities to specific entities. All essential entities are to utilize any and all available resources when mitigating against, preparing for, responding to, and recovering from a natural or human caused emergency.

1.2 PLAN INSTRUCTIONS

This plan is used by the University of Virginia's college at Wise to efficiently and effectively manage, respond to, plan, and recover from an incident or event that might affect the College. This emergency operations plan consists of the following:

- Basic Plan—Provides an overview of the management structure, key responsibilities, and emergency assignments during and immediately after an emergency.
- Appendices—Defines the terms and acronyms used throughout the basic plan, and catalogs supporting figures, maps, and forms.
- Emergency Support Function (ESF) Annex—Outlines the scope of responsibilities associated with specific emergency operations functions.
- Support Annexes—Focuses on any additional special planning or response needs beyond the basic plan for particular event scenarios.

1.3 SCOPE

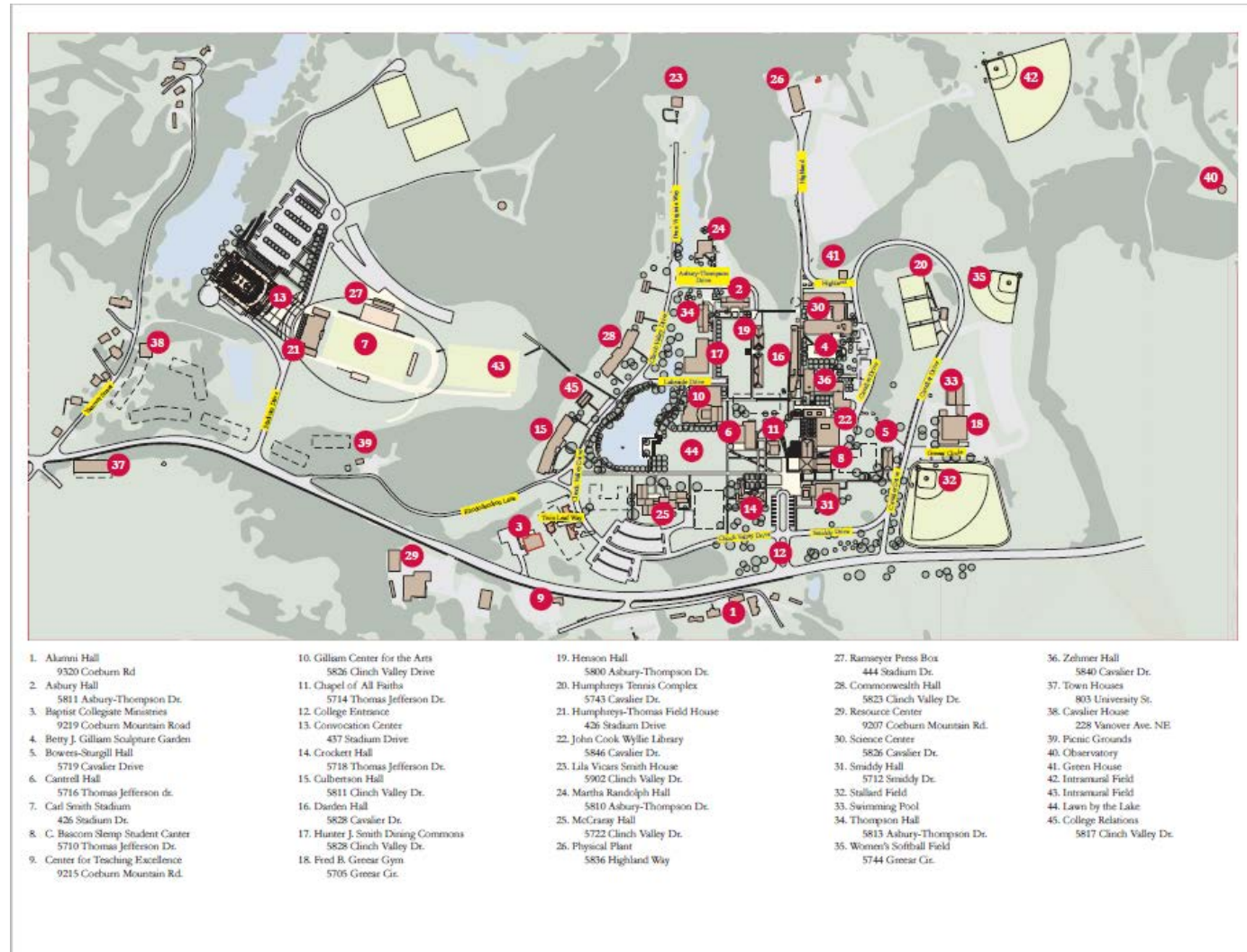
This plan and all its contents apply to all of the University of Virginia's College at Wise students, faculty and staff, located in the Wise, Virginia vicinity. If major emergencies impact the surrounding community in addition to the Campus, the University of Virginia's College at Wise will fulfill its responsibilities as outlined in this Emergency Operations Plan (EOP) in collaboration with local, state, and federal officials.

1.4 SITUATION

The University of Virginia's College at Wise is located in Wise County, Virginia immediately east of The Town of Wise. The GPS coordinates for the University of Virginia's College at Wise are 36.96997 degrees latitude, and -82.56068 degrees longitude. The College was founded in 1954.

The campus of The University of Virginia's College at Wise encompasses 396 acres, and is situated in a rural area. The total enrollment for The University of Virginia's College at Wise during the 2019 fall semester was 1,654 students. Currently, during the spring 2020 semester the total student enrollment is 1,645. College facilities can provide housing for approximately 700 students, and currently has 450

students living in on-campus housing facilities. The University of Virginia's College at Wise currently has 358 employees, and consists of 139 faculty members, and 219 staff members.



1.5 ASSUMPTIONS

The following planning assumptions outline the assumed operating conditions and provide a foundation for establishing protocols and procedures:

- An emergency or a disaster may occur at any time of the day or night, weekend, or holiday, with little or no warning.
- Disasters may be community, regional or state-wide.
- Critical utilities and services may be interrupted, including water delivery, electrical power, natural gas, telephone communications, cellular telephones and information systems.
- Major roads, overpasses, bridges and local streets may be damaged.
- People may be injured and displaced.
- Normal suppliers may not be able to deliver materials.
- Contact with family and homes may be interrupted.
- People may become stranded at the College if conditions make it unsafe to travel.
- Students, faculty, staff, and the public may have to function with limited support services and some degradation of service, until a full recovery is made.

- The University of Virginia’s College at Wise may declare an emergency at any time if conditions indicate that an incident is developing or highly probable.
- The succession of events in an emergency is not predictable; innovation and improvisation may be needed to address incident requirements.

1.6 LEVELS OF EMERGENCY

Emergency conditions vary with each incident and activation. As a guide, three levels of emergency are specified as follows:

Level 1—an emergency incident that normal College emergency response resources can handle. While there may be some damage or interruption, the conditions are localized and activation of the EOP is not needed.

Level 2—an incident with substantial damages and interruptions to College operations. A partial or full activation of the EOP is needed. The College may be the only affected entity.

Level 3—an incident requiring the full activation of the EOP to address immediate emergency response. Emergency conditions are widespread and the College must be self-sufficient for a period of hours to several days. The College may request mutual aid assistance through the Wise County Emergency Operations Coordinator.

The designated level for an incident may change as emergency conditions intensify or lessen.

1.7 NON-EMERGENCY/NORMAL OPERATIONS

Examples include but are not limited to:

- Public information, educational materials, and incident-specific procedures will be provided to the campus community via email, institution newspaper/newsletters, social media, brochures, institution website and other media;
- Development, testing, and maintenance of institution’s Emergency Notification System will be conducted annually;
- Assure the viability and accuracy of emergency contact lists, resource lists, and emergency contracts;
- Maintain up-to-date contact information for Virginia Criminal Injury Compensation Fund and Virginia Department of Criminal Justice;
- Consider the implementation of a student emergency evacuation plan in the event that the institution can no longer support the residential capabilities required; include out of state, international, or special needs students; and
- Ensure that as part of the plan integration process, the local government is aware of members of the campus community with special needs and can accommodate their needs during an emergency.

RESPONSE OPERATIONS

Examples include but are not limited to:

- Suspend daily functions of the institution that do not contribute directly to the emergency operation;
- Redirect efforts and resources to accomplish emergency tasks;
- Implement evacuation orders as needed;
- Open and staff emergency shelters as needed; and
- Contact the Virginia Department of Criminal Justice Services and the Criminal Injury Compensation Fund to deploy if the event involves victims of crime as pursuant to §[19.2-11.01](#) Code of Virginia.

RECOVERY ACTIONS

Examples to include but not limited to:

- Activate your institution’s continuity plan if necessary in whole or not
- Determine who is responsible for completing a damage assessment of campus infrastructure

- Ex: Maintenance/Physical Plant;
- Assess infrastructure and determine viability for re-entry of the campus; and
- Begin immediate repairs to infrastructure.

2. ROLES AND RESPONSIBILITIES

2.1 Board of Visitors

In executing responsibility to protect the lives of students, faculty and staff, and the property and assets of the University of Virginia's College at Wise, the Board of Visitors will:

- Establish the College emergency management program;
- Designate the administrator ultimately responsible for emergency management; and
- Adopt and promulgate the Emergency Operation Plan.

2.2 Chancellor

This plan is promulgated under the authority of the Chancellor and approval of the Board of Visitors. All decisions concerning the discontinuation of College functions, cancellation of classes, or cessation of operations, rest with the Chancellor or their designee.

2.3 Plan Activation

The Chancellor of The University of Virginia's College at Wise, the Director of Emergency Services (the Vice Chancellor & Chief Operating Officer), or their designees, may activate the EOP, mobilize the Crisis Management Team to handle a crisis situation within the College, and declare a College emergency. If possible, the Chancellor of the College will be consulted on any decision to declare an emergency affecting the College.

The only persons authorized to declare a local emergency are the City, Town or County jurisdictional Directors of Emergency Services. The College Director of Emergency Services may request the City, Town or County to declare a local emergency.

The EOP may be activated to respond to any Grounds emergency, and may be activated for a lower level event that will not reach the threshold of a local emergency declaration. The declaration of a local emergency activates the EOP and authorizes the provision of aid and assistance. The EOP may also be activated to manage requests for mutual aid and cooperative assistance to other jurisdictions that have requested assistance through the local Emergency Operations Center in response to a major event or incident.

The parameters considered in determining whether to invoke an emergency declaration include:

- Any imminent threat or hazard impact on Campus that threatens or impedes the continuity of College operations.
- The Governor of Virginia declares a state of emergency and the College is within the declared impact area.
- Assessment by the College that an imminent hazard threat or actual hazard impact exists on Campus and that critical needs will exceed the capacity of response resources operating under baseline procedures.

This assessment may determine that:

- The needs of the incident related to the risk of loss of life or substantial property damage are beyond the capacity of currently available response resources during routine operations.
- The scope of the emergency exceeds the baseline management capacity for effective management of the incident or scene(s).
- The incident response requires coordination with, or support from, additional departments, offices and other emergency organizations beyond routine working relationships and operating procedures, including financial compensation for services and supply expenditures.

- The operations response phase is expected to continue for an extended period of time, exceeding the resources availability for successive operational periods.

The EOP may continue in operation beyond any emergency declaration, allowing an orderly incident response demobilization and transition to Recovery Management.

2.4 Director of Emergency Services

The Vice Chancellor & Chief Operating Officer is designated as the Director of Emergency Services for the College. The Director of Emergency Services assumes overall responsibility for the College's incident management operation through the roles delineated in this EOP. Specifically the Director of Emergency Services will:

- Chair the Crisis Management Team;
- Exercise direction and control from the EOC during disaster operations;
- Direct and control emergency operations in time of emergency and issue directives to other services and organizations concerning disaster preparedness;
- Coordinate College resources to address the full spectrum of actions to prevent, prepare for, respond to, and recover from incidents involving all hazards including terrorism, natural disasters, accidents, and other contingencies;
- Work with law enforcement, and/or other emergency responders to determine the need to evacuate an endangered area; establish a curfew, or order a quarantine if required by the incident;
- Working with the same officials, consider the need to alter the normal business or class schedule, including delayed openings, early closings or total closings;
- Provide leadership and play a key role in communicating to the public, and in helping the College community cope with the consequences of any type of incident.

2.5 Chief of Police and Director of Public Safety

As the College official tasked with promulgating the culture of emergency preparedness across Campus, the Director of Public Safety will:

- Serve as an EOC Manager;
- Maintain the EOC in a state of readiness;
- Develop and maintain the Emergency Operation Plan;
- Assume relevant duties as directed by the Director of Emergency Services;
- Develop and implement a test, training, exercise and drill schedule to assure all involved parties for emergency response and recovery are fully prepared to fulfill their tasks; and
- Ensure that the EOP is reviewed, revised and adopted every four years.

*If any further continuity of operations guidance is needed, contact the State Planning Assistance (SPA) office at VDEM.

2.6 Crisis Management Team

The Crisis Management Team is tasked with the planning as well as the external and internal communication for The University of Virginia's College at Wise in the event of a crisis or emergency situation.

The Crisis Management Team is responsible for determining the initial scope of an incident. At a minimum, the following participate in assessing an incident to determine the level of emergency, to the extent allowable by the emerging incident:

- Vice Chancellor & Chief Operating Officer (Director of Emergency Services)
- Chief of Police and Director of Public Safety
- Director of College Services
- Director of Capital Operations and Planning
- Associate Vice Chancellor of Information Technology
- Director of News and Media Relations
- Dean of Students
- Vice Chancellor for Student Affairs

2.7 Incident Commander

The Incident Commander is the individual responsible for the command and control of the on-scene operational aspects of the emergency response. The determination of the Incident Commander is based on the type of incident occurring. In an incident requiring a tactical response from police, fire, or emergency medical services the appropriate supervisor will assume the role of Incident Commander. Typically the Campus Police Lieutenant or Sergeant. In a general emergency such as a winter weather event, the Director of Emergency Services or designee will assume the role of Incident Commander.

2.8 Emergency Services Coordinator (County Government)

The responsibilities include the day-to-day activities of the local emergency management program. He or she will develop and maintain the local EOC from which in time of emergency operations will be directed. This position will contact the VEOC with requests for resources on behalf of the institution only if local capabilities are exceeded.

This operational policy to channel resource requests through the local government emergency management agency is identified in the COVEOP. It is consistent with [§23-9.2:9](#) of the Code of Virginia, which mandates a state institution of higher education to develop, adopt, and maintain an emergency management plan and ensure integration into the local government EOP.

2.9 Students, Staff and Faculty

Students, staff and faculty shall familiarize themselves with applicable emergency plans and procedures. Faculty and staff should understand that students will look to them for leadership during an emergency. They should be prepared to assess situations quickly and use common sense in determining a course of action.

All faculty and staff are responsible for emergency preparedness planning for their own work areas and securing their work areas when given warning of an impending emergency. This planning must be consistent with the guidance provided by the College. Work areas need to be secured in advance of certain weather systems (e.g., tornado's, floods, etc.). Designated employees must have plans in place for personal obligations, knowing they will be expected to work in emergency situations.

3. CONCEPT OF OPERATIONS

3.1 General

A primary goal of the College is to provide a safe environment for the students, faculty, and staff. The EOP will be employed to swiftly handle the initial impact of the incident. If the incident exceeds the College's emergency response capabilities, outside assistance will be requested through the Emergency Management Coordinator. College resources will be fully committed before local, state or federal assistance is requested.

3.2 Organization

During the activation of the EOP, the Emergency Operations group will implement a unified incident management strategy based on the Incident Command System to manage, coordinate, and direct resources committed to an incident. This structure supports the effective coordination across personnel, facilities, equipment, and systems by maintaining a manageable span of control, staffing functional positions only when needed and ensuring personnel accountability.

Incident Management Structure

The five basic sections of the incident management structure are:

Command—responsible for overall management of the incident, including assessment and establishment of incident priorities, assessing resource needs and orders, and coordinating with outside agencies. Public information, safety and liaison duties are executed as part of the Command staff.

Operations—responsible for managing tactical operations to reduce immediate hazards, save lives and property, establish situation control and restore normal conditions. Depending on needs created by the emergency situation, Operations can include police, fire, and medical services, hazardous materials response, sheltering and feeding, mental health support, cultural and historical properties protection, and critical infrastructure sustainment efforts. The make-up of the Operations section will vary based on incident priorities.

Planning—responsible for collecting, evaluating, and disseminating information about the incident and the status of resources to create a shared understanding of the current situation and prepare alternative strategies to address incident priorities. Planning facilitates the planning process, with cooperation and input from the entire incident management team.

Logistics—responsible for providing facilities, services, and materials to support incident response. This includes providing and establishing all incident facilities, transportation, supplies, equipment maintenance and fueling, food service, communications and technology and medical services for incident personnel.

Administration and Finance—responsible for all financial and cost analysis aspects of the incident, including estimating, tracking and approving expenses, tracking personnel time, executing contracts, ensuring adherence to rules and laws, and handling compensation and claims.

Emergency Operations Center

In the event of an extensive disaster, it will be necessary to establish a disaster command post or emergency operations center (EOC). An emergency operation center will be established when the Director of Public Safety or the Vice Chancellor & Chief Operating Officer feels that a centralized command location would benefit the operation of law enforcement or other emergency operations.

The College has identified one (1) location on Campus as the primary EOC location. The primary location is The University of Virginia's College at Wise Resource Center conference room. The street address for the Resource Center is 9207 Coeburn Mountain Road Wise, VA. The phone number for this location is (276) 328-0240 and this line connects with The Director of Human Resources. Parking for this location is available on-site. The capacity for this location is twenty (20) people, with ten seated around the table, and room for ten more around the room. Internet access and teleconferencing capabilities are available at this location.

The College has also identified one (1) location off Campus as the secondary EOC location. The secondary location is The Wise County EOC Training room located at 5604 Patriot Drive Wise, VA. This location is approximately one quarter mile due east of The University of Virginia's College at Wise Campus, and parking is on-site. The main telephone line number for this facility is (276) 328-3756. This 10,000 square foot facility offers two telephone lines, a dining facility, bathing facilities, audio video services, video conferencing, and high-speed internet.

3.3 Emergency Support Functions

An Emergency Support Function (ESF) is a grouping of College departments and offices with specific functional capabilities and resources to provide services most likely to be needed during incidents. Departments and programs participate in the ESF structure either as lead or support departments and offices as required to support incident management activities. The Emergency Support Function Annex outlines the purpose and scope, and identifies lead and support departments to fulfill the functional responsibilities of each defined Emergency Support Function.

3.4 Sequence of Actions

The College works through fluid, sometimes overlapping stages during an incident that could require different response actions, notifications, resource needs, and mobilization.

Preparedness

The College champions a strong commitment to preparedness, focusing on educating students, faculty, and staff on mitigation, preparedness, response, and recovery strategies. The Office of the Vice Chancellor & Chief Operating Officer assesses the College's preparedness for natural, epidemic and terrorist emergencies and then develops and communicates the College's strategies, plans and procedures to address these hazards. Key personnel from across the College are engaged in planning as well as training and exercising emergency response plans. These efforts are complemented through collaboration with representatives from Wise County and other local, regional, state, and federal agencies on emergency planning.

Incident Recognition

The Incident Assessment Group is alerted and conducts an immediate incident assessment to determine the scope and impact of the incident, using information provided by the emergency responders, Campus Police, unit and departmental designated personnel, and the EOC as appropriate. Input from this group results in the decision to mobilize the Crisis Management Team and activate the EOP to handle a crisis situation within the College or to support implementation of the Regional EOP. If at all possible, the Chancellor of the College is consulted on this decision. The group also advises the Director of Emergency Services on the need to request the City or County to declare a local emergency.

Incident Notification

Once the decision to mobilize the Crisis Management Team and activate the EOP is made, the Office of the Vice Chancellor & Chief Operating Officer notifies team members of the activation, provides a brief description of the situation, and initial priorities and instructions (e.g., "arrive at designated meeting location within two hours for initial assessment"). Notification processes in the event of EOP activation may occur through pager, text message, e-mail, telephone call, in-person notification, or other notification methods. The full extent of the College's communications tools will be used to contact Crisis Management Team members.

The College community will be informed of emergency incidents using College communications systems with the approval of the EVP-COO. Emergency text messages are authorized by designated College officials including the EVP/COO, and the Chief of Police & Director of Public Safety. These messages include a brief explanation of the emergency, protective actions to take and directions to the College's website for more information. Other methods for notifying those within the College community may be used including email, telephone calling lists, sirens and public announcement systems, cell phones, two-way radios, University of Virginia's College at Wise Police Officers, as well as other College personnel.

Activation of the Emergency Operations Center

If the Crisis Management Team is required to convene in person, the Office of Safety and Emergency Preparedness will activate an Emergency Operations Center with assistance from Information Technology

Services. Activities include transporting equipment and supplies to the selected locations, setting up workspaces, computers and telephones, and associated technology support. CIMT members are expected to sign in and out of the EOC to assist in resource tracking.

Response

Once an incident occurs, priorities shift from prevention, preparedness, and incident mitigation to immediate and short-term response activities to preserve life, property, and the environment. Response actions, managed through the previously defined incident management structure, will be prioritized and swiftly implemented. These actions may include, but are not limited to:

- Immediate law enforcement, fire, and/or emergency medical services
- Evacuations
- Transportation system detours
- Emergency public information
- Actions to minimize additional damage
- Urban search and rescue
- Provision of public health and medical services, food, ice, water, and other emergency essentials
- Debris clearance
- Emergency restoration of critical infrastructure
- Control, containment, and removal of environmental contamination
- Protection of responder health and safety.

Response activities will be coordinated and supported by the Crisis Management Team and departmental designated employees associated within the needed Emergency Support Functions. Once immediate response missions and life-saving activities conclude, the emphasis shifts from response to recovery operations, and if applicable, hazard mitigation efforts.

Recovery

The College seeks to provide a safe work environment that supports people and the business of the College. In the event of damage to College buildings and Campus Grounds, Facilities Management shall lead the damage assessment process with the goal of determining the extent of damage, recovery activities, relocation needs, and public information needs that are immediately required. If College operations are disrupted for an extended period, the following guidelines should be followed:

- Continuity Plans will be implemented to facilitate continuation of services to students, faculty, staff, and the public at alternate work locations within the College.
- In those situations where work space is unsafe or uninhabitable due to loss of access to a facility; loss of services due to equipment or systems failure; or other incident-specific factor, the Vice Chancellor for Finance and Administration or their designee will authorize the closing of College facilities. This decision will be made in consultation with Facilities Management, Environmental Health and Safety, the University of Virginia's College at Wise Campus Police, or the Town of Wise Fire Department, as appropriate.
- Individual departments are not authorized to close or cancel classes without the prior approval. The Provost shall make decisions on alternative class schedules, including cancellations and delays. Department heads are responsible for monitoring the availability of the original workspace and for notifying staff and faculty when it is appropriate to return to the regular work area.
- To the extent possible, normal workflow should be maintained in the alternate location or through teleworking. If computers, phones, and other necessary equipment are not available, staff should engage in planning, evaluation, or training activities, which require staff presence but not operational equipment. They also may be assigned other temporary duties to aid in the recovery, as appropriate.

- If none of the above options is feasible, staff may be required to utilize paid leave or unpaid leave, during periods of disruption. It is the University of Virginia's College at Wise intent to avoid this option if possible.

- The College will undertake all actions to return to normal operations as soon as feasibly possible, with special effort focused on mental health support for students, faculty and staff, re-establishment of habitats to prevent subsequent damage to natural resources, and the protection of cultural resources during other recovery operations.

Mitigation

Moving through recovery, the College will take actions to reduce or eliminate long-term risk to people and property from recognized hazards and their side effects. Mitigation measures will be incorporated in the rebuilding of infrastructure damaged in the event. The College's Hazard Mitigation Plan will be reviewed and updated as necessary, adding mitigation actions that could be of value in preventing similar impacts for a future disaster. The Vice Chancellor for Finance and Administration will work with the Virginia Department of Emergency Management Mitigation Program to develop mitigation grant projects to address the most at risk areas.

4. REQUESTS FOR ASSISTANCE

All resources of the College, including people, facilities, and equipment, can be leveraged by the Chancellor of the College (or designee) to respond to an emergency on Campus. Additional resources are available should the emergency exceed the College's emergency response capability.

4.1 Private Sector

The private sector may be contracted to assist in emergency response at the College. This could include private owners of critical infrastructure; a response organization such as private ambulance services and environmental clean-up services; or a regulated or responsible party, who would implement protective actions as requested or required by the College.

4.2 Local

Identified response needs will be addressed initially with available College resources. If the College's capabilities are exceeded, outside assistance is available through mutual aid agreements with Wise County, Town of Wise, and their volunteer emergency organizations. Mutual aid for other than police, fire and medical services may be requested through the Virginia Statewide Mutual Aid program.

4.3 State

For assistance beyond tactical mutual aid (i.e., that which might be used in everyday incidents), a local emergency must be declared and local resources fully committed with unmet needs before state assistance is requested. However, with the onset of a major incident or event, requests for State assistance may occur prior to experiencing shortages after deployment of all local resources and based on anticipated needs.

Requests for State assistance will be made on the University of Virginia's College at Wise behalf by the Wise County Emergency Management Coordinator through the Virginia Emergency Operations Center to the State Coordinator of Emergency Management.

In certain circumstances, if there are victims as a result of the incident or emergency, as defined in §19.0-11.01 of the Code of Virginia, the Emergency Management Coordinator will immediately contact the Virginia Department of Criminal Justice Services (VDCJS) and the Virginia Criminal Injury Compensation (VCICF) Fund to deploy assistance to the College.

Private Sector/Nongovernmental and Volunteer Organizations

The institution may rely on partnerships made throughout the jurisdiction for support during an emergency.

4.4 Federal

The National Response Framework (NRF), the Robert T. Stafford Disaster Relief and Emergency Assistance Act (1974 as amended April 2007), and other relevant federal statutes determine how the federal government will augment State and local response efforts when authorized. Federal assistance must be requested through the Virginia Department of Emergency Management. Federal regulations require that the request be made after the Commonwealth determines it cannot meet the identified need through statewide resources. The request for assistance must provide enough detail about the unmet needs that an accurate determination of the appropriate response resources will occur.

5. PROCESS IMPROVEMENT

After-action reviews are essential for identifying issues that impeded operations or improvised approaches introduced during the response and recovery that may be applicable for future incidents. For issues to be addressed there needs to be a process for identification and documentation. The Office of the Vice Chancellor for Finance and Administration will coordinate after action reviews and provide documentation, dissemination and archiving of findings.

PLAN MAINTENANCE

[§23-9.2:9](#) of the Code of Virginia requires each state institution to conduct a comprehensive review and revision of its emergency operations plan to ensure that the plan remains current, and the revised plan shall be formally adopted by the board of visitors or other governing body of the institution every four years. The institution shall coordinate with the local emergency management organization, as defined by § [44-146.16](#), to ensure integration into the local emergency operations plan. Documentation of this adoption must be certified in writing to VDEM.

APPENDIX A. AUTHORITIES, GUIDANCE AND REFERENCES0

Table 1 outlines significant authorities, guidance and references that influenced the development of the Critical Incident Management Plan.

Authorities, Guidance and References

Type	Authority/Guidance/Reference
University of Virginia’s College at Wise	Emergency Procedures Emergency Action Plans (Location Specific) Crisis Communications Plan University of Virginia’s College at Wise Continuity Plan Information Technology Disaster Recovery Plan Pandemic Flu Plan Hazard Mitigation Plan Annual Agency Preparedness Assessment Terrorism and Security Awareness Orientation Regional Hazard Mitigation Plan
Local	Wise County Emergency Operations Plan
State	Commonwealth of Virginia Emergency Services and Disaster Law of 2006, as amended: The Code of Virginia, Title 1 Chapter 23 and Chapter 44 The Commonwealth of Virginia Emergency Operations Plan, December 2007 Executive Order 41
Federal	The Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 93-288, as amended: The Homeland Security Act National Response Framework Local and Tribal NIMS Integration: Integrating the National Incident Management System into Local and Tribal Emergency Operations Plans and Standard Operating Procedures, V.1, Department of Homeland Security

APPENDIX B. GLOSSARY OF KEY TERMS

Agency

A division of business or government with a specific function offering a particular kind of assistance. ICS agencies are defined either as jurisdictional (having statutory responsibility for incident management) or as assisting or cooperating (providing resources or other assistance).

Continuity Plan

A plan that identifies essential functions including staff, systems and procedures that ensure the continuation of the agency's ability to continue those operations.

Coordination

The process of systemically analyzing a situation, developing relevant information, and informing appropriate personnel of viable alternatives for selection of the most effective combination of available resources to meet specific objectives

Critical Incident

A situation with the potential to cause injury or loss of life to faculty, staff, students or the public; major disruptions of regular activities; or property or environmental damage or loss; or that can threaten the financial standing or public image of the University. Examples include fire, explosion, hazardous substance spill or other damage to University property requiring closure of the site temporarily or permanently, or a major demonstration that disrupts the University's regular functions.

Declaration of Emergency

Whenever, in the opinion of the college/university's president or designated personnel, feels the safety and welfare of the people of the college/university require the exercise of extreme emergency measures

Emergency/Disaster/Incident

An event that demands a crisis response beyond the scope of any single line agency or service and that presents a threat to a community or larger area. An emergency is usually an event that can be controlled within the scope of local capabilities; a major emergency or disaster usually requires resources beyond what is available locally.

Emergency Coordinating Officer

An individual appointed by the Chancellor of the College who actively plans, trains and acts in the interest of the protection of the institution's community and coordinates with the Office of Commonwealth Preparedness.

Emergency Management

The preparation for and the carrying out of functions (other than functions for which military forces are primarily responsible) to prevent, minimize, and repair injury and damage resulting from natural or manmade disasters. These functions include fire-fighting, police, medical and health, rescue, warning, engineering, communications, evacuation, resource management, plant protection, restoration of public utility services, and other functions related to preserving the public health, safety, and welfare.

Emergency Operation Center

A facility from which government directs and controls its emergency operations; where information about the status of the emergency situation is officially collected, assimilated, and reported on; where coordination among response agencies takes place; and from which outside assistance is officially requested.

Emergency Operations Plan

A document which provides for a preplanned and coordinated response in the event of an emergency or disaster situation.

Emergency Services

The preparation for and carrying out of the functions to prevent, minimize and repair injury and damage resulting from natural or man-made disasters, together with all other activities necessary or incidental to the preparation for and carrying out of the forgoing functions. (Code §44-146.16 for list of included services.)

Emergency Support Function

A function which takes agencies to provide or to coordinate certain resources in response to emergencies or disasters.

Exercise

An activity designed to promote emergency preparedness; test or evaluate emergency operations plans, procedures, or facilities; train personnel in emergency response duties, and demonstrate operational capability. There are three specific types of exercises: tabletop, functional, and full scale.

Federal Disaster Assistance

Aid to disaster victims and/or state and local governments by federal agencies under provisions of the Robert T. Stafford Relief and Emergency Assistance Act of 1988 (PL 93-288)

First Responder

Skilled personnel who in the early stages of an incident are responsible for the protection and preservation of life, property, evidence and the environment, such as government and non-governmental police, fire, emergency medical, search and rescue, emergency management, public health, public works and authorities.

Hazardous Materials

Substances or materials which may pose unreasonable risks to health, safety, property, or the environment when used, transported, stored or disposed of, which may include materials which are solid, liquid, or gas. Hazardous materials may include toxic substances, flammable and ignitable materials, explosives, or corrosive materials, and radioactive materials.

Incident

An occurrence or event, natural or human-caused that requires an emergency response to protect life or property.

Incident Command System (ICS)

A model for disaster response that uses common terminology, modular organization, integrated communications, unified command structure, action planning, manageable span or control, pre-designed facilities, and comprehensive resource management. In ICS there are five functional elements: Command, Operations, Logistics, Planning and Finance/Administration.

Local Emergency

The condition declared by the local governing body when, in its judgment, the threat or actual occurrence of a disaster is or threatens to be of sufficient severity and magnitude to warrant coordinated local government action to prevent, or alleviate loss of life, property damage, or hardship. Only the Governor, upon petition of a local governing body, may declare a local emergency arising wholly or substantially out of a resource shortage when he deems the situation to be of sufficient magnitude to warrant coordinated local government action to prevent or alleviate the hardship or suffering threatened or caused thereby.

Major Disaster

Any natural catastrophe (including any hurricane, tornado, storm, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mudslide, snowstorm, or drought) or, regardless of cause, any fire, flood, or explosion in any part of the United States that, in the determination of the President, causes damage of sufficient severity and magnitude to warrant major disaster assistance under the Stafford Act to supplement the efforts and federal warning centers or other federal agencies to the state warning points.

Mitigation

Activities that actually eliminate or reduce the chance occurrence or the effects of a disaster. Examples of mitigation measures include, but are not limited to, the development of zoning laws and land use ordinances, State building code provisions, regulations and licensing for handling and storage of hazardous materials, and the inspection and enforcement of such ordinances, codes and regulations.

Mutual Aid Agreement

A written agreement between agencies and/or jurisdictions in which they agree to assist one another, upon request, by furnishing personnel and equipment in an emergency situation.

National Incident Management System (NIMS)

A system mandated by the federal Homeland Security Presidential Directive (HSPD) #5 that provides a consistent, nationwide approach for governments (federal, state and local), voluntary agencies and the private sector to work effectively and efficiently together to prepare for, respond to, and recovery from incidents, regardless of cause, size or complexity. NIMS uses a core set of concepts, principles and terminology.

National Response Framework

Establishes a process and structure for the systematic, coordinated, and effective delivery of federal assistance to address the consequences of any major disaster or emergency.

Preparedness

The development of plans to ensure the most effective, efficient response to a disaster or emergency. Preparedness activities are designed to help save lives and minimize damage by preparing people to respond appropriately when an emergency is imminent. Preparedness also includes establishing training, exercises and resources necessary to achieve readiness for all hazards, including Weapons of Mass destruction incidents.

Recovery

Activities that address the short-term and long-term needs and the resources to assist, restore, strengthen and rebuild affected individuals and communities.

Response

Activities that address the short-term, direct effects of an incident. Response includes immediate actions to save lives, protect property and meet basic human needs.

Threat

Any indication of possible violence, harm or danger.

Unified Command

Shared responsibility for overall incident management as a result of a multi-jurisdictional or multi-agency incident. In the event of conflicting priorities or goals, or where resources are scarce, there must be a clear line of authority for decision-making. Agencies contribute to unified command by determining overall goals and objectives, jointly planning for tactical activities, conducting integrated tactical operations and maximizing the use of all assigned resources.

APPENDIX C. LIST OF ACRONYMS AND ABBREVIATIONS

AAR	After Action Report
CIMP	Critical Incident Management Plan
CIMT	Critical Incident Management Team
COOP	Continuity of Operations
EOC	Emergency Operations Center
EOP	Emergency Operations Plan
ESF	Emergency Support Function
VC/COO	Vice Chancellor and Chief Operating Officer
ICS	Incident Command System
MOU	Memorandum of Understanding
NIMS	National Incident Management System
NRF	National Response Framework
SOP	Standard Operating Procedure
UC	Unified Command
VDCJS	Virginia Department of Criminal Justices Services
VCICF	Virginia Criminal Injury Compensation

APPENDIX D. RESPONSE AGENCY CONTACTS

Local Agency Contacts				
Agency	Role	Name	Phone 1	Phone 2
Wise County Central Dispatch	Radio Communications	Billie Laney Or Grant Kilgore	911	(276) 328-3756
Virginia State Police Area 30 Office	First Sergeant	Jack Baldrige	(276) 220-6770	(276) 328-0198
Wise Fire Dept.	Chief	Dewayne Phillips	(276)708-1918	
Wise Police Dept.	Chief	Danny W. French	(276) 393-9920	(276)328-9046
Wise County Sheriff	Sheriff	Grant Kilgore	(276) 708-1904	(276) 328-3566
Wise Rescue Squad	Captain	Tim Dotson	(276) 393-5381	(276) 328-3037
Emergency Services	Coordinator	Jessica Swinney	(276) 219-1793	(276) 328-7110

State Agency Contacts				
Virginia State Police Division 4 H.Q.	Division Captain	Patrick Kirtner	(800-542-8716	(800) 542-8716
Virginia DCJS	Director	Francine C. Ecker	(804) 786-4000	(804) 371-6506
Virginia Emergency Management Haz-Mat	Area 6 Officer	Scott Sproles	(276) 708-6017	(276) 708-6017
Criminal Injury Compensation Fund	Director Virginia Workers' Compensation Commission	Mary Vail Ware	(800) 552-4007 (804) 399-8966 (after hours)	(804) 367-1018

The University of Virginia's College at Wise

Emergency Operation Plan

INCIDENT ANNEXES



Donna Henry Chancellor, The University of Virginia's College at Wise

July 1, 2020

This document contains sensitive and confidential information that is not subject to FOIA under Virginia Code §2.2-3705.2.

Privacy Statement

Public disclosure of this document would have a reasonable likelihood of threatening public safety by exposing vulnerabilities. It contains sensitive and confidential information that is not subject to FOIA under Virginia

Code §2.2-3705.2. Accordingly, the University of Virginia’s College at Wise is withholding this plan from public disclosure. Refer any request for a copy of this document to the University of Virginia’s College at Wise legal counsel or the Virginia Attorney General’s office.

Distribution

This Emergency Operation Plan has been distributed internally within the University of Virginia’s College at Wise and with those external agencies that may be affected by its implementation. The Emergency Operation Plan has been coordinated with other jurisdictions and agencies by the Office of the Vice Chancellor for Finance and Administration.

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ANNEX A: BOMB THREAT

DESCRIPTION

A bomb threat may come to the attention of the receiver in various ways. It is important to compile as much information as possible. Please **DO NOT** attempt to notify or evacuate an entire building as this could consume valuable time that would be better used to gather important information. Please keep in mind that the vast majority of bomb threats are false and are primarily intended to elicit a response from the building occupants. In the case of a written threat, it is vital that the document be handled by as few people as possible, as this is evidence that should be turned over to the University of Virginia's College at Wise Campus Police. If the threat should come via e-mail, make sure to save the information on your computer. Most bomb threats are transmitted over the telephone; thus, the following instructions are provided with that assumption.

IMMEDIATE ACTION

- Remain calm and immediately refer to the attached Telephone Bomb Threat Checklist. If applicable, pay attention to your telephone display and record the information shown in the display window.
- The objective is to keep the caller on the line as long as possible to attempt to gather as much information as possible. Try not to anger the caller at any time.
- While engaging the caller, pay attention to any background noise and distinctive sounds (machinery, traffic, other voices, music, television, etc.).
- Note any characteristics of the caller's voice (gender, age, education, accent, etc.).
- Attempt to obtain information on the location of a device (building, floor, room, etc.).
- Attempt to obtain information on the time of detonation and type of detonator.
- Immediately after the caller has ended the call, notify the University of Virginia's College at Wise Campus Police at 911.
- If the threat was left on your voice mail, do not erase.
- Notify the immediate supervisor within your work area.

DECISION

The decision to evacuate a College facility shall be made after a thorough evaluation of the information available, including but not limited to:

- Nature of the threat
- Specificity of location and time of detonation
- Circumstances related to the threat (i.e. political climate, series of events leading to the threat, etc.)
- Discovery of a device or unusual package, luggage, etc.

The University of Virginia's College at Wise Campus Police or other police unit will dispatch a search team and will organize the search. Other emergency units will be alerted to the threat and asked to stand by for further instructions. Persons leaving the building should report to a specified location for further instructions.

SUBSEQUENT PROCEDURES/INFORMATION

Staff can be of assistance to the University of Virginia's College at Wise Campus Police in several ways. Staff will be more familiar with their work area than the police officers. As the search is conducted, staff may be asked to identify boxes or objects in their work area. If an evacuation of an academic building is necessary, classes will be dismissed or relocated. If a suspicious device, package, bag, etc. is discovered, the University of Virginia's College at Wise Campus Police will notify the Virginia State Police bomb squad for assistance. The decision to resume normal activities in the building will be made jointly by the Chief of Police or a designee in consultation with the VC/COO and/or appropriate individuals in College administration.

ANNEX B: EARTHQUAKE

DESCRIPTION

Since at least 1774, people in the central Virginia seismic zone have felt small earthquakes and suffered damage from infrequent larger ones. The largest damaging earthquake (magnitude 5.8) in the seismic zone occurred in August 2011. Smaller earthquakes that cause little or no damage are felt each year or two. Most injuries occur when people inside buildings try to move to a different location in the building or try to leave. The area near the exterior walls of a building is the most dangerous place to be. Windows, facades and architectural details are often the first parts of the building to collapse. To stay away from this danger zone, stay inside if you are inside and outside if you are outside. Injuries can be avoided if you drop to the ground before the earthquake drops you.

IMMEDIATE ACTION

If you are indoors:

- Stay inside until the shaking stops.
- DROP to the ground; take COVER by getting under a sturdy table or other piece of furniture; and HOLD ON until the shaking stops. If there isn't a table or desk near you, cover your face and head with your arms and crouch in an inside corner of the building.
- Stay away from glass, windows, outside doors and walls, and anything that could fall, such as lighting fixtures or furniture.
- If you are in bed when the earthquake strikes, stay there. Hold on and protect your head with a pillow, unless you are under a heavy light fixture that could fall. In that case, move to the nearest safe place.
- Be aware that the electricity may go out or the sprinkler systems or fire alarms may turn on.
- Do not use the elevators.

If you are outdoors:

- Stay there.
- Move away from buildings, streetlights, and utility wires.
- Once in the open, stay there until the shaking stops.

If you are in a moving vehicle:

- Stop as quickly as safety permits and stay in the vehicle. Avoid stopping near or under buildings, trees, overpasses, and utility wires.
- Proceed cautiously once the earthquake has stopped. Avoid roads, bridges, or ramps that might have been damaged by the earthquake.
- If you are in a stadium or amphitheater:
- Stay at your seat and protect your head and neck with your arms. Don't try to leave until the shaking is over. Then walk out slowly watching for anything that could fall in the aftershocks.

DECISION

- After the shaking has stopped, evaluate your surroundings:
- Look for safety hazards such as fire, smoke, smell of gas or fumes, dangerous debris or obvious structural damage.
- Look for injured or trapped persons.
- If you are in a building and there are no obvious hazards do not evacuate.
- If the structural integrity of your building is compromised or your surroundings are hazardous, evacuate. Use the stairs.
- Determine if emergency responders are needed. If yes, call 911
- Determine if the building needs to be evaluated for damage. If yes, contact Facilities Management at 276-328-0196. Facilities Management will deploy personnel for damage assessments.

SUBSEQUENT PROCEDURES/INFORMATION

Expect aftershocks. These secondary shockwaves are usually less violent than the main quake but can be strong enough to do additional damage to weakened structures and can occur in the first hours, days, weeks, or even months after the quake.

- Take steps to account for people. Gather at designated assembly areas and determine if everyone is present including employees and guests.
- If the building was evacuated, there should be an evaluation of the building to address damage. Do not re-enter building until this has been completed.
- Listen to a battery-operated radio or television for the latest emergency information. The College operating status will be posted on The University of Virginia's College at Wise website.
- Use the telephone only for emergency calls.
- Stay away from damaged areas unless your assistance has been specifically requested.
- Inspect your space for damage. Report damage to your supervisor.
- Open cabinets cautiously; beware of objects that can fall off shelves.
- Clean up spilled medicines, bleaches, gasoline or other flammable liquids immediately if you are trained to do so. Leave the area and call 911 if you smell natural gas or fumes from other chemicals.

ANNEX C: EXPLOSION

DESCRIPTION

An explosion is caused by a rapid expansion of gas from chemical reactions or incendiary devices. Signs of an explosion may be a very loud noise or series of noises and vibrations, fire, heat or smoke, falling glass or debris, or building damage.

IMMEDIATE ACTION

- Get out of the building as quickly and calmly as possible. Call 911.
- If items are falling off of bookshelves or from the ceiling, get under a sturdy table or desk.
- If there is a fire, stay low to the floor and exit the building as quickly as possible.
- If you are trapped in debris, tap on a pipe or wall so that rescuers can hear where you are.
- Assist others in exiting the building and move to designated evacuation areas. Keep streets and walkways clear for emergency vehicles and crews.
- Untrained persons should not attempt to rescue people who are inside a collapsed building. Wait for emergency personnel to arrive.

DECISION

The emergency services Incident Commander will make decisions regarding the control and abatement of the explosion incident, and will determine if it is safe to re-enter or occupy the building.

SUBSEQUENT PROCEDURES/INFORMATION

Depending on the nature and degree of the explosion incident, other support agencies and College resource units may be brought in for services or assistance.

ANNEX D: FIRE

DESCRIPTION

A fire may include visible flames, smoke, or strong odors of burning. The appropriate emergency action is for persons to evacuate the building quickly and safely and notify the Fire Department by dialing 911.

IMMEDIATE ACTION

For the person discovering the fire:

Remember R-A-C-E

- REMAIN CALM, and RESCUE anyone in immediate danger
- ALARM—pull the nearest fire alarm
- CONTAIN the fire—close all doors but do not lock them—and CALL 911
- EXTINGUISH the fire only if you can do so safely and quickly, and EVACUATE the building using established procedures

After the fire is extinguished, call 911, if you have not already done so.

For occupants of the building:

- Close, but do not lock the doors to your immediate area
- EVACUATE the building via the nearest exit. Assist others in exiting the building
- DO NOT use elevators
- Avoid smoke-filled areas

For persons evacuating from the immediate fire area:

- Feel door from top to bottom. If it is hot, DO NOT proceed; go back.
- If door is cool, crouch low and open the door slowly. Close door quickly if smoke is present so you do not inhale it.
- If no smoke is present, exit the building via the nearest stairwell or exit.
- If you encounter heavy smoke in a stairwell, go back and try another stairwell.

DECISION

The responding Fire Department Incident Commander will control and make decisions at the scene of the fire. The Fire Department will decide when to turn control of the scene back to the College. The University of Virginia's College at Wise Campus Police will decide when to turn control of the scene back to the facility tenant(s).

SUBSEQUENT PROCEDURES/INFORMATION

Depending on the nature and needs of the incident, assistance and services may be brought in from other public support agencies, College resource units, or specialized contractors.

ANNEX E: HAZARDOUS MATERIALS

DESCRIPTION

A hazardous materials incident may be a spill or release of chemicals, radioactive materials or biological materials inside a building or to the environment. The user may manage simple spills. Major spills or emergencies require emergency assistance from 24-hour emergency agencies, i.e. the local Fire Department or HAZMAT team. The College does not have a fire department or HAZMAT Team.

IMMEDIATE ACTION

Simple spills should be cleaned up by the person causing the spill.

Major spills or emergencies:

- Dial 911
- Evacuate, assemble at a safe distance, and designate a person to communicate with the Fire Department
- Account for individuals
- Wait for and provide information to responders

DECISION

The decision to call for emergency assistance may be made by the user, a person discovering an incident, or the resource or emergency unit receiving the call for assistance.

- Determine if emergency responders are needed
- Determine if immediate hazards are under control and the situation is stabilized
- Determine if the site can be reoccupied or if further remediation or repair is needed

The decision that an incident is controlled and stabilized is made by the emergency response agency, i.e. the Fire Department, Environmental Health and Safety or a HAZMAT team. After immediate hazards have been controlled and stabilized, the VC/COO will transfer authority and responsibility for the site to the College.

Emergency Agencies and units may request input for decision-making from College resource units; for example, to determine that reoccupation is safe.

SUBSEQUENT PROCEDURES/INFORMATION

Depending on the nature and needs of the incident, assistance and services may be brought in from other public support agencies, College resource units, or specialized contractors.

ANNEX F: HURRICANE

DESCRIPTION

A hurricane is a severe tropical storm that forms in the southern Atlantic Ocean, Caribbean Sea, Gulf of Mexico or eastern Pacific Ocean. To form, hurricanes need warm tropical oceans, moisture and light winds. Hurricanes rotate in a counterclockwise direction around an "eye." They have winds at least 75 mph. When they come onto land, hurricanes can bring heavy rain, storm surge, strong winds and floods, and can damage buildings, trees and cars. During a hurricane or tropical storm WATCH (threat of hurricane or tropical storm conditions within 36 hours), monitor local radio or television stations for official emergency information and instructions. Make a plan to evacuate in case you are asked to do so. During evacuations, roadways can get crowded and airports might close.

IMMEDIATE ACTION

Before a Hurricane

Personal preparedness measures:

- Secure your home, close storm shutters, and secure outdoor objects or bring them indoors.
- Be sure trees and shrubs around your home are well trimmed.
- Clear loose and clogged rain gutters and downspouts.
- Check your emergency kit to make sure the food, water, medical and safety supplies are on hand and up to date. Don't forget to gather supplies for animals.

Workplace preparedness measures:

- Review emergency responsibilities with designated employees.
- Review contact information and communication chains.
- Review continuity plans to identify operations that could be negatively affected by high winds and power outages; strategize on management of these issues if they arise.

During a Hurricane

If a hurricane is moving through the area:

- Listen to the radio or TV for information.
- Turn off utilities if instructed to do so. Otherwise, turn the refrigerator thermostat to its coldest setting and keep its doors closed.
- Turn off propane tanks. Avoid using the phone, except for serious emergencies.
- Ensure a supply of water for sanitary purposes such as cleaning and flushing toilets. Fill the bathtub and other large containers with water.

DECISION

Depending on the severity of the storm and the damages caused by high winds, you may have to consider evacuating. You should evacuate under the following conditions:

- If you are directed by local authorities to do so. Be sure to follow their instructions.
- If you feel you are in danger.

If you are unable to evacuate, go to your safe room. If you do not have one, follow these guidelines:

- Stay indoors during the hurricane and away from windows and glass doors.
- Close all interior doors—secure and brace external doors.
- Keep curtains and blinds closed. Do not be fooled if there is a lull; it could be the eye of the storm - winds will pick up again.
- Take refuge in a small interior room, closet, or hallway on the lowest level.

SUBSEQUENT PROCEDURES/INFORMATION

Your first concern after a disaster is your health and safety. You need to consider possible safety issues and monitor health and well-being.

Aiding the Injured

- Check for injuries.
- Do not attempt to move seriously injured persons unless they are in immediate danger of death or further injury.
- If you must move an unconscious person, first stabilize the neck and back, then call for help immediately.

Safety Issues

- Be aware of new safety issues created by the disaster. Watch for flooding, washed out roads, contaminated buildings, contaminated water, gas leaks, broken glass, damaged electrical wiring, and slippery floors.
- Inform local authorities about health and safety issues, including chemical spills, downed power lines, washed out roads, smoldering insulation, and dead animals.

Health

- Wear sturdy work boots and gloves.
- Be aware of exhaustion. Don't try to do too much at once. Set priorities and pace yourself. Get enough rest.
- Drink plenty of clean water.
- Eat well.
- Wash your hands thoroughly with soap and clean water often when working in debris.

ANNEX G: INFRASTRUCTURE FAILURE

DESCRIPTION

It is understood that from time to time the University of Virginia may experience infrastructure problems that could render the work site unsafe or uninhabitable, such as electricity, computer, steam, water, or telephone failures.

IMMEDIATE ACTION - ACADEMIC

- If a critical incident is experienced relating to water, electricity, or steam, call Facilities Management at 328-0196
- If a critical incident is experienced relating to telephone systems, call Voice Communications at 376-4641
- If a critical incident is experienced relating to computer systems, call the IT Help Desk at 376-4509

DECISION

The first responders will determine whether a critical incident exists, and will report to the appropriate department heads. In the event that a critical incident exists, the Chief of Police & Director of Public Safety will notify the VC/COO, who will convene the Crisis Management Team.

SUBSEQUENT PROCEDURES/INFORMATION

Depending on the nature and needs of the incident, assistance and services may be brought in from other public support agencies, College resource units, or specialized contractors.

ANNEX H: MAJOR DEMONSTRATION

DESCRIPTION

In many cases demonstrations on Campus such as marches, picketing and rallies will be peaceful and non-obstructive. A demonstration should not be disrupted unless one or more of the following conditions exists as a result of the demonstration:

- Disruption of the normal operations of the College.
- Obstructing access to offices, buildings, or other College property.
- Threat of physical harm to persons or damage to College property.
- Unauthorized entry into or remaining within any College facility, or other property, including but not limited to entry at any unauthorized time, or any unauthorized or improper use of any College property, equipment, or facilities.

IMMEDIATE ACTION/DECISION

The University of Virginia's College at Wise Campus Police Department will be notified immediately of any demonstrations, marches, protests, rallies or other such gatherings so that the Police Department can determine the staff, if any, that will be required to manage the incident. If any of the above conditions exist, the Police Department will contact and inform the VC/COO, and other College administrators, as appropriate. Depending on the circumstances, the VC/COO may initiate contact with the some or all of the members of the Crisis Management Team. In addition, depending on the nature of the demonstration, the appropriate procedures listed below should be followed:

1. Peaceful Non-Obstructive Demonstration

- A. Generally, peaceful non-obstructive demonstrations should not be interrupted. Protestors should not be obstructed or provoked and efforts should be made to conduct College business as normal.
- B. If protestors are asked, at the request of the Chancellor or VC/COO, or other designated College administrator, to leave a College facility by the facility's regular closing time, but the protesters refuse to leave then arrangements will be made to monitor the situation during non-business hours, or to treat the violation of the facility's regular closing time as a disruptive demonstration under the procedures outlined below.
- C. All demonstrations must conform to the Policy on the Use of University Facilities contained in the Graduate and Undergraduate Records.

1. Non-Violent Disruptive Demonstration

In the event that a demonstration blocks access to College facilities or otherwise interferes with the normal operation of the College:

A. The Chancellor, VC/COO, or another designated College administrator will go to the area and ask the protestors to discontinue their disruptive activities or to leave.

B. If the protestors persist in their disruptive activity, the following statement should be read by a College administrator as circumstances permit:

I am _____ (name, _____ (title), a representative of the University of Virginia's College at Wise authorized to make this statement. I am hereby officially directing you to please leave these premises immediately. I am also notifying you that if you do not leave immediately you will be in violation of both the College's Standards of Conduct and Virginia Law. Violating the College's Standards of Conduct puts employees and students at risk of College discipline up to and including termination from the College, and violations of law may result in criminal prosecution resulting in criminal sanctions.

C. If the protestors persist in disruptive behavior after the above administrative message is read, the following statement may be read as circumstances permit:

The College has directed you to leave the premises and you have refused to do so. The College now has requested that law enforcement clear this area. Please cooperate with law enforcement. If you fail or refuse to do so, you may be arrested.

3. Disruptive Demonstration with Potential for Violence or Property Damage

In the event that a demonstration in which injury to persons or damage to property occurs or appears imminent, the following will occur:

The University of Virginia's College at Wise Campus Police will be notified immediately and will take action intended to preserve order and public safety. The Chief of Police & Director of Public Safety, or his or her designee, will as soon as practicable contact and inform the VC/COO, or his or her designee, and other College administrators, as appropriate. The VC/COO, or his or her designee, will determine further actions to be taken by the College.

NOTE: When practicable, an attempt should be made to communicate with the protestors to ask them to refrain from or to discontinue engaging in activities that could result in injury to persons or damage to property and to avoid further escalation of possible violent confrontation.

SUBSEQUENT PROCEDURES/INFORMATION

If it becomes necessary, the Chief of Police or his or her designee will request assistance from the Wise County Sheriff's Office or other law enforcement agencies, as needed.

Efforts should be made to secure positive identification of protestors to facilitate later witness statements and testimony, including photographs. Additionally, efforts should be made to videotape any administrative and police action for future reference.

ANNEX I: SEVERE WINTER WEATHER

DESCRIPTION

Winters in Virginia can mean snow or subfreezing temperatures, as well as strong winds or even ice or heavy rain storms. Winter weather can knock out heat, power and communications services, sometimes for days at a time.

IMMEDIATE ACTION

- Check and update your emergency supply kit before winter approaches.
- Make sure your vehicle is ready for winter.
- Check road conditions before driving by visiting the state's Web site or dialing 511.
- Look at the University of Virginia's College at Wise Home page (www.uvawise.edu) for schedule changes or updates.

DECISION

Snow and Ice Management

- Facilities Management has primary responsibility for snow and ice control operations. The Snow and Ice Control Plan will be implemented in the event of a snow or ice storm.
- Main entrances and handicap entrances to buildings will be cleared of snow and ice. The focus will be to keep main arteries clear and safe.

College Operations

As a general practice, the College makes every effort to maintain its normal schedule of operation. However, the College may decide to alter the start or close of the working day under extreme emergency conditions; No dean or faculty member is authorized to cancel a regularly scheduled class because of inclement weather. Special programs that involve travel away from the College (field trips, evening classes, or other activities) may be canceled by the responsible dean or department chair, if in their judgment, extreme weather conditions require it.

The College will announce full and partial shift modifications through various media sources. The Office of News and Media Relations will provide announcements to local television and radio stations to cover all day, evening, and night College work schedules.

SUBSEQUENT PROCEDURES/INFORMATION

- Listen to weather-alert radios to stay informed of real-time traffic information, latest road reports, or listing of closed roads during a major winter weather event.
- Also monitor commercial radio, television and the Internet.
- Keep in mind that during a severe winter storm it could be hours, or even days, before emergency personnel are able to reach you.

ANNEX J: TERRORISM

DESCRIPTION

Terrorism is defined by the Federal Bureau of Investigation (FBI) as “the unlawful use of force or violence against persons or property to intimidate or coerce a government, the civilian populations, or any segment thereof, in furtherance of political or social objectives.” Weapons of Mass Destruction (WMD) are frequently employed by terrorists and can be categorized into five groups using the acronym CBRNE – chemical, biological, radiological, nuclear and explosive.

First responders in the Wise County region have been trained to recognize the effects resulting from a CBRNE attack, and to respond accordingly.

The network of State Health Department, local hospitals, pharmacies, the Blue Ridge Poison Control Center and the federal stockpile, maintains adequate supplies of antibiotics and vaccines to treat the known biological agents. In the event of a need to vaccinate or otherwise distribute medication to a large segment of the local population, the local office of the State Health Department maintains a plan for mobilizing regional resources.

IMMEDIATE ACTION

Instruction on what to do in the event of a CBRNE attack will be disseminated through the County and College Public Information Officers. It is recommended that you have a battery-operated radio or TV available for viewing/listening for use in this type of emergency.

Prepare to deal with a terrorist incident by adapting many of the same techniques used to prepare for other crises, such as being alert to your surroundings—including any conspicuous or unusual behavior, having a personal plan and being familiar with the evacuation plan for your building. In the event of a terrorist attack, follow the directions of authorities and the procedures drawn up in the preparedness plan.

Mask: put on breathing protection such as a gas or escape mask or cover mouth and nose with a cloth.

Move: if indoors, to the highest and most interior room of a house or building. If outdoors, move laterally and upwind away from any smoke or aerosol cloud.

Shelter: seek shelter in a building or covered structure. If in a vehicle, pull over and turn off the engine, air conditioner, heater and vents and roll up the windows.

- Turn off all electrical appliances, fans, air conditions, furnaces, etc.
- Close and lock all windows, vents, doors and other openings
- Seal room windows and doors with duct or masking tape
- Seal door thresholds with wet towels
- Sit adjacent to an inner wall and away from out walls and windows. **Do not smoke, light candles or use any sources of open flame**

DECISION

Evacuation: be prepared to evacuate your home or workplace if circumstances require it. Follow the steps in your Family Disaster Plan to be sure you have the necessary items with you.
Listen: Keep calm and listen to the radio/TV (batter operated if appropriate) for official news updates. Stay indoors until notified by the public information officers that it is safe.

Decontaminate:

- Minimize contact with all outside surfaces
- Remove contaminated clothing and jewelry as soon as possible and place in *separate*, sealed plastic bags
- Wash exposed skin with soap and water and shampoo hair

Seek Care: if exposure is known or suspected, report to the nearest medical facility as directed by public health officials for evaluation and treatment. Inform the staff you may be contaminated.

Assist Others: as circumstances and your training permits, assist others in your building or neighborhood. Depending on the magnitude of the incident, assistance from emergency services personnel may be significantly delayed. Preparing beforehand by seeking training through the American Red Cross, the community Emergency Response Team (CERT), or other organization can provide a valuable community service.

SUBSEQUENT PROCEDURES/INFORMATION

Depending on the nature and needs of the incident, assistance and services may be brought in from other public support agencies, College resource units, or specialized contractors.

ANNEX K: TORNADO

DESCRIPTION

A tornado watch means conditions are right for a tornado. During a tornado watch, students and staff should be alert to weather conditions.

A tornado warning means that a tornado has been spotted or if there are radar indications that a tornado may be possible. Tornado warnings normally are given 3-15 minutes in advance of a tornado.

IMMEDIATE ACTION

- Remain calm and avoid panic
- Got to an area of safety o Rooms and corridors in the innermost part of a building
 - Avoid windows, corridors with windows or large freestanding expanses
- There is no guaranteed safe place during a tornado. However, it is important to seek shelter in the best location to help minimize your exposure.
- DO NOT use elevators during a tornado warning.
- Persons with mobility concerns should go to an area of safety at the time of a tornado watch. DO NOT wait for a tornado warning.
- Close all doors, including main corridors, making sure they latch.
- Crouch near the floor or under heavy, well-supported objects and cover your head.
- If outside, lie down in a low-lying ditch and cover your head.
- Be alert for fire. o In the event of a fire, the fire plan should be utilized

DECISION

If a tornado actually affects any of the University of Virginia's College at Wise buildings, the decision to return to your work space or vacate the affected building(s) will be made by the Chief of Police & Director of Public Safety or designee in consultation with the VC/COO and Facilities Management.

SUBSEQUENT PROCEDURES/INFORMATION

Your first concern after a disaster is your health and safety. You need to consider possible safety issues and monitor health and well-being.

Aiding the Injured

- Check for injuries.
- Do not attempt to move seriously injured persons unless they are in immediate danger of death or further injury.
- If you must move an unconscious person, first stabilize the neck and back, then call for help immediately.

Safety Issues

- Be aware of new safety issues created by the disaster. Watch for debris, leaking hazardous materials, gas leaks, broken glass, damaged electrical wiring, and injured animals.
- Inform local authorities about health and safety issues, including chemical spills, downed power lines, smoldering insulation, and dead animals.

Health

- Wear sturdy work boots and gloves.
- Be aware of exhaustion. Don't try to do too much at once. Set priorities and pace yourself. Get enough rest.
- Drink plenty of clean water.
- Eat well.
- Wash your hands thoroughly with soap and clean water often when working in debris.

ANNEX L: VIOLENT INCIDENT

DESCRIPTION

Violent incidents, including but not limited to: acts of terrorism, and active shooter, assaults, or other incidents of workplace violence can occur on the University of Virginia's College at Wise Campus or in close proximity with little or no warning. An "active shooter" is considered to be a suspect or assailant whose activity is immediately causing serious injury or death and has not been contained.

The University of Virginia's College at Wise Police Department has adopted nationally accepted law enforcement response procedures to contain and terminate such threats, as quickly as possible. The following information regarding law enforcement response will enable you to take appropriate protective actions for yourself. Try to remain calm as your actions will influence others. The following instructions are intended for incidents that are of an emergent nature (i.e., imminent or in progress).

IMMEDIATE ACTION

Secure the Immediate Area

Whether a classroom, residence hall room, office or restroom:

- Lock or barricade the door, if able. Block the door using whatever is available—desks, tables, file cabinets, other furniture, books, etc.
- After securing the door, stay behind solid objects away from the door as much as possible
- If the assailant enters your room and leaves, lock or barricade the door behind
- If safe to do so, allow others to seek refuge with you

Protective Actions

Take appropriate steps to reduce your vulnerability:

- Close blinds
- Block windows
- Turn off radios and computer monitors
- Silence cell phones
- Place signs in interior doors and windows, but remember the assailant can see these as well
- Place signs in exterior windows to identify your location and the location of injured persons
- Keep people calm and quiet
- After securing the room, people should be positioned out of sight and behind items that might offer additional protection—walls, desks, file cabinets, bookshelves, etc.

Unsecured Areas

If you find yourself in an open area, immediately seek protection:

- Put something between you and the assailant
- Consider trying to escape, if you know where the assailant is and there appears to be an escape route immediately available to you.
- If in doubt, find the safest area available and secure it the best way that you can.

Call 911

Emergency situations should be reported to law enforcement by dialing 911. You may hear multiple rings—stay on the line until it is answered; do not hang up. Be prepared to provide the 911 operator with as much information as possible such as:

- What is taking place
- Where you are located including building name and room number
- Number of people at your specific location
- Injuries, if any, including the number of injured and types of injuries
- Your name and other information as requested

Try to provide information in a calm clear manner so that the 911 operator quickly can relay your information to responding law enforcement and emergency personnel.

What to Report

Try to note as much as possible about the assailant, including:

- Specific location and direction of the assailant
- Number of assailants
- Gender, race and age of the assailant
- Language or commands used by the assailant
- Clothing color and style
- Physical features – e.g. height, weight, facial hair, glasses, etc.
- Type of weapons – e.g., handgun, rifle, shotgun, explosives
- Description of any backpack or bag
- Do you recognize the assailant? Do you know their name?
- What exactly did you hear? – e.g., explosions, gunshots, etc.

Treat the Injured

The 911 operator will notify law enforcement and other emergency service (EMS) agencies—fire and rescue. EMS will respond to the site, but will not be able to enter the area until it is secured by law enforcement. You may have to treat the injured as best you can until the area is secure. Remember basic first aid:

- For bleeding apply pressure and elevate. Many items can be used for this purpose – e.g, clothing, paper towels, feminine hygiene products, newspapers, etc.
- Reassure those in the area that help will arrive – try to stay quiet and calm.

Un-securing the Area

- The assailant may not stop until his objectives have been met or until engaged and neutralized by law enforcement.
- Always consider the risk exposure by opening the door for any reason.
- Attempts to rescue people only should be made if it can be done without further endangering the persons inside of a secured area.
- Be aware that the assailant may bang on the door, yell for help, or otherwise attempt to entice you to open the door of a secured area.
- If there is any doubt about the safety of the individuals inside the room, the area needs to remain secured.

Law Enforcement Response

University of Virginia's College at Wise Police will immediately respond to the area assisted by other local law enforcement agencies if necessary. Remember help is on the way. It is important for you to:

- Remain inside the secure area
- Law enforcement will locate, contain and stop the assailant
- The safest place for you to be is inside a secure room
- The assailant may not flee when law enforcement enters the building, but instead may target arriving officers

Injured Persons

Initial responding officers will not treat the injured or begin evacuation until the threat is neutralized and the area is secure.

- You may need to explain this to others in order to calm them
- Once the threat is neutralized, officers will begin treatment and evacuation

Evacuation

Responding officers will establish safe corridors for persons to evacuate

- This may be time consuming
- Remain in secure areas until instructed otherwise
- You may be instructed to keep your hands on your head

- You may be searched
- You may be escorted out of the building by law enforcement personnel; follow their directions
- After evacuation, you may be taken to a staging or holding area for medical care, interviewing, counseling, etc.
- Once you have been evacuated, you will not be permitted to retrieve items or access the area until law enforcement releases the crime scene

DECISION

Assistance from local and state law enforcement agencies will be provided under existing mutual aid agreements. The decision to call in outside supporting agencies or to close all or a portion of the Campus will be made by the Chief of Police or designee and other appropriate individuals in the College administration. Information will be released to the campus community as quickly as circumstances permit.

SUBSEQUENT PROCEDURES/INFORMATION

We cannot predict the origin of the next threat; assailants in incidents across the nation have been students, employees and nonstudents alike. In many cases there were not obvious specific targets and the victims were unaware that they were a target until attacked. Being aware of your surroundings, taking common sense precautions, and heeding any warning information can help protect you and other members of the community.

ANNEX M: INCIDENTS EXTERNAL TO THE REGION

DESCRIPTION

Significant events outside of our own region, either nationally or internationally, may have an impact on the College community or its operations. Heightened Homeland Security Advisory Levels, activation of certain national response organizations such as the National Medical Disaster System (NMDS) may require regional actions for mitigation and response.

IMMEDIATE ACTION

Upon receiving information from federal, state, or local authorities of a credible threat or significant event and evaluating the effects on the College community, the VC/COO's office may decide to have College agencies take preventive actions, such as the completion of preparedness actions called for under each terrorist Threat Level or natural disaster response.

DECISION

The VC/COO's office, in consultation with the appropriate local and College representatives, will decide on action to be taken in the event of a significant incident occurring outside of our region but which has an impact on College operations or the community

SUBSEQUENT PROCEDURES/INFORMATION

- The activation of the appropriate level of the regional Emergency Operations Plan and the Emergency Operations Center (EOC) at the University of Virginia's College at Wise Resource Center.
- The activation of the Emergency Operation Plan (EOP) to assist in preparedness and support College EOC operations.
- Support of the physical and emotional wellbeing of the entire Campus community.
- Assistance and support for demobilization operations and follow up support

ANNEX N: REQUIRED EMERGENCY NOTIFICATION AND EVACUATION PROCEDURES:

DESCRIPTION

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System. The University of Virginia's College at Wise Police and/or other first responders may become aware of a critical incident or other emergency that potentially affects the health and/or safety of the University of Virginia's College at Wise community. Generally, first responders become aware of these situations through reports to the police dispatch office or during routine patrol or other assignments.

IMMEDIATE ACTION

Once first responders confirm that there is, in fact, an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the College community, first responders will notify supervisors in the Campus Police Department or other authorized College officials to issue an emergency notification.

One or more of the College authorized representatives (UPD leadership will immediately initiate all or some portions of the College's emergency notification system. If, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency, the College may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the College will issue the emergency notification to the Campus community.

DECISION

Determining the Appropriate Segment or Segments of the College Community to Receive an Emergency Notification. The University of Virginia's College at Wise Police and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the emergency notification with determining what segment or segments of the College community should receive the notification. Generally, College community members in the immediate area of the dangerous situation (i.e., the building, adjacent buildings or surrounding area) will receive the emergency notification first. The College may issue subsequent notifications to a wider group of community members. In addition to the emergency notification that may be issued via the College mass notification system, the College will post applicable messages about the dangerous condition on the College website to ensure the rest of the Campus community is aware of the situation and knows the steps they should take to maintain personal and community safety. If the emergency affects a significant portion of the entire Campus, College officials will distribute the notification to the Campus community.

SUBSEQUENT PROCEDURES/INFORMATION

Determining the Content of the Emergency Notification

The office responsible for issuing the emergency notification (The Office of News and Media Relations and Director of College Services) will, in concert with College and local first responders, determine the contents of the notification. The College has developed a wide range of template messages addressing several types of emergencies. The individual authorizing the alert will select the template message most appropriate to the ongoing situation and modify it to address the specifics of the present incident. In those cases where there are no predetermined template messages in the system, the individual authorizing the alert will develop a succinct message to convey the appropriate information to the community. The goal is to ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal and the community's safety. Messages are typically composed of predetermined text that requires minor modification (e.g., address). When circumstance requires a custom message, the following authorized College officials create message content: Vice Chancellor & Chief Operating Officer, command staff personnel of the University of Virginia's College at Wise Police Department.

Procedures Used to Notify the College Community

In the event of a situation that poses an immediate threat to members of our community, the College has various systems in place for communicating information quickly. Emergency managers may activate some or all of these methods of communication in the event emergency notification for all or a segment of the College community as needed. Messages may direct individuals to evacuate, shelter in place, stay away from an area or contain other information pertinent to the situation. We may send follow-up messages to update or change the actions individuals should take, or provide other pertinent information. In all cases, The University of Virginia's College at Wise will provide an "all-clear" or "end-of-incident" message when the incident is no longer a danger.

The following personnel—Vice Chancellor & Chief Operating Officer, command staff personnel of the University of Virginia's College at Wise Police Department—may authorize activation of the Siren/PA System.

In addition to activation of the siren system, Campus Police may also have emergency notifications through public address activation, e-mail activation (through the Office of News and Media Relations), text activation (Director of College Services), and College main Web page activation.

These methods of communication include the mass notification system, the College's e-mail system and verbal announcements within a building and via the public address system on police cars. The College will post updates during a critical incident on the home page.

Procedures for Disseminating Emergency

Information to the larger community during critical incidents, the Office of the Vice Chancellor for Finance and Administration will work with the crisis management team and each organizational unit, as necessary, to gather accurate and substantial information regarding the situation and details of the College's response. The College's Director of News and Media Relations, working with county and state PIOs, as appropriate, will provide information to the public on progress toward recovery, utilizing one or several of the following methods: radio, television and newspaper.

The University of Virginia's College at Wise, at its discretion, may release information concerning a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, staff and faculty off Campus. Such information would have to be provided by another agency and release allowed by the supplying agency. (Note that The University of Virginia's College at Wise has no way of compelling the release of information by another agency, organization or jurisdiction, nor can the College determine the time period in which that agency may provide information to the College).

Enrolling in the University's Emergency Notification System

We encourage members of the College community to enroll in the College Alerts system by visiting home.uvawise.edu/alertsystem. College community members should update their information regularly at the same site.

PRIORITY NOTIFICATION LIST

For emergencies occurring at The University of Virginia’s College at Wise, notify the Campus Police Immediately.
Dial 911

In an emergency situation the College must notify the campus community of an ongoing threat to health and safety immediately. The officer activating the notification list, or “call tree” shall make contact with The Director of News and Media Relations, and The Director of College Services (highlighted in gray below), who will alert the campus community by both email and text. This also may be done through Wise County Central Dispatch at the Officer’s request.

1. <u>Notify The Director of Public Safety</u>	<u>Office</u>	<u>Home</u>	<u>Cell</u>
Ronnie Shortt	328-0190	796-5619	219-7283
2. <u>Notify Vice Chancellor & Chief Operating Officer</u>	(VC will notify the Chancellor and Media Relations Personnel)		
Sim Ewing	328-0133	328-8499	393-5753
Joe Kiser, College Services	328-0143		393-3337
Kathy Still, Media Relations	376-1027		393-1818
3. <u>Notify Police Officers</u>	(Sgt. will notify other Campus Police Personnel)		
Beau Boggs	328-0190	276-523-0630	276-393-4649
4. <u>Notify Housing & Residence Life</u>			
Joshua Justice	376-4517	393-9530	393-9530
Tracy Barcus	328-0215	870-7411	870-7411
5. <u>Notify Physical Plant Personnel as needed.</u>			
David Shortt	328-0196	973-5512	973-5512
Randall Gabbert	328-0196	523-0509	337-0155
Jason Kelley	328-0196	328-8917	207-3098
Jason Houston	328-0196	328-5371	220-1700
Greg Sturgill	328-0196		870-3802
Chris Stidham	328-0196	679-4209	870-1306
Jeff Kiser	328-0196	679-3486	298-7708
J.C. Steffey	328-0196	679-0460	393-5248
Ken Hale	328-0196	328-6047	220-9827
Mark Ramsey	328-0196	679-4160	393-5268
Ray Asher	328-0196	328-5102	393-4259
Rick Hopkins	328-0196	328-3532	
Matt Kiser	328-0196	679-3486	298-4016
Cliff Tucker	328-0196	546-1876	365-4758
Bradley Cvetnich	328-0196		393-4625
6. <u>Housekeeping Services</u>			
Rick Ratley	328-0196	639-0938	973-5529
Kerri Kiser	328-0196		365-6241
7. <u>Food Dining Services</u>			
Mellissa Frazier	328-5514		276-220-8020

<u>Off-Campus Emergency Resources</u>	<u>Office</u>	<u>Home</u>	<u>Cell</u>
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