

**RESOLUTIONS ADOPTED BY THE BOARD OF VISITORS  
MARCH 5-7, 2025**

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THE RECTOR AND VISITORS OF THE  
UNIVERSITY OF VIRGINIA

March 7, 2025

**Minutes of the March 5-7, 2025, Board of Visitors Meeting**

Following meetings of the standing committees of the Board of Visitors, the Board met in open and closed session at 1:30 p.m. on Friday, March 7, 2025. Robert D. Hardie, Rector, presided. Open session was streamed live.

Present were Carlos M. Brown, Robert M. Blue, Daniel M. Brody, U. Bertram Ellis Jr., Marvin W. Gilliam Jr., The Honorable Paul C. Harris, Stephen P. Long, M.D., Paul B. Manning, David O. Okonkwo, M.D., The Honorable L.F. Payne, Amanda L. Pillion, Rachel W. Sheridan, David F. Webb, Douglas D. Wetmore, Porter N. Wilkinson, Michael J. Kennedy, faculty representative, and Lisa R. Kopelnik, student representative.

Members Absent: John L. Nau III

Also present were James E. Ryan, Ian B. Baucom, Jennifer Wagner Davis, Mitchell H. Rosner, M.D., Susan G. Harris, Clifton Iler, Brie Gertler, Donna P. Henry, John C. Jeffries Jr., Mark M. Luellen, David W. Martel, Augie Maurelli, Clark L. Murray, Margaret G. Noland, Debra D. Rinker, Margot Rogers, and Colette Sheehy were present.

Presenters: Jason Baum and James Lambert

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

On motion, duly seconded, the minutes of the December 5-6, 2024, February 21, 2025, and February 25, 2025 meetings of the Board of Visitors were approved by unanimous voice vote.

**APPROVAL OF THE MINUTES OF THE DECEMBER 5-6, 2024, FEBRUARY 21, 2025, AND FEBRUARY 25, 2025 MEETINGS OF THE BOARD OF VISITORS**

RESOLVED, the Board of Visitors approves the minutes of the December 5-6, 2024, February 21, 2025, and February 25, 2025 meetings of the Board of Visitors.

# # #

## **ACTION ITEMS**

### **Commending Resolution for Lisa R. Kopelnik**

Rector Hardie said he has enjoyed working with Ms. Kopelnik and thanked her for her hard work this year. He then called on Ms. Pillion to read the commending resolution.

On motion, duly seconded, the following resolution was approved:

### **COMMENDING RESOLUTION FOR LISA R. KOPELNIK**

WHEREAS, Lisa R. Kopelnik is a fourth-year from the San Francisco Bay Area majoring in Politics Honors and Economics in the College and Graduate School of Arts & Sciences; and

WHEREAS, Ms. Kopelnik is a Jefferson Scholar and student leader who was the chair of the University Judiciary Committee in her third year; a fellow at UVA's Blue Ridge Center, a center devoted to intellectual diversity and civil discourse; a member of the Jefferson Literary and Debating Society; active with the Jewish community on Grounds; and a recipient of the distinguished Truman Scholarship, which focuses on developing talented student leaders who intend to pursue a career in public service; and

WHEREAS, Ms. Kopelnik was elected by the Board of Visitors to serve as student representative for the 2024-2025 academic year; and

WHEREAS, as student representative to the Board of Visitors, Ms. Kopelnik's network within the student community has made her a valuable resource to the Board of Visitors. She has served with distinction on a number of committees and task forces and advised University leadership and the Board on current student issues including student self-governance, safety and security, and ethnic and religious belonging, among others;

RESOLVED, the members of the Board of Visitors commend Lisa R. Kopelnik for her exceptional and devoted service to the Board and the University, respect her as a valued colleague, and wish her every success and happiness in all of her future endeavors.

### **Commending Resolution for Ian B. Baucom**

Rector Hardie made brief comments about Mr. Baucom's exceptional service to the University and the community's sadness in his leaving. He asked Mr. Brown to read the commending resolution.

On motion, duly seconded, the following resolution was approved:

### **COMMENDING RESOLUTION FOR IAN B. BAUCOM**

WHEREAS, Executive Vice President and Provost Ian B. Baucom will leave his role in March to become president of Middlebury College, 11 years after his hiring as the dean of the College and Graduate School of Arts & Sciences and three years since his promotion to provost; and

WHEREAS, in 2014, he was named dean of the College, where he oversaw efforts to hire 150 new faculty members and to overhaul the curriculum to better meet the needs of modern education. He also increased scholarship support for undergraduate and graduate students and spearheaded successful cross-university initiatives such as the Democracy Initiative; and

WHEREAS, during his service as the University's provost and chief academic officer, he reshaped academic leadership by hiring five deans and a vice president for research; and

WHEREAS, Mr. Baucom oversaw a significant increase in research funding; improvements to research infrastructure, including research computing; and made large investments in the five Grand Challenges: Democracy, Brain and Neuroscience, Environmental Resilience and Sustainability, Digital Technology and Society, and Precision Medicine/Health, which have advanced research and scholarly work across disciplines and schools; and

WHEREAS, his leadership was invaluable to the creation of the Paul and Diane Manning Institute for Biotechnology which, when complete, will be the largest laboratory building in the state, anchoring a new innovation hub in biotechnology at the Fontaine Research Park; and

WHEREAS, he oversaw the opening of the School of Data Science, the National Security Data and Policy Institute, and extensive renovations to academic buildings across Grounds, including the Shannon Library; and

WHEREAS, he worked tirelessly with colleagues to strengthen academic advising, particularly for students who have not yet declared a major. Mr. Baucom has also led and served on University-wide committees with distinction including the Task Force on Religious Diversity and Belonging; and

WHEREAS, he has dedicated himself to faculty recruitment and retention across schools, and has deeply engaged with faculty not only with regard to routine and operational matters, but also on topics including free speech, STEM, entrepreneurship, and AI to ensure that decisions regarding resources and policies were informed by relevant expertise; and

WHEREAS, he has honorably served as a trusted advisor and colleague to the President and senior leaders during times of crisis and celebration, demonstrating a deep and animating commitment to the mission of the University and never wavering from a conviction that education can change lives; and

WHEREAS, he has continued his outstanding scholarship, writing three books and editing others, largely centering on his research specialties in colonialism, but also including "Through the Skylight," a book for young readers;

RESOLVED, the members of the Board of Visitors commend Ian Baucom for scholarship, leadership, and his exceptional and devoted service to the University of Virginia, and wish him, his wife, and his six children every success and happiness in all of their future endeavors.

### **Name, Image, and Likeness (NIL) Policy**

A Board-approved policy governing the compensation of student-athletes for use of their Name, Image, or Likeness is required by state law in order to administer a program in compliance

with NCAA rules and current law. Rector Hardie introduced Jason Baum, Athletics compliance director, who answered questions about the proposed policy.

On motion, duly seconded, the following resolution was approved:

**NAME, IMAGE, AND LIKENESS (NIL) POLICY**

WHEREAS, the NCAA and Power 5 conferences have agreed to settle three antitrust class action lawsuits: *House v. NCAA*, *Hubbard v. NCAA*, and *Carter v. NCAA*, collectively known as the “House settlement”. The *House* settlement states that NCAA institutions can make direct payments to student athletes above and beyond scholarships and other education related benefits – primarily for the use or right to use a student-athlete’s name, image or likeness. If approved, the *House* settlement ensures that NCAA rules are consistent with Code of Virginia §23.1-408.1; and

WHEREAS, Va. Code §23.1-408.1 requires each institution of higher education to develop and submit to its governing board for approval institutional policies or procedures that govern the compensation of a student-athlete for the use of his name, image, or likeness; and

WHEREAS, the policies shall not inhibit a student-athlete from participating in activities that are not related to intercollegiate athletics, as long as participation in such activities has no impact on the student-athlete's eligibility for intercollegiate athletics; and

WHEREAS, no student fees may be used to compensate student-athletes for the use of their name, image, or likeness;

RESOLVED, the Board of Visitors approves Policy Number BOV-022: Compensating Student-Athletes for Their Name, Image, and Likeness, dated March 10, 2025, as set forth in the appendix to the full Board meeting materials for March 7, 2025.

# # #

**Remarks by the Rector**

The Rector thanked the Board for their engagement. He said the rest of the semester promises to be as active as the first part, and he asked, again that the Board give administrators a little grace in working with all 17 members. He said they are also trying to run a complex university with difficult issues daily. He asked that they continue to work through the committee chairs and the Board office.

Rector Hardie thanked Brie Gertler and Dr. Mitch Rosner for assuming the interim provost and EVP for health affairs positions respectively. He said they are both exceptional leaders.

He also thanked Dr. Craig Kent for his five-year service to the University. He said Dr. Kent accomplished many things in that short time, including successfully stewarding the Health System through the pandemic, expanding the reach of UVA Health to other parts of the state, and working closely with Paul Manning and others on the launch of the Biotechnology Institute.

Mr. Hardie said J.J. Davis also deserves the Board’s sincere appreciation for her steadfast leadership and financial acumen that requires navigating uncertain waters.

He spoke about the dinner the Wednesday evening with the Monticello Board and staff. He said it was a special evening for everyone attending and UVA needed to do more in collaboration with our UNESCO partner. He thanked President Ryan for his remarks about the 200th anniversary of the first classes at UVA, mentioning that Jefferson faced major obstacles and challenges getting the University started, and 200 years later those at UVA work very hard every day to make further progress on his visionary ideas about public education.

Looking forward, the Rector reminded members about events on the calendar including May 10 College at Wise commencement. Governor Youngkin is the commencement speaker this year.

He also mentioned the vice rector election at the June Board meeting. Traditionally, members nominate other members or themselves as candidates but hold off until no earlier than a month before the meeting. The discussion is in closed session on Friday afternoon, and then a vote is taken in open session.

Mr. Hardie said he was going to Wise to teach a class, and he was looking forward to working with the College at Wise students.

### **Remarks by the Student Representative**

Ms. Lisa R. Kopelnik, student representative to the Board, gave the following remarks.

For the last time, thank you Mr. Rector, and good afternoon everyone. It is an honor to be here.

I give these remarks during a period of change and uncertainty for the University, and it is in these moments that I am reminded of the wide-ranging and diverse viewpoints the student body holds, which bring us strength and certainty. I am also reminded of the value of a healthy and transparent relationship between the Board and students, and the importance of honoring the commitments we have made to prioritize student success with nuance and empathy. Through cultivating this relationship, my hope is that the decisions we make as a Board are always grounded in UVA's *reality*.

I've spoken with students who do not feel the impact of recent headlines in their daily lives. Many students have nuanced views on these changes, including students who agree with them in whole or in part. But a large portion that has only been increasing have expressed serious concerns about their future in higher education, regardless of their views. I've heard from PhD and graduate students, who are worried that these changes will limit our ability as an institution to conduct cutting-edge research. They are worried it will limit our ability to enroll future PhD students who will push us forward and broaden the horizons of the next generation, and to attract the greatest minds to the University. I've spoken with students relying on AccessUVA who are worried that cuts will affect their financial aid, limiting who can enjoy the privilege of attending this school we all love. I've spoken with international students who are worried about their access to a UVA education. Students are worried these changes will affect their sense of belonging and

community here and the everyday resources they access here. These are urgent and real issues and students are looking to us to respond in ways that accord with our values, while also understanding the many responsibilities the Board is charged with.

Regardless of students' views, *the consensus is the following*: there are far more students that are paying attention to what the university is doing in addition to the national news, and they care that their university is *reasonable, empathetic, and nuanced* in their response. They care that UVA remains committed to student self-governance, specifically that student voices are included across all levels of decision-making.

I have the privilege of giving these remarks on *the* 200th anniversary of classes beginning, though I am missing my Beatles class to be here today (sorry Professor DeVeaux). What a privilege, and what a reminder of how great this University truly is. In preparing these remarks, I thought about where we are today compared to 200 years ago. We're sitting in the rotunda, originally a library, that remains the heart of this University and represents the fundamental commitment Jefferson made to education, to research, and to discovery. Over the last 200 years, the University has become a powerhouse research institution, with students coming to the University to have these opportunities. I've spoken with students this semester who have built cars using software they've developed in UVA classrooms, who do world class research using the telescopes at the UVA observatory, and who conduct international research on global health and humanitarian aid, bringing UVA's mission around the world. Whether in space or abroad or here on grounds, *discovery and the pursuit of knowledge* is a commitment that is synonymous with UVA, and as we expand our capacity to do research with new centers and faculty, students look to the Board to carry this commitment forward despite challenges that may come our way.

Even after 200 years, traditions shape UVA. This winter included two snowball fights and a snow day, where thousands of students were reminded of the work hard play hard mentality that makes this university what it is. Students participated in the tradition of student self-governance, as the student-run University Board of Elections facilitated a successful round of student elections, with thousands of students voting to elect new leaders for the next year. Students are spirited, especially at our sports games. Civil discourse is still an integral part of the UVA experience. The oldest student organization on grounds, the Jefferson society, is celebrating its bicentennial this summer, the History club which has put together events to celebrate this milestone, or through Jeffersonian dinners held in Pavilions on the lawn. Students are driven by service, with organizations, such as the newly formed Friends of Appalachia, regularly host philanthropy and community events to raise awareness and serve different communities. Whether you're the third generation in your family to come to the University of Virginia, and your grandparents were taught by Professor Elzinga, or you show up to UVA for the first time on move-in day, we are all united by the magic, opportunity, and community that is Virginia. Students want to help improve UVA and recognize the people who make UVA special. Acutely aware of emerging safety concerns, students are grateful to the support from JJ and her staff, and Chief Longo and his officers, who aided



students through both weather challenges and threats to safety. While the pressures that UVA experiences have grown exponentially in magnitude, students look to the Board to know that our voices are heard, considered, and respected. We rely on each other, keeping education, research, thoughtful conversations, and joy at the heart of the University.

One of the rare things every student here has is an acceptance letter from UVA. While many of you have this in your possession as well, I want to share a line from the version we have all read and taken to heart: “People are fond of saying that the University of Virginia is Jefferson’s University. However, it will also be very much *your* university.” Jefferson’s vision for a university accessible to all, for a university that uplifts the Commonwealth has been expanded to include people of all backgrounds. Our first President’s dream of a research university that serves the breadth of the community has been realized. UVA has been imagined for centuries as an institution that creates and shares knowledge by and for the public. Their commitment, *our* commitment, to a diverse student body is fundamental to today’s University experience. Over the course of the last several weeks, there has been a lot of focus on what’s legal and lawful, and what’s coming out of the federal branch. But it’s also important to remember what the University of Virginia stands for, and the community we aspire to have – specific community spaces and resources for different students matter, and they shape the everyday lives of students. We as Board members have the honor of being faithful stewards of this mission, so that two more centuries of students may have the privilege of attending UVA and meeting people that they never would have met otherwise, and whose lives are shaped by the different perspectives and life experiences they encounter. Students rely on the good governance of the Board – they look to the Board for support and an effort to understand, and to be independent and stay true to UVA’s values and community of trust. The trust that we share is what makes the community at this university meaningful – and that includes the trust between the Board and the students.

As I reflect on this being my final meeting, I wanted to take a moment to thank you for your service to the university and throughout your lives. I have learned so much from each of you, even if we at times disagree, which is what I believe Jefferson envisioned. In every conversation I have with students, I aim to demonstrate your dedication to this university. The next student member of the Board shares deeply in your love and commitment to this university. I feel fortunate that you will have an incredible partner in your work and that students will have such a strong representative. I wanted to further thank the administration for their immense effort and needed vision for the university, especially for students. I wanted to thank my family and friends who have supported me in this role, and to the student leaders I have had the honor of serving with who have changed the university for the better. I wanted to thank the students who inspire me every day, and who are the heart of this University – it has been an honor to represent you. I feel grateful that I will be an alumna of a university that truly values its students, enough to develop them as thinkers and leaders. When I was choosing where to go for college, my dad told me, “Sounds like if you come to Virginia, you won’t regret it”, and boy was he right. Thank you.

###

### **Remarks by the Faculty Senate Chair**

Mr. James Lambert, Chair of the Faculty Senate, thanked the Rector for inviting him to make a report. He described that Senators are grateful to the Board for engaging with UVA faculty in formal and other settings. He updated the Board on a timeline of Senate activities, including deliberations at monthly Senate meetings and a Senate resolution on implications of the 2025 federal Executive Orders.

Mr. Lambert described three public listening sessions with Senators on sponsored research, immigration enforcement, transgender medicine, diversity programs and other topics. The Senate hosted BOV members, the University President, Provost, and Director of Athletics in recent Senate and Senate Executive Council meetings. He indicated there is an upcoming presentation and discussion with the acting Executive Vice President for Health Affairs at the Senate's regular meeting in March 2025.

Mr. Lambert described the Senate's interest in Harvard University establishing its own faculty senate in July 2024. He mentioned the Senate's concern for the University of Edinburgh cutting \$180M from its operating budget. He noted its intellectual and historical ties with the faculty of the University of Virginia.

Mr. Lambert shared a poem, "Stages" by Hermann Hesse from the novel *The Glass Bead Game*, which was quoted by Arthur Ashe, and he noted the poem's relevance to strategic initiatives, constructive ambiguities, and shared governance of the University.

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### **GIFTS & GRANTS REPORT**

#### **Summary of Fiscal Year 2025 through December 31, 2024:**

Total fundraising progress for the University of Virginia and its related foundations was \$363,640,707 through December 31, 2024. Gifts and commitments to the College of Arts & Sciences, University, School of Data Science, College at Wise, School of Engineering and Applied Science, School of Education and Human Development, Medical Center, UVa Fund, Virginia Humanities, Center for Politics, School of Continuing & Professional Studies, and Blandy Experimental Farm, State Arboretum of Virginia saw increases over the previous fiscal year.

#### **Significant Gifts Received Since the Last Meeting:**

- Manning Family Foundation, Paul B. Manning, and Diane Manning gifts totaling \$11,000,000 to the School of Medicine for the Paul and Diane Manning Biotechnology Institute and the Manning LaunchPad for Diabetes Innovations.
- John L. Nau III pledge payments totaling \$10,750,000 to the College of Arts & Sciences for the John L. Nau III Graduate Fellowships in Arts & Sciences, and to the University for the Center for Politics Building Expansion Project.
- Ramon W. Breeden Jr. pledge payments totaling \$7,500,000 to the McIntire School of Commerce for the Next Century Building Fund, and to the Athletics Department for the Master Plan for Virginia Athletics.

- Alumni Board of Trustees gift of \$3,167,263 to the President's Contingent Fund.
- Claudine Kundrun and Fritz R. Kundrun gift of \$2,500,000 to the School of Medicine for the Women's Midlife Health Professorship.
- The Shumway Foundation pledge payment of \$2,500,000 at the direction of Chris W. Shumway and Carrie Shumway to the McIntire School of Commerce for the Next Century Building Fund.
- Burke Family Trust gifts totaling \$2,500,000 to the School of Law for the David C. Burke '93 Unrestricted Endowment Fund.
- Roberta Senechal de la Roche pledge payment of \$2,468,997 to the College of Arts & Sciences for the Donald Black Professorship in Holocaust Studies.
- Anonymous pledge payment of \$2,000,000 to the Darden School of Business for the Darden Residential College Fund.
- Fidelity Charitable Gift Fund gift of \$2,000,000 at the recommendation of John P. Connaughton and Stephanie F. Connaughton to the McIntire School of Commerce for the Connaughton Bicentennial Scholars Fund.
- Hampton Roads Community Foundation gift of \$1,980,000 at the recommendation of Louis F. Ryan to the School of Law for the Louis F. Ryan '73 Research Professorship.
- Red Gates Foundation pledge payment of \$1,964,000 to the Darden School of Business for the Smith Hall Redevelopment.
- Paul Tudor Jones II and Sonia K. Jones gifts totaling \$1,740,059 to the University for the Contemplative Sciences Center.
- H7 Foundation gifts totaling \$1,575,000 at the direction of Robert D. Hardie and Molly G. Hardie to the Athletics Department for the Master Plan for Virginia Athletics.
- Anonymous pledge payments totaling \$1,500,000 to the School of Data Science for the Quantitative Foundation Bicentennial Professorship Fund and the Data Science Faculty Fund.
- Bill and Melinda Gates Foundation private grants totaling \$1,420,305 to the School of Medicine for research support in the Division of Infectious Diseases and International Health.
- Estate of Thomas M. Ammons III realized bequest of \$1,290,399 to the College of Arts & Sciences for the Thomas M. Ammons III Graduate Fellowship Fund.
- Estate of Joanne L. Walsh realized bequest of \$1,283,369 to the School of Medicine for glioblastoma research support.

- Keith Woodard and Patricia B. Woodard gift of \$1,200,000 to the Medical Center for future restricted support.
- Harry Burn III and Jean R. Burn gifts totaling \$1,153,742 to the Darden School of Business for the Hotel at Darden and Lifelong Learning Conference Center, and to the School of Medicine for the Dr. Craig L. Slingluff Jr. Cancer Research Fund.
- The Bill Gatton Foundation pledge payments totaling \$1,100,000 to the College at Wise for the UVA Wise Restricted Non-Scholarship Fund and the Bill Gatton Academic Scholarship.
- Kristin L. Knight Bartch gift of \$1,058,082 to the University Foundation for the University Foundation Donor Advised Fund.
- DAFgiving360 gifts totaling \$1,000,000 at the recommendation of Calvert S. Moore and Mary H. Saunders to the Jefferson Scholars Foundation for the Thomas A. Saunders III Family Jefferson Scholars Foundation University Professorships.
- Richard A. Mayo gift of \$1,000,000 to the Darden School of Business for the Richard A. Mayo Financial Market History Initiative Fund.
- The Pew Charitable Trusts pledge payment of \$1,000,000 to the School of Nursing for The Pew Charitable Trusts Dean's Chair in the School of Nursing.
- Morris & Rosalind Goodman Family Foundation pledge payment of \$999,980 at the direction of David W. Goodman to the School of Medicine for the Bicentennial Professorship in Nanomedicine.
- J.P. Morgan Charitable Giving Fund gift of \$840,000 at the recommendation of Robert S. Pitts Jr. and Elizabeth O. Pitts to the Jefferson Scholars Foundation for the Mary Ann Pitts Jefferson Scholars Foundation Professorship.
- Curtis W. Schade and Angel Schade pledge payments totaling \$830,541 to the McIntire School of Commerce for the Next Century Building Fund.
- Fidelity Charitable Gift Fund gift of \$700,000 at the direction of Mark T. Massey and Elisabeth A. Massey to the Jefferson Scholars Foundation for the Massey Family Jefferson Scholars Endowed Professorship.
- Schiff Foundation Inc. pledge payment of \$666,667 to the School of Medicine for support of the Cancer Center.
- Fidelity Charitable Gift Fund gift of \$625,000 at the recommendation of Donna G. Tadler and Richard D. Tadler to the University for the University Professorship of Entrepreneurship.
- Peter B. & Adeline W. Ruffin Foundation pledge payment of \$625,000 at the direction of Brian T. McAnaney and Mary Beth McAnaney to the College of Arts & Sciences for the Peter

B. and Adeline W. Ruffin Foundation Endowment for the Center for Real Estate and the Built Environment.

- William L. Polk Jr. and Carolyn K. Polk gift of \$600,666 to the Jefferson Scholars Foundation for the Polk Scholarship Fund.
- Breakthrough T1D gift of \$572,048 to the School of Medicine for research in reducing glycemic variability to improve cardiovascular health in Type 1 Diabetes.
- Terrance D. Daniels and Courtney S. Daniels pledge payment of \$500,000 to the University for the UVA Within Reach Blue Ridge Scholarship.
- Goldman Sachs Philanthropy Fund gift of \$500,000 at the recommendation of Martina Hund-Mejean and Bruno Jean-Marie Mejean to the Darden School of Business for the Darden Women's Scholarship Fund.
- Radford W. Klotz and Shahnaz Batmanghelidj to the College of Arts & Sciences for future restricted support.
- The Widger Family Foundation pledge payment of \$500,000 at the direction of Ashley E. Widger-Kaplow to the Athletics Department for the Widger Family Foundation Bicentennial Scholars Fund.
- Fidelity Charitable Gift Fund gift of \$500,000 at the recommendation of William K. Daniel II and Robin W. Daniel to the Darden School of Business for the Daniel Family Scholars Fund.
- Gaillee M. Fitzpatrick and Neil Fitzpatrick pledge payment of \$450,000 to the University for the Contemplative Sciences Center.
- W.T. Wessells Charitable Remainder Unitrust gift of \$402,603 to the University for unrestricted support.
- Fidelity Charitable Gift Fund gift of \$400,000 at the recommendation of Frank M. Hamlin and Sarah A. Hamlin to the College of Arts & Sciences for the Sarah A. and Frank M. Hamlin Professorship Fund.
- American Federation for Aging Research private grant of \$375,000 to the School of Medicine for research support in the Department of Molecular Physiology and Biological Physics.
- Lettie Pate Whitehead Foundation Inc. gift of \$334,375 to the Alumni Association for the Whitehead Foundation Scholarship.
- Fidelity Charitable Gift Fund gift of \$333,334 at the recommendation of Magdalene K. Cook and Will Cook to the School of Medicine for the Cook Family Biotech Institute Expendable Fund.
- Peter F. Ten Eyck gift of \$303,442 to the College of Arts & Sciences for the Fairfax Marine Research Charitable Remainder Unitrust.

- Capital One Services LLC gift of \$300,000 to the School of Data Science for the Capital One PhD Fellowship Award.
- Humana Foundation Inc. private grant of \$300,000 to the School of Nursing for nursing research support.
- Michael A. Pausic and Kelley A. MacDougall pledge payment of \$300,000 to the Jefferson Scholars Foundation for the Pausic Family Jefferson Scholars Foundation Distinguished Professorship Fund.
- Barbara J. Fried pledge payment of \$298,901 to the University for the Student Health and Wellness Center.
- Fidelity Charitable Gift Fund gift of \$250,000 at the recommendation of Amit K. Singh and Veronique Singh to the School of Engineering and Applied Science for the Whitehead Road Building Project.
- Anonymous pledge payment of \$250,000 to the School of Medicine for LGL leukemia research support.
- Constance C. Lacy and Linwood A. Lacy Jr. gift of \$250,000 to the Athletics Department for the Football Sport Enhancement Funds.
- Timothy Q. O'Neill pledge payment of \$250,000 to the Alumni Association for the Kevin Sauer Fund for Excellence in Men's Rowing.
- Smith Vicars Family Foundation gift of \$250,000 at the direction of Hunter J. Smith to the Alumni Association for the Free Expression and Viewpoint Diversity Fund.
- Robert Cornell Memorial Foundation gift of \$250,000 at the direction of Joseph Erdman and Melissa A. Young to the Fralin Museum of Art for The Cornell Reserve.

**Significant Pledges Received Since the Last Meeting:**

- Eugene H. Lockhart Jr. and Terry J. Lockhart commitment of \$5,000,000 to the Athletics Department for the Lockhart Family Men's Head Tennis Coach Fund.
- Anonymous pledges totaling \$5,000,000 to the Athletics Department to the Football Sport Enhancement Funds and Athletics Director Restricted Fund.
- Anonymous pledges totaling \$3,500,000 to the School of Medicine for The Pelican Professorship in Neuroscience, as well as pledge payment of \$1,000,000 towards this pledge; and for the Pelican Fund for Huntington's Disease Research Support.
- Alexis O. Kerry pledge of \$3,104,000 to the Athletics Department for the Athletics Director Restricted Fund.

- PTJ Operations LLC commitment of \$2,250,000 at the recommendation of Paul Tudor Jones II and Sonia K. Jones to the Jefferson Scholars Foundation for the Paul Tudor Jones Jefferson Scholars Foundation Distinguished University Professorship Fund, as well as a gift of \$1,000,000 towards this commitment.
- Lettie Pate Whitehead Foundation Inc. pledge of \$793,067 to the School of Nursing for the Lettie Pate Whitehead Scholarship School of Nursing Fund, as well as a pledge payment of \$367,034 toward this pledge.
- Anne & Gene Worrell Foundation pledge of \$750,000 to the University for the Starr Hill Pathways Program.
- David L. Bowlin and Ruth Bowlin pledge of \$500,000 to the Jefferson Scholars Foundation for the Bowlin Family Loan Replacement Scholarship.
- Christen J. Chattleton and David C. Chattleton pledge of \$500,000 to the McIntire School of Commerce for the McIntire Annual Fund.
- Mike A. Chinn and Mary E. Chinn pledge of \$500,000 to the College of Arts & Sciences for the Arts & Sciences Career Accelerator Fund, as well as pledge payment of \$250,000 towards this pledge.
- Chad T. Clark and Dory J. Clark pledge of \$500,000 to the University for the Clark Family Cavalier Fund.
- Timothy F. Farrell and Katherine R. Farrell pledge of \$500,000 to the Athletics Department for the Jackson Farrell Bicentennial Scholars Funds.
- Mark A. Fenster pledge of \$500,000 to the Athletics Department for the M.H. Rapoport Family Bicentennial Scholarship Fund.
- James G. Harris and Martha M. Harris pledge of \$500,000 to the Kluge-Ruhe Museum for the Margo Smith Endowment Fund.
- Peter Kaplan Jr. and Catherine F. Kaplan pledge of \$500,000 to the Jefferson Scholars Foundation for the Kaplan Family Scholarship.
- Lisa M. Kelley pledge of \$500,000 to the School of Nursing for the Lisa Kelley and Joe Miller Bicentennial Scholarship Fund in Nursing.
- Manning Family Foundation pledge of \$500,000 at the direction of Diane Manning and Paul B. Manning to the School of Medicine for research support within the Division of Infectious Diseases and International Health, as well as a pledge payment of \$250,000 towards the pledge.

- Rhonda M. Perkins and Scott Perkins pledge of \$500,000 to the College at Wise for the Scott and Rhonda Perkins Bicentennial Scholarship.
- Robert Smtih Jr. pledge of \$500,000 to the School of Architecture for the Real Estate Program Fund.
- Tchang Family Foundation commitment of \$500,000 at the direction of Alice Mo and Theodore Tchang to the School of Medicine for the Dr. Alice Mo and Theodore Tchang Scholarship Fund.
- Brian Williams and Carla Williams pledges totaling \$500,000 to the Athletics Department for the Athletics Director Restricted Fund and to the Carla and Brian N. Williams Bicentennial Scholars Fund.
- Stephen Stowers and Bonny Stowers pledge of \$385,980 to the School of Medicine for the AI Reveal Quality Improvement Study.
- Michael J. Horvitz and Jane R. Horvitz pledge of \$375,000 to the School of Law for the Risa Goluboff Distinguished Professorship.
- Jason E. Tolbert and Yi Tolbert pledge of \$333,500 to the School of Engineering and Applied Science for the Whitehead Road Building Project.
- Angela D. Middleton and Ryan J. Mitchell pledge of \$300,000 to the Medical Center for future restricted support.
- Amy J. Sampson pledge of \$294,000 to the Jefferson Scholars Foundation for the Amy J. Sampson Family Jefferson Scholarship.
- Anonymous pledge of \$262,500 to the School of Medicine for the BT Scholarship Fund.
- Travis L. Acquavella and William N. Acquavella pledge of \$260,000 to the Athletics Department for the Men's Tennis Sport Enhancement Funds.
- Anne M. Flint and Henry W. Flint pledge of \$500,000 to the Athletics Department for the Barry Parkhill Bicentennial Scholars Fund.
- Melissa E. Murray pledge of \$250,000 to the Jefferson Scholars Foundation for the Melissa Murray and Joshua Hill Jefferson Scholarship.
- Elizabeth B. Ritchie pledge of \$250,000 to the Athletics Department for the Ritchie Family Endowed Scholarship Baseball Fund.
- Courtland D. Weisleder pledge of \$250,000 to the College of Arts & Sciences for the Courtland D. Weisleder Endowment for the Economics Career Office

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### **Closed Session**

At 3:06 p.m., Mr. Webb read the closed session motion, and after approving the motion, the Visitors met in closed session. Mr. James Ryan, Mr. Ian Baucom, Ms. J.J. Davis, Dr. Mitchell H. Rosner, Ms. Susan Harris, Mr. Clifton Iler, Mr. John Jeffries, Mr. David Martel, Ms. Margaret Noland, and Ms. Debra Rinker were present for the closed session.

“Mr. Rector, 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, performance, promotions, salaries, resignations, and retirements of specific officers and employees. The relevant exemptions are Sections 2.2-3711 A (1), (7), and (8) of the Code of Virginia.”

At 3:50 p.m., the Board resumed in open session, and, on motion by Mr. Webb, which was 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. Hardie, Mr. Brown, Mr. Blue, Mr. Brody, Mr. Ellis, Mr. Gilliam, Mr. Harris, Dr. Long, Mr. Manning, Dr. Okonkwo, Mr. Payne, Ms. Pillion, Ms. Sheridan, Mr. Webb, Mr. Wetmore, Ms. Wilkinson, Mr. Kennedy, and Ms. Kopelnik. The certification motion was as follows:

“I move 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.”

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### **Final Session**

Mr. Hardie reminded the members of the Board that the consent and action items were presented in committee except as otherwise stated. All members of the Board attended the Final Session except Mr. Nau who was not present and did not vote on the consent and action items.

President Ryan read the titles of the consent and action items approved in committee. Mr. Hardie asked for a motion to approve and a second on the consent and action items as well as the Personnel Actions discussed in closed session.

On motion, duly seconded, all resolutions, were approved by unanimous consent of the members present.

1. **SIGNATORY AUTHORITY FOR CAREFUSION SOLUTIONS LLC AND SIEMENS MEDICAL SOLUTIONS USA CONTRACTS EXCEEDING \$5 MILLION PER YEAR**

(approved by the Health System Board on March 6, 2025 and by the Finance Committee on March 7, 2025)

RESOLVED, the Board of Visitors authorizes the Executive Vice President and Chief Operating Officer to execute the contracts on behalf of the Medical Center with CareFusion Solutions LLC for intravenous pump system remediation and with Siemens Medical Solutions USA, Inc. for MRI capital replacements.

**2. NAMINGS: GUERRANT DRIVE AND HETHERINGTON DRIVE AT FONTAINE RESEARCH PARK**

(approved by the Buildings and Grounds Committee on March 6, 2025)

WHEREAS, Dr. Richard Guerrant is Founding Director of UVA's Center for Global Health Equity and serves as Thomas H. Hunter Professor of International Medicine in the School of Medicine Division of Infectious Diseases and International Health; and

WHEREAS, Dr. Guerrant is an internationally recognized expert on enteric infections, the author of more than 700 scientific and clinical articles, reviews, and major textbook chapters, and editor of six books, and Dr. Guerrant's research on pediatric diarrhea has helped save more than 10 million lives globally, chiefly those of young children; and

WHEREAS, Mavis Hetherington, a renowned child psychologist and pioneer in the field of developmental psychology, was a faculty member in the UVA Department of Psychology for 29 years, serving as department chair from 1980 to 1984 and retiring in 1999; and

WHEREAS, Ms. Hetherington, a charismatic teacher and prolific scholar best known for her studies on the impact of divorce on children, co-wrote or edited 13 books and published over 200 articles; and

WHEREAS, both Dr. Guerrant and Ms. Hetherington received the Thomas Jefferson Award, the University of Virginia's highest award, and both were recognized with numerous accolades and awards by national and international organizations for eminence in their respective fields;

RESOLVED, the Board of Visitors names two new roads at Fontaine Research Park Guerrant Drive and Hetherington Drive.

**3. NAMINGS: CARL SMITH WAY AND WHITEHEAD ROAD**

(approved by the Buildings and Grounds Committee on March 6, 2025)

WHEREAS, Carl Smith, a native of Wise, Virginia and a 1951 graduate of the University, was an engaged UVA alumnus who supported a variety of initiatives at the University during his lifetime, served on the Board of Visitors from 1980 to 1988, and was a two-term trustee of the Darden Graduate School of Business Administration Foundation; and

WHEREAS, Mr. Smith made a \$25 million gift to Athletics in 1997 to support the renovation of Scott Stadium, the single largest gift made to the University at that time; and

WHEREAS, philanthropy from Mr. Smith and his wife, Hunter J. Smith, includes contributions to multiple areas across the University, including Athletics; the Schools of Architecture, Law, Medicine, and the Darden School of Business; the Children's Medical Center; the performing arts center; the University's marching band; and the Jefferson Scholars Program; and

WHEREAS, Dr. Richard Whitehead received a medical degree from UVA in 1887, and after serving as dean of the recently established medical school at the University of North Carolina, he joined the University of Virginia in 1905 as dean of the Medical Faculty and chair of Anatomy and Surgery and served in these roles until his death in 1916; and

WHEREAS, during his tenure at UVA, Dr. Whitehead reorganized the medical department and led the transformation of the curriculum to support the transition to a four-year medical program; increased the education and laboratory training prerequisites for gaining admission to UVA's medical program; improved and expanded the University's laboratories in support of medical education and research; and organized a teaching hospital to provide access to clinical instruction for third- and fourth-year medical students; and

WHEREAS, Whitehead Road was named after Dr. Whitehead, as he built a home on land leased from the University near the road's location;

RESOLVED, in recognition of Mr. Smith's gift to Scott Stadium and longtime support from the Carl and Hunter Smith family, and in honor of Dr. Whitehead's extraordinary contributions to the University and to medical education broadly, the Board of Visitors renames Whitehead Road as Carl Smith Way and renames Chemistry Drive as Whitehead Road.

**4. NAMING: HARRISON FAMILY OLYMPIC SPORTS CENTER**  
(approved by the Buildings and Grounds Committee on March 6, 2025)

WHEREAS, David Harrison earned a bachelor's degree from the University in 1939 and a law degree from UVA in 1941, and had a successful career as a lawyer, investment banker, and farmer; and

WHEREAS, over the course of their lifetimes, David and his wife, Mary Anderson, generously supported areas across UVA with their philanthropy, including the schools of Law and Medicine, the College and Graduate School of Arts & Sciences, the University Library, Athletics, Jefferson Scholars, and many more; and

WHEREAS, David and Mary Harrison dedicated funds for professorships, scholarships, and capital projects, and gave a gift to create the Mary and David Harrison Institute of American History, Literature, and Culture; and

WHEREAS, the Harrison Foundation provided funding for the Harrison-Wood Professorship in Neurology at the Jefferson Scholars Foundation, the Harrison Undergraduate Research Awards in the College and Graduate School of Arts & Sciences, and the David and Mary Harrison Distinguished Professorships of Law in the School of Law; and

WHEREAS, the Harrison family has continued to give back to the University through their family foundations and through David Harrison's estate, recently making a significant commitment to support the construction of the Olympic Sports Center, and family members continue to serve in a number of volunteer roles across Grounds;

RESOLVED, in recognition of the extraordinary philanthropy of the Harrison family, the Board of Visitors names the Olympic Sports Center the Harrison Family Olympic Sports Center.

5. **NAMING: JEFFREY CUDLIP MEMORIAL COURT**

(approved by the Buildings and Grounds Committee on March 6, 2025)

WHEREAS, David S. Dickenson II of Gates Mills, Ohio is a 1964 graduate of the College of Arts & Sciences, where he was a men's tennis three-time letterwinner, and is a member of the Cleveland Sports Hall of Fame; and

WHEREAS, Frances Dickenson, the spouse of David Dickenson II, played tennis from a young age, achieved a national junior ranking of seven, and won the prestigious International Junior Orange Bowl Tennis Tournament in singles and doubles, and now serves on the Executive Board of the International Tennis Club of the United States, serving as the Women's Captain; and

WHEREAS, Jeffrey Rockwell Cudlip is the deceased son of Frances Dickenson and her deceased former spouse Charles Cudlip, a 1963 alumnus of the College of Arts & Sciences; and

WHEREAS, Jeffrey Cudlip was a 1990 graduate of UVA where he was a Phi Society member, Madison House volunteer and worked for the Cavalier Daily, and in honor of his memory, the Jefferson Scholars Foundation established the Jeffrey Rockwell Cudlip Memorial Scholarship and the Phi Society awards the Cudlip Award each year to an outstanding pledge; and

WHEREAS, David and Frances Dickenson made a recent gift to support the UVA men's and women's tennis programs;

RESOLVED, in recognition of the Dickensons' philanthropy and their wish to honor the memory of their son and stepson, the Board of Visitors names an outdoor court at the Virginia Tennis Complex Jeffrey Cudlip Memorial Court.

6. **ADDITION TO THE MAJOR CAPITAL PLAN: MAIL ORDER & SPECIALTY PHARMACY EXPANSION**

(approved by the Buildings and Grounds Committee on March 6, 2025)

WHEREAS, the University recommends the addition of the Mail Order & Specialty Pharmacy Expansion project to the Major Capital Plan;

RESOLVED, the Board of Visitors approves the Mail Order & Specialty Pharmacy Expansion project at an estimated cost of \$5.9M.

7. **ADDITION TO THE MAJOR CAPITAL PLAN: SATELLITE CLINICAL LAB AT TOWN CENTER IV (PLANNING/DESIGN AUTHORIZATION)**

(approved by the Buildings and Grounds Committee on March 6, 2025)

WHEREAS, the University recommends the addition of the Satellite Clinical Lab at Town Center IV (Planning/Design Authorization) project to the Major Capital Plan;

RESOLVED, the Board of Visitors approves planning and design authorization for the Satellite Clinical Lab at Town Center IV at an estimated cost of \$2M.

**8. THE PELICAN PROFESSORSHIP IN NEUROSCIENCE**

(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, the donors, The Pelican Fund, provided funding to establish a professorship and expendable research fund to bring attention and resources to Huntington's disease research, leveraging the University's strengths in interdisciplinary neuroscience research; and

WHEREAS, the income of the fund shall initially be used to establish and support a professorship in the Department of Neuroscience focused on research in the field of Huntington's disease; but should Huntington's disease be cured or no longer be a focus of research conducted in the department, the fund may be used, at the discretion of the department chair, to support a professorship focused on another neurodegenerative disease; and

WHEREAS, through this gift the donors are also honoring the legacy and strong research foundation of Associate Professor of Neuroscience, Scott Zeitlin, Ph.D., whose research they have supported since 2021;

RESOLVED, the Board of Visitors establishes The Pelican Professorship in Neuroscience; and

RESOLVED FURTHER, the Board thanks The Pelican Fund for their generous support of the University, the School of Medicine, and the Department of Neuroscience; and

RESOLVED FURTHER, the Board congratulates Associate Professor Scott Zeitlin on this recognition for his work to find a cure for Huntington's disease.

**9. WOMEN'S MIDLIFE HEALTH PROFESSORSHIP**

(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, in 1994, Dr. Joann Pinkerton founded the UVA Midlife Health Center, which specializes in caring for women 40 and beyond. As an international expert on menopause and perimenopause, she advocates locally, nationally, and globally for women's healthcare at this significant stage of life; and

WHEREAS, an endowed professorship would give Dr. Pinkerton and her successors the time and resources to care for patients while continuing to research new treatments, train future practitioners, and advocate for women in the community and beyond. The prestige of an endowed professorship would also enable Dr. Pinkerton to recruit, retain, and mentor her successor—a rising physician-scientist who can lead the center into the future and carry her pioneering work forward; and

WHEREAS, donors Claudine T. and Fritz R. Kundrun generously provided the lead gift to fund the Women's Midlife Health Professorship. They are joined by the Oakwood Foundation and many patients, colleagues, and community members who love and value Dr. Pinkerton's exceptional leadership, patient care, research, and commitment to education and advocacy in women's health; and

WHEREAS, it is the intention of the donors and the department for Dr. Pinkerton to be nominated for and hold this professorship so long as she holds the midlife division director

appointment. It is also their intention that when she is no longer director, the professorship name be changed to the JoAnn Pinkerton Professorship in Midlife Health to further honor her legacy;

RESOLVED, the Board of Visitors establishes the Women's Midlife Health Professorship in the Department of Obstetrics and Gynecology, to be held by the division director of the Midlife Health Center; and

RESOLVED FURTHER, when Dr. Joann Pinkerton is no longer the midlife division director, the name of the professorship shall be changed to the JoAnn Pinkerton Professorship in Midlife Health; and

RESOLVED FURTHER, the Board thanks Claudine T. and Fritz R. Kundrun and the Oakwood Foundation, as well as the many patients, colleagues, and community members for their generous support of the University, the School of Medicine, and the Department of Obstetrics and Gynecology; and

RESOLVED FURTHER, the Board congratulates Dr. Joann Pinkerton for her exceptional leadership, patient care, research, and commitment to education and advocacy in the area of women's midlife health.

**10. LOUIS F. RYAN '73 RESEARCH PROFESSORSHIP IN LAW**

(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, Louis F. Ryan of Richmond, Virginia earned his J.D. from the School of Law in 1973 and was admitted to the Virginia bar that same year; and

WHEREAS, Mr. Ryan practiced law for several years with the law firm now known as Kaufman & Canoles, and later served as an attorney for Landmark Communications under the leadership of the late Frank Batten Sr. (A&S '50). Mr. Ryan retired from Landmark as executive vice president and general counsel in 1999; and

WHEREAS, Mr. Ryan has provided generous funding for a research professorship in his name at the School of Law; and

WHEREAS, through Mr. Ryan's gift, the School of Law will further enhance its ability to recognize faculty commitment to scholarship and research excellence, to offer an unparalleled student experience, and to convey the esteem of the Law School community;

RESOLVED, the Board of Visitors establishes the Louis F. Ryan '73 Research Professorship in Law; and

RESOLVED FURTHER, the Board thanks Louis F. Ryan for his generosity to the University and the School of Law.

**11. DONALD BLACK PROFESSORSHIP IN HOLOCAUST STUDIES**

(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, honoree Donald Black took a B.A. from Indiana University and a Ph.D. from the University of Michigan, and in 1985 began a long and distinguished career at the University as a University Professor housed in the Department of Sociology. He retired from the University in 2016 and passed away on January 30, 2024; and

WHEREAS, Professor Black was motivated to add a professorship to his will after seeing a rise in antisemitism in the United States following the attack by Hamas militants against Israel on October 7, 2023. He asked that his wife, Roberta Howe Senechal, support a professorship in the Jewish Studies Program to ensure that students at the University are educated about Jewish history and the Holocaust;

RESOLVED, the Board of Visitors establishes the Donald Black Professorship in Holocaust Studies; and

RESOLVED FURTHER, the Board thanks Roberta Howe Senechal for her generous support of the University, the College and Graduate School of Arts & Sciences, and the Jewish Studies Program; and

RESOLVED FURTHER, the Board mourns the passing of Professor Emeritus Donald Black.

**12. PAUL TUDOR JONES JEFFERSON SCHOLARS FOUNDATION DISTINGUISHED UNIVERSITY PROFESSORSHIP IN CLIMATE AND THE ENVIRONMENT**  
(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, Paul Tudor Jones earned a degree in economics from the College of Arts & Sciences in 1976; and

WHEREAS, Mr. Jones' successful career in finance has enabled him to provide generous support to numerous University programs and initiatives including the John Paul Jones Arena, named for his father; the department of environmental sciences; a research professorship that supports a faculty member in the McIntire School of Commerce and the Darden School; and the Contemplative Sciences Center and its new Contemplative Commons building; and

WHEREAS, Mr. Jones has been a benefactor, board member, and dedicated volunteer of the Jefferson Scholars Foundation since the mid-1980s and has provided financial support for undergraduate scholarships, graduate fellowships in environmental sciences, and the first Jefferson Scholars Foundation Professorship; and

WHEREAS, funds designated for the professorship qualify for matching through the University's Bicentennial Professorship matching program;

RESOLVED, the Board of Visitors establishes the Paul Tudor Jones Jefferson Scholars Foundation Distinguished University Professorship in Climate and the Environment; and

RESOLVED FURTHER, the Board expresses its deep gratitude to Mr. Jones for his continued generous support of the University and the good work it makes possible.

**13. MELVILLE FOUNDATION JEFFERSON SCHOLARS FOUNDATION DISTINGUISHED UNIVERSITY PROFESSORSHIP II**

(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, Donors the Melville Foundation and the family of Harry Burn (B.A. 1966 and MBA 1975) have provided funding for a second Melville Foundation Jefferson Scholars Foundation University Professorship; and

WHEREAS, the donors chose to fund University professorships in recognition of the critical importance of having outstanding scholars whose perspectives will enhance the intellectual diversity of their departments; and

WHEREAS, the University's Bicentennial Professorship fund will provide matching funds;

RESOLVED, the Board of Visitors establishes the Melville Foundation Jefferson Scholars Foundation University Professorship II; and

RESOLVED FURTHER, the Board express its deep gratitude to alumnus Harry Burn, the Burn family, and the Melville Foundation for their generous support of the University.

**14. DEGREE PROGRAM DISCONTINUATION: MASTER OF ARTS IN ASIAN STUDIES IN THE COLLEGE AND GRADUATE SCHOOL OF ARTS & SCIENCES**

(approved by the Academic and Student Life Committee on March 6, 2025)

RESOLVED, the Board of Visitors approves the discontinuation of the M.A. in Asian Studies degree program in the College and Graduate School of Arts & Sciences.

**15. DEGREE PROGRAM DISCONTINUATION: MASTER OF ARTS IN CHEMISTRY IN THE COLLEGE AND GRADUATE SCHOOL OF ARTS & SCIENCES**

(approved by the Academic and Student Life Committee on March 6, 2025)

RESOLVED, the Board of Visitors approves the discontinuation of the M.A. in Chemistry degree program in the College and Graduate School of Arts & Sciences.

**16. UNIVERSITY OF VIRGINIA ENROLLMENT PROJECTIONS – THROUGH ACADEMIC YEAR 2031-2032**

(approved by the Academic and Student Life Committee on March 6, 2025)

WHEREAS, the State Council of Higher Education for Virginia requires that a six-year enrollment projection be submitted every two years by public institutions of higher education to assist in statewide enrollment planning efforts; and

WHEREAS, the University's existing enrollment plan, approved by the Board of Visitors in March 2023, must be updated to reflect projected undergraduate and graduate enrollment levels through academic year 2031-2032;

RESOLVED, the Executive Vice President and Provost is authorized to continue to implement plans with the State Council of Higher Education for Virginia as outlined in the table below.



**University of Virginia  
2025-2031 Enrollment Projections**

	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2024 Actual
<b>On-Grounds</b>							
Total Undergraduate	16,588	16,816	16,794	16,752	17,221	17,069	17,469
First-Year	3,920	3,785	3,889	4,020	3,966	3,970	3,961
New Transfers (full-time)	637	697	696	674	714	650	721
Graduate	5,315	5,399	5,352	5,184	5,134	4,987	4,957
Law and Medicine	1,656	1,581	1,576	1,504	1,478	1,457	1,451
<b>On-Grounds Total</b>	<b>23,559</b>	<b>23,796</b>	<b>23,722</b>	<b>23,440</b>	<b>23,833</b>	<b>23,513</b>	<b>23,877</b>
<b>Off-Grounds</b>	1,558	1,846	2,304	2,726	2,123	2,300	2,593
	2025 Projected	2026 Projected	2027 Projected	2028 Projected	2029 Projected	2030 Projected	2031 Projected
<b>On-Grounds</b>							
Total Undergraduate	17,380	17,315	17,345	17,420	17,465	17,480	17,485
New First-Year	3,970	3,970	3,970	3,970	3,970	3,970	3,970
New Transfers (full-time)	720	720	770	790	790	790	790
Graduate	5,000	5,040	5,200	5,300	5,400	5,400	5,400
Law and Medicine	1,510	1,515	1,515	1,515	1,515	1,515	1,515
<b>On-Grounds Total</b>	<b>23,890</b>	<b>23,870</b>	<b>24,060</b>	<b>24,235</b>	<b>24,380</b>	<b>24,395</b>	<b>24,400</b>
<b>Off-Grounds</b>	2,800	2,900	2,970	3,150	3,200	3,250	3,290

Notes: Above numbers are based on fall census and include all students enrolled for credit.

New First-Year and New Transfer counts are included in the Undergraduate total.

Beginning in 2024, Off-Grounds counts and projections represent student enrollment in degree and certificate programs that are 100% online as well as those that are delivered at approved off-Grounds instructional sites.

**17. MAJOR CAPITAL PROJECT FINANCIAL PLAN FOR MAIL ORDER & SPECIALTY PHARMACY EXPANSION**

(approved by the Finance Committee on March 7, 2025)

WHEREAS, the financing plan for the Mail Order & Specialty Pharmacy expansion project calls for the use of \$5.9M in Medical Center operating funds;

RESOLVED, the Board of Visitors approves the financial plan for the Mail Order & Specialty Pharmacy expansion project.

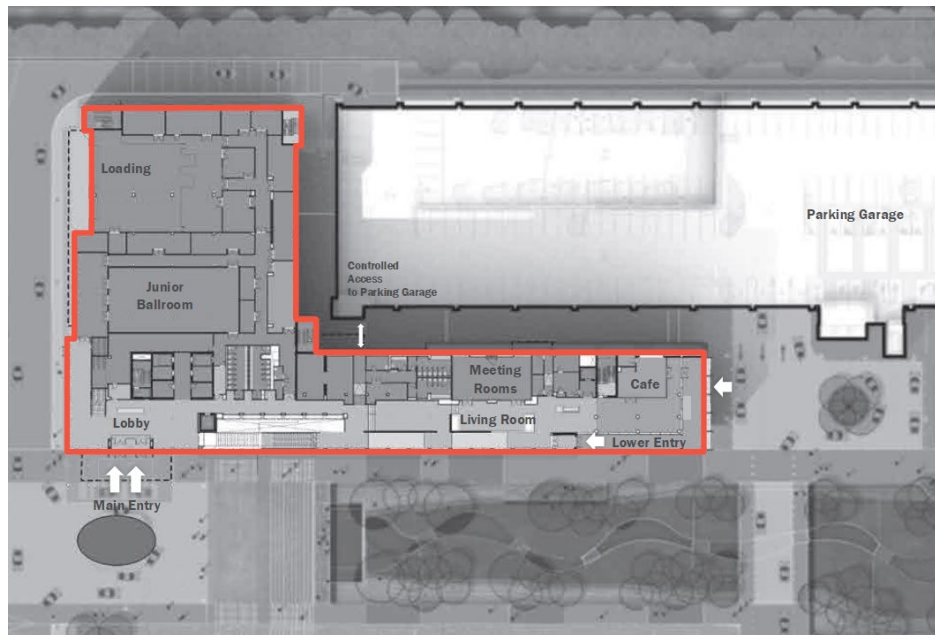
**18. TRANSFER OF VIRGINIA GUESTHOUSE TO THE UNIVERSITY OF VIRGINIA FOUNDATION**

(approved by the Finance Committee on March 7, 2025)

WHEREAS, the Virginia Guesthouse is a 223,000 GSF hotel and conference center located at the northern edge of the Ivy Corridor that will open in Fall 2025 and aim to serve as a destination property and convening space for the University of Virginia and local communities, guests and visitors to the University, and conference attendees; and

WHEREAS, the University of Virginia currently owns the land on which Virginia Guesthouse sits, as well as the improvements to the site, and the University of Virginia Foundation will oversee Virginia Guesthouse management and operations; and

WHEREAS, the Virginia Guesthouse site consists of portions of Tax Parcels 070002300, 080012000, and 070002401 in the City of Charlottesville and as depicted in the following diagram; and



WHEREAS, the University of Virginia intends to enter into a ground lease of the Virginia Guesthouse site to the University of Virginia Foundation or an affiliated entity (the “Ground Lease”);

RESOLVED, for the purpose of leveraging certain fiscal benefits related to ownership of the improvements by a taxable entity, the Board of Visitors approves the transfer of the ownership of all improvements at the Virginia Guesthouse site to the University of Virginia Foundation or an affiliated entity in connection with and for the duration of the Ground Lease (the “Transfer”); and

RESOLVED FURTHER, the Executive Vice President and Chief Operating Officer is authorized, on behalf of the University of Virginia, to approve the Transfer on such terms and in such manner as he or she may deem reasonable; to execute the Ground Lease and all deeds, documents, and agreements as he or she may deem necessary and appropriate for the Transfer; to approve such reasonable and customary expenses, if any, as may have been or may be incurred by the University of Virginia related to the Transfer; and to take such other actions as he or she may deem necessary and appropriate to consummate the Transfer; and

RESOLVED FURTHER, the Executive Vice President and Chief Operating Officer is authorized, on behalf of the University of Virginia, to approve and execute agreements with the University of Virginia Foundation and other third parties to provide services and perform other actions on the University of Virginia’s behalf, and to execute and file such applications, documents,

and other instruments, and to take such other actions as he or she deems necessary and appropriate in connection with the Transfer; and

RESOLVED FURTHER, all prior acts performed by the Executive Vice President and Chief Operating Officer and other officers and agents of the University of Virginia, in connection with the Transfer, are in all respects approved, ratified, and confirmed.

19. **SIGNATORY AUTHORITY FOR ACADEMIC DIVISION CONTRACTS WITH ERNST & YOUNG, A CARE BENEFITS PROVIDER, AND A SYSTEM IMPLEMENTATION FIRM, THAT EACH EXCEED \$5 MILLION PER YEAR**  
(approved by the Finance Committee on March 7, 2025)

RESOLVED, the Board of Visitors authorizes the Executive Vice President and Chief Operating Officer to execute the contracts on behalf of the Medical Center with Ernst & Young for Academic Division and Medical Center strategic, accounting and audit consulting services in aggregate; with a care benefits provider who will a) deliver childcare services at all University childcare centers, and b) source a comprehensive and robust network of firms to provide backup care services; and with the selected system implementation firm that will provide all related support for pan-enterprise system integration.

20. **AUDIT DEPARTMENT UPDATED CHARTER**  
(approved by the Finance Committee on March 7, 2025 – updated charter is attached)

RESOLVED, the Audit Department's charter, updated to conform to The Institute of Internal Auditors' updated global practice standards, is approved as recommended by the Audit, Compliance, and Risk Committee.

21. **RESOLUTION OF THE UNIVERSITY OF VIRGINIA REGARDING THE PRESIDENTIAL EXECUTIVE ORDER ON DIVERSITY, EQUITY, AND INCLUSION**  
(approved by the Audit, Compliance, and Risk Committee on March 7, 2025)

WHEREAS, the University of Virginia highly values diversity, including diversity of thought and experience, and fosters an inclusive environment, encouraging a culture of opportunity for all, which immensely enriches our Grounds, and is committed to providing every student an education that is free from discrimination and grounded in merit; and

WHEREAS, the University of Virginia's mission statement includes a commitment to "[developing] the full potential of talented students from all walks of life;" and

WHEREAS, on January 21, 2025, President Donald J. Trump signed the Executive Order titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity;" and

WHEREAS, the U.S. Department of Education (USED) issued a Dear Colleague Letter on February 14, 2025, to clarify and affirm the nondiscrimination obligations of institutions receiving federal funds by explaining and reiterating existing legal requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, the USED released Frequently Asked Questions on March 1, 2025, to anticipate and answer questions that might be raised by the Dear Colleague Letter and to facilitate compliance

with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and Students for Fair Admissions v. Harvard; and

WHEREAS, the state law obligations of Commonwealth of Virginia agencies do not require a standalone office of Diversity, Equity, and Inclusion (DEI) or dedicated DEI officers, nor do they require an infrastructure, strategic plan, or any elements that do not comply with Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the U.S. Constitution, and other federal civil rights laws; and

WHEREAS, both the University of Virginia's Board of Visitors and its administration are committed to complying with the law, including the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, informed by guidance provided in the January 21, 2025 Executive Order, the Dear Colleague Letter, and the March 1, 2025 Frequently Asked Questions;

RESOLVED, the University will take the following actions as informed by the guidance in the February 14, 2025 Dear Colleague Letter as well as the March 1, 2025 Frequently Asked Questions document:

- 1) Ensure that all University programs, policies, practices, and actions in every regard comply with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws. This includes, but is not limited to, admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life;
- 2) Ensure there are no efforts to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such ends; and
- 3) Ensure there are no third-party contractors, clearinghouses, or aggregators that are being used by institutions in an effort to circumvent prohibited uses of race; and

RESOLVED FURTHER, the University's Office of Diversity, Equity, Inclusion, and Community Partnerships is hereby dissolved; and

RESOLVED FURTHER, the University shall immediately transfer permissible programs to a new organizational home; and

RESOLVED FURTHER, faculty, staff, and students doing legally permissible research and activities should proceed as normal; and

RESOLVED FURTHER, the University shall continue to review ongoing guidance from USED and the U.S. Attorney General and make appropriate changes to comply fully with the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws; and

RESOLVED FURTHER, the President shall update the Board of Visitors on compliance with this Resolution within 30 days of the date of this Resolution.

## **Appointment of student representative and faculty representative for 2025-2026**

Mr. Hardie read the following resolution, which was approved by unanimous vote of the members present:

### **APPOINTMENT OF STUDENT REPRESENTATIVE AND FACULTY REPRESENTATIVE FOR 2025-2026**

RESOLVED, Mr. James Lambert is appointed the faculty representative, and Mr. Gregory Perryman is appointed the student representative, for the 2025-2026 academic year.

###

### **Personnel Actions**

Personnel Actions Approved by the Board of Visitors

#### **1. ELECTIONS**

RESOLVED, the following persons are elected to the faculty:

Yong Yeol Ahn, as Professor of Data Science, for the period August 25, 2025 through May 24, 2030, at an academic year salary of \$210,000.

Thomas W.K. Battey, as Assistant Professor of Radiology and Medical Imaging, for the period January 1, 2025 through June 30, 2028, at an annual salary of \$100,000.

Eric B. Bokinsky, as Assistant Professor of Plastic Surgery, Maxillofacial, and Oral Health, for the period March 1, 2025 through June 30, 2027, at an annual salary of \$100,000.

Joseph Clara, as Assistant Professor of Medicine, for the period March 3, 2025 through June 30, 2028, at an annual salary of \$100,000.

Erin Dickey, as Assistant Librarian, for the period February 1, 2025 through January 31, 2028, at an annual salary of \$74,000.

Charlene M. Dunaway Altamirano, as Research Assistant Professor of Medicine, for the period December 1, 2024 through June 30, 2026, at an annual salary of \$125,000.

Parwana Fayyaz, as Assistant Professor of Middle Eastern and South Asian Languages and Cultures, for the period January 10, 2025 through May 24, 2029, at an academic year salary of \$90,000.

Ming Fu, as Research Assistant Professor of Surgery, for the period February 12, 2025 through June 30, 2028, at an annual salary of \$119,400.

Lu Gan, as Associate Professor of Molecular Physiology and Biological Physics, for the period January 6, 2025 through June 30, 2028, at an annual salary of \$145,000.

Joshua Gazzetta, as Assistant Professor of Surgery, for the period February 17, 2025 through June 30, 2028, at an annual salary of \$100,000.

Daniel Grigsby, as Research Assistant Professor of Microbiology, Immunology and Cancer Biology, for the period November 1, 2024 through June 30, 2027, at an annual salary of \$100,000.

Juan Francisco Guerra, as Associate Professor of Surgery, for the period May 1, 2025 through June 30, 2027, at an annual salary of \$100,000.

Basil Halperin, as Assistant Professor of Economics, for the period August 25, 2025 through May 24, 2029, at an academic year salary of \$167,000.

Matthew Holland, as Assistant Professor of Anesthesiology, for the period November 1, 2024 through June 30, 2027, at an annual salary of \$100,000.

Sheng'en Hu, as Research Assistant Professor of Genome Sciences, for the period October 25, 2024 through June 30, 2027, at an annual salary of \$90,000.

Xiaowei Hu, as Research Assistant Professor of Genome Sciences, for the period November 1, 2024 through June 30, 2027, at an annual salary of \$118,000.

Alaattin Kaya, as Associate Professor of Biochemistry and Molecular Genetics, for the period January 2, 2025 through June 30, 2030, at an annual salary of \$150,000.

Jae-Kyun Ko, as Research Assistant Professor of Surgery, for the period November 4, 2024 through June 30, 2027, at an annual salary of \$100,000.

Jessica M. Kripalani, as Assistant Professor of Economics, General Faculty, for the period August 25, 2024 through May 24, 2026, at an academic year salary of \$103,000.

Paul Kruszka, as Professor of Pediatrics, for the period April 1, 2025 through June 30, 2030, at an annual salary of \$100,000.

Julia J. Lovin, as Assistant Professor of Pediatrics, for the period December 1, 2024 through June 30, 2027, at an annual salary of \$100,000.

James P. MacNamara, as Assistant Professor of Medicine, for the period June 2, 2025 through June 30, 2028, at an annual salary of \$100,000.

Felix Maradiaga, as Associate Professor of Practice in the Center for Global Inquiry and Innovation, for the period January 1, 2025 through December 31, 2027, at an academic year salary of \$75,000.

Andrew J. Markowski, as Associate Professor of Emergency Medicine, for the period January 6, 2025 through January 5, 2028, at an annual salary of \$100,000.

Shannon McCullough, as Assistant Librarian, for the period December 1, 2024 through November 30, 2027, at an annual salary of \$72,000.

Huong T. Nguyen, as Research Assistant Professor of Physics, for the period October 1, 2024 through May 24, 2027, at an academic year salary of \$90,000.

Cesarina S. Thohan, as Assistant Professor of Neurology, for the period January 1, 2025 through June 30, 2028, at an annual salary of \$100,000.

Mansi J. Trivedi, as Assistant Professor of Family Medicine, for the period November 14, 2024 through November 11, 2027, at an annual salary of \$100,000.

## **2. ACTIONS RELATING TO CHAIRHOLDERS**

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

### **a) Elections of Chairholders**

[t] Jesse Ball, as Sydney Blair Memorial Professor of Creative Writing, without term, and Professor of English, without term, effective January 10, 2025, at an academic year salary of \$180,000.

[t] Glenn Dynner, as Jay Berkowitz Professor of Jewish History, effective August 25, 2025, without term. Dynner will continue as Professor of History, without term.

[t] Charles R. Farber, as Rick A. Moore Professor in the School of Medicine, for the period July 1, 2024 through June 30, 2029. Farber will continue as Professor of Genome Sciences, without term.

[t] Ankush Gosain, as C. Bruce Morton Professor of Surgery, for the period November 15, 2024 through November 14, 2029. Gosain will continue as Professor of Surgery, without term.

[t] Ryan P. Smith, as John W. Kluge Distinguished Associate Professor of Urology, for the period December 1, 2024 through November 30, 2029. Smith will continue as Associate Professor of Urology, without term.

Jonathan R. Swanson, as Charles I. Fuller Jr. Professor of Neonatology, for the period September 1, 2024 through June 30, 2029. Swanson will continue as Professor of Pediatrics, through June 30, 2029.

[t] Anny Xiaobo Zhou, as E. Cato Drash Professor of Pulmonary Medicine, for the period December 1, 2024 through November 30, 2029. Zhou will continue as Professor of Medicine, without term.

### **b) Special Salary Action of Chairholder**

Mara E. Rudman, James R. Schlesinger Distinguished Professor in the Miller Center, effective October 25, 2024, an annual salary of \$225,000.

### **c) Resignations of Chairholders**

[t] Peggy P. McNaul, Frederic A. Berry M.D. Professor of Anesthesiology, effective January 12, 2025.

[t] Ourania Preventza, George R. Minor Professor of General Thoracic Surgery, effective December 6, 2024.

#### **d) Retirements of Chairholders**

[t] Amy H. Bouton, Harrison Distinguished Teaching Professor of Microbiology, Immunology, and Cancer Biology, effective January 5, 2025. Bouton had been a faculty member since November 1, 1991.

[t] Robert L. Carraway, Yiorgos Allayannis Distinguished Associate Professor of Business Administration, effective May 24, 2025. Carraway has been a faculty member since September 1, 1984.

[t] Edith W. Clowes, Brown-Forman Professor of Slavic Languages and Literatures, effective May 24, 2025. Clowes has been a faculty member since August 25, 2012.

[t] Robert S. Harris, Charles Stewart Sheppard Professor of Business Administration, effective May 24, 2025. Harris has been a faculty member since September 1, 1988.

[t] John F. Miller, Arthur F. and Marian W. Stocker Professor of Classics, effective May 24, 2025. Miller has been a faculty member since September 1, 1984.

[t] Michael L. Pace, William W. Corcoran Professor of Environmental Sciences, effective May 24, 2025. Pace has been a faculty member since January 10, 2008.

[t] Jennifer J. Roe, Mary Irene DeShong Professor of Design and Health, effective August 24, 2025. Roe has been a faculty member since August 25, 2015.

[t] Elizabeth H. Turner, University Professor and Professor of Art, effective December 24, 2024. Turner had been a faculty member since August 25, 2007.

[t] Karen Van Lengen, William R. Kenan Jr. Professor of Architecture, effective May 24, 2025. Van Lengen has been a faculty member since June 25, 1999.

[t] William G. Wilson, Genentech Professor of Pediatrics, effective February 28, 2025. Wilson had been a faculty member since July 1, 1979.

#### **3. CHANGE OF TITLES**

RESOLVED, the following changes in faculty appointments are approved:

Josh Colston, from Research Assistant Professor of Medicine, to Assistant Professor of Medicine, for the period November 25, 2024 through June 30, 2027, at an annual salary of \$136,600.

M. Benjamin Haiman, from Assistant Professor of Public Safety, General Faculty, to Assistant Professor of Practice in Public Safety, for the period January 1, 2025 through August 24, 2025, at an annual salary of \$100,000.

#### **4. PROMOTIONS**

RESOLVED, the following persons are promoted:



[t] Andrew P. Carlson, from Professor of Neurosurgery, with term, to Professor of Neurosurgery, without term, effective July 1, 2024.

[t] Glenn Dynner, from Professor of History, with term, to Professor of History, without term, effective August 25, 2025.

[t] Ankush Gosain, from Professor of Surgery, with term, to Professor of Surgery, without term, effective November 15, 2024.

[t] Anny Xiaobo Zhou, from Professor of Medicine, with term, to Professor of Medicine, without term, effective December 1, 2024.

## **5. SPECIAL SALARY ACTION**

RESOLVED, the following person shall receive the salary indicated:

Michael Luegering, Assistant Professor of Landscape Architecture, effective October 25, 2024, an academic year salary of \$102,300.

## **6. RESIGNATIONS**

The President announced the following resignations:

Virginia C. Andersen, Associate Professor of Psychiatry and Neurobehavioral Sciences, effective January 15, 2025.

[t] Brian W. Behm, Associate Professor of Medicine, effective December 31, 2024.

Jessika H. Bottiani, Research Associate Professor of Education, effective January 20, 2025.

Bethany M. Coyne, Associate Professor of Nursing, General Faculty, effective December 24, 2024.

Firas El Chaer, Associate Professor of Medicine, effective February 16, 2025.

Ebony J. Hilton, Associate Professor of Anesthesiology, effective November 1, 2024.

Tara Hofkens, Research Assistant Professor of Education, effective December 19, 2024.

Sathyan Kizhakke Mattada, Research Assistant Professor of Biochemistry and Molecular Genetics, effective December 1, 2024.

Jennifer F. Marley, Associate Professor of Applied Mathematics, General Faculty, effective January 9, 2025.

Andrew M. Mendelson, Assistant Professor of Anesthesiology, effective October 21, 2024.

Joseph G. O'Brien, Associate Professor of Anesthesiology, effective November 4, 2024.

Christina M. Papageorge, Assistant Professor of Surgery, effective April 15, 2025.

Mark E. Roeser, Associate Professor of Surgery, effective February 24, 2025.

[t] Sana Syed, Associate Professor of Pediatrics, effective January 24, 2025.

Yubo Wu, Assistant Professor of Pathology, effective December 13, 2024.

## 7. **RETIREMENTS**

The President announced the following retirements:

D. Ruth Buck, Professor of Law, General Faculty, effective May 24, 2025. Buck has been a faculty member since October 13, 1986.

Sylvia Cechova, Research Assistant Professor of Medicine, effective December 24, 2024. Cechova had been a faculty member since September 3, 2002.

Gregory W. Cooper, Associate Professor of Neurology, effective December 31, 2024. Cooper had been a faculty member since September 1, 2012.

[t] John E. Echeverri-Gent, Associate Professor of Politics, effective June 1, 2025. Echeverri-Gent has been a faculty member since September 1, 1986.

[t] Charles M. Grisham, Professor of Chemistry, effective May 24, 2025. Grisham has been a faculty member since January 16, 1975.

[t] Harold L. Langsam, Professor of Philosophy, effective May 24, 2025. Langsam has been a faculty member since September 1, 1994.

[t] Victor E. Laubach, Professor of Surgery, effective March 3, 2025. Laubach had been a faculty member since March 1, 1996.

[t] David S. Lim, Professor of Medicine, effective January 24, 2025. Lim had been a faculty member since October 1, 2002.

[t] Megan B. Marlatt, Professor of Art, effective May 24, 2025. Marlatt has been a faculty member since September 1, 1988.

[t] John E. Mason, Associate Professor of History, effective May 24, 2025. Mason has been a faculty member since September 1, 1995.

[t] Blaine E. Norum, Professor of Physics, effective May 24, 2025. Norum has been a faculty member since January 16, 1981.

Paula A. Sprague, Associate Professor of Spanish, Italian and Portuguese, General Faculty, effective January 9, 2025. Sprague had been a faculty member since August 26, 2012.

**8. ELECTION OF BRIE GERTLER AS INTERIM EXECUTIVE VICE PRESIDENT AND PROVOST**

RESOLVED, Brie Gertler is elected Interim Executive Vice President and Provost, effective March 10, 2025, until a permanent Executive Vice President and Provost is elected, at an annual salary of \$475,000.

**9. ELECTION OF MITCHELL H. ROSNER AS INTERIM EXECUTIVE VICE PRESIDENT FOR HEALTH AFFAIRS AND CHIEF EXECUTIVE OFFICER, UVA HEALTH**

RESOLVED, Mitchell H. Rosner is elected Interim Executive Vice President for Health Affairs and Chief Executive Officer, UVA Health, effective February 26, 2025, until a permanent Executive Vice President for Health Affairs and CEO, UVA Health, is elected.

**10. ELECTION OF DONALD E. SUNDGREN AS VICE PRESIDENT AND CHIEF FACILITIES OFFICER**

RESOLVED, Donald E. Sundgren is elected Vice President and Chief Facilities Officer, for the period March 10, 2025 through March 9, 2030, at an annual salary of \$394,500.

**11. PROMOTION OF MARK M. LUELLEN TO SENIOR VICE PRESIDENT FOR EXTERNAL RELATIONS**

RESOLVED, Mark M. Luellen is promoted from Vice President for Advancement, to Senior Vice President for External Relations, for the period March 7, 2025 through May 29, 2028, at an annual salary of \$744,721.

**12. RE-APPOINTMENTS**

The President announced the following re-appointments:

Scott C. Beardsley, as Dean of the Darden School of Business, for the period August 1, 2025 through July 31, 2028.

Alice J. Raucher, as Architect for the University, for the period September 14, 2025 through September 13, 2030.

**13. ELECTION OF KAREN VAN LENGEN AS DEAN EMERITA OF THE SCHOOL OF ARCHITECTURE**

RESOLVED, Karen Van Lengen is elected Dean Emerita of the School of Architecture, effective May 25, 2025.

**14. ELECTION OF PROFESSORS EMERITI**

RESOLVED, the following persons are elected Professors Emeriti:

[t] Amy H. Bouton, as Harrison Distinguished Teaching Professor Emerita of Microbiology, Immunology, and Cancer Biology, effective January 6, 2025.

D. Ruth Buck, Professor Emerita of Law, General Faculty, effective May 25, 2025.

[t] Edith W. Clowes, as Brown-Forman Professor Emerita of Slavic Languages and Literatures, effective May 25, 2025.

[t] Charles M. Grisham, as Professor Emeritus of Chemistry, effective May 25, 2025.

[t] Robert S. Harris, as Charles Stewart Sheppard Professor Emeritus of Business Administration, effective May 25, 2025.

[t] Harold L. Langsam, as Professor Emeritus of Philosophy, effective May 25, 2025.

[t] Victor E. Laubach, as Professor Emeritus of Surgery, effective March 4, 2025.

[t] David S. Lim, as Professor Emeritus of Medicine, effective January 25, 2025.

[t] Megan B. Marlatt, as Professor Emerita of Art, effective May 25, 2025.

[t] John F. Miller, as Arthur F. and Marian W. Stocker Professor Emeritus of Classics, effective May 25, 2025.

[t] Blaine E. Norum, as Professor Emeritus of Physics, effective May 25, 2025.

[t] Michael L. Pace, as William W. Corcoran Professor Emeritus of Environmental Sciences, effective May 25, 2025.

[t] Jennifer J. Roe, as Mary Irene DeShong Professor Emerita of Design and Health, effective August 25, 2025.

[t] Elizabeth H. Turner, as University Professor Emerita and Professor Emerita of Art, effective December 25, 2024.

[t] Karen Van Lengen, as William R. Kenan Jr. Professor Emerita of Architecture, effective May 25, 2025.

[t] William G. Wilson, as Genentech Professor Emeritus of Pediatrics, effective March 1, 2025.

#### **15. ELECTION OF ASSOCIATE PROFESSORS EMERITI**

RESOLVED, the following persons are elected Associate Professors Emeriti:

[t] Robert L. Carraway, as Yiorgos Allayannis Distinguished Associate Professor Emeritus of Business Administration, effective May 25, 2025.

[t] John E. Echeverri-Gent, as Associate Professor Emeritus of Politics, effective June 2, 2025.

[t] John E. Mason, as Associate Professor Emeritus of History, effective May 25, 2025.

Paula A. Sprague, as Associate Professor Emerita of Spanish, Italian and Portuguese, General Faculty, effective January 10, 2025.

## 16. **DEATHS**

The President announced the following deaths:

Lucien L. Bass III, Professor of Practice Emeritus in Commerce, died January 17, 2025. Bass was a faculty member from August 15, 1999, until retiring December 31, 2020.

David L. Bogdonoff, Associate Professor of Anesthesiology, died October 21, 2024. Bogdonoff was a faculty member from July 1, 1989, until retiring January 31, 2023.

George R. Hanna, Professor Emeritus of Neurology, died January 5, 2025. Hanna was a faculty member from July 1, 1963, until retiring June 30, 1997.

Gary D. Hartwell, Assistant Professor of Research in Radiology, died September 27, 2024. Hartwell was a faculty member from January 22, 1975, until retiring April 24, 2010.

Hung Q. Pham, Professor Emeritus of Physics, died October 7, 2024. Pham was a faculty member from September 1, 1982, until retiring May 24, 2023.

Robert S. Rust Jr., Thomas E. Worrell Jr. Professor Emeritus of Epileptology and Neurology, died December 22, 2024. Rust was a faculty member from June 1, 1999, until retiring November 3, 2017.

Mark E. Shaffrey, David D. Weaver Professor of Neurosurgery, died December 4, 2024. Shaffrey had been a faculty member since August 1, 1995.

Michael R. Wills, Professor Emeritus of Pathology and Internal Medicine, died October 4, 2024. Wills was a faculty member from December 1, 1997, until retiring June 30, 1997.

## 17. **SEPARATION**

RESOLVED, the following person is separated from the University:

Sethunya Mokoko Gall, Assistant Professor of English, General Faculty, effective January 3, 2025.

### **THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE**

## 18. **ELECTION**

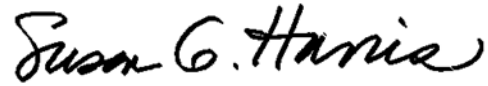
RESOLVED, the following person is elected to the faculty:

Chloe Vaughn, as Assistant Professor of German, The University of Virginia's College at Wise, for the period August 25, 2025 through May 24, 2026, at an annual salary of \$61,500.

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On motion, the meeting was adjourned at 3:54 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**

### **EXECUTIVE COMMITTEE – MARCH 5, 2025**

#### **EXTENSION OF PAVILION I, WEST LAWN LEASE TERM**

RESOLVED, the Executive Committee approves an extension of the lease term for Pavilion I, West Lawn to Mr. Scott C. Beardsley for a period of three years, from July 1, 2025 until August 2028.

#### **EXTENSION OF PAVILION III, WEST LAWN LEASE TERM**

RESOLVED, the Executive Committee approves an extension of the lease term for Pavilion III, West Lawn to Mr. Michael F. Suarez, S.J. for a period of five years, from July 1, 2025 until June 30, 2030.

#### **EXTENSION OF PAVILION X, EAST LAWN LEASE TERM**

RESOLVED, the Executive Committee approves an extension of the lease term for Pavilion X, East Lawn Mr. Ian H. Solomon for a period of five years, from July 1, 2025 until June 30, 2030.

### **HEALTH SYSTEM BOARD – MARCH 6, 2025**

#### **AMENDED AND RESTATED BYLAWS OF THE CLINICAL STAFF OF THE MEDICAL CENTER**

RESOLVED, the attached amended and restated bylaws of the Clinical Staff of the Medical Center are approved.

#### **CREDENTIALING AND RECREDENTIALING ACTIONS – HEALTH SYSTEM BOARD/ TRANSITIONAL CARE HOSPITAL**

### **RECOMMENDED CREDENTIALING AND RECREDENTIALING 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 including the granting of specific privileges to the following practitioners are approved:

Bokinsky, Eric, D.D.S., Dentist in the Department of Dentistry; Attending Staff Status; Period of Appointment: March 1, 2025, through August 30, 2027. Privileged in Dentistry.

Clara, Joseph, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Appointment: March 3, 2025, through July 30, 2027. Privileged in Medicine.

Ferguson, Lauren, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: February 1, 2025, through June 30, 2025. Privileged in Pediatrics.

Furr, Miriam, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Period of Appointment: February 10, 2025, through June 30, 2025. Privileged in Pediatrics.

Singh, Balraj, M.D., Hematologist Oncologist in the Department of Medicine; Attending Staff Status; Period of Appointment: February 28, 2025, through August 1, 2026. Privileged in Medicine.

Rosenthal, Jonathan, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Period of Appointment: February 6, 2025, through February 27, 2028. Privileged in Neurology.

Taylor, Richard, M.D., Physician in the Department of Emergency Medicine; Attending Staff Status; Period of Appointment: March 1, 2025, through August 30, 2027. Privileged in Emergency Medicine.

## **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 including the granting of specific privileges to the following practitioners are approved:

Kabil, Emmad, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Period of Reappointment: March 27, 2025, through February 27, 2028; Privileged in Anesthesiology.

Schechter, Scott, M.D., Pulmonologist in the Department of Medicine; Attending Staff Status; Period of Reappointment: March 2, 2025, through November 1, 2026; Privileged in Medicine.

## **3. STATUS CHANGES TO CLINICAL STAFF**

RESOLVED, the recommendations of the Clinical Staff Executive Committee for the status change in clinical privileges to the following practitioner are approved:

Ahn, Ju Hee, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Date Change effective July 1, 2023, through February 1, 2026; Privileged in Radiology and Medical Imaging.

Fountain, Chandler, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Date Change effective August 1, 2023, through February 1, 2026; Privileged in Radiology and Medical Imaging.

Grewal, Sukhdeep, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Date Change effective September 1, 2023, through February 1, 2026; Privileged in Radiology and Medical Imaging.

Kelly, Pdraig, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Date Change effective July 26, 2024, through February 1, 2026; Privileged in Radiology and Medical Imaging.

Rolen, Michael, M.D., Radiologist in the Department of Radiology and Medical Imaging; Attending Staff Status; Date Change effective September 19, 2024, through February 1, 2026; Privileged in Radiology and Medical Imaging.



Silva, Amanda, M.D., Plastic Surgeon in the Department of Plastic Surgery; Attending Staff Status; Date Change effective January 1, 2024, through May 1, 2025; Privileged in Plastic Surgery.

Warren, Cirle, M.D., Physician in the Department of Medicine; Attending Staff Status; Date Change effective March 31, 2023, through March 30, 2026; 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:

Bond, Aaron, M.D., Ph.D., Neurosurgeon in the Department of Neurosurgery; Attending Staff Status; Effective Date of Resignation: January 31, 2025.

Cooper, Gregory, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Effective Date of Retirement: December 31, 2024.

Hamilton, Mollie, M.D., Pediatrician in the Department of Pediatrics; Attending Staff Status; Effective Date of Resignation: June 21, 2024.

Krish, Sonia, M.D., Neurologist in the Department of Neurology; Attending Staff Status; Effective Date of Resignation: January 28, 2025.

McNaull, Peggy, M.D., Anesthesiologist in the Department of Anesthesiology; Attending Staff Status; Effective Date of Resignation: January 11, 2025.

Richardson, Meghan, M.D., Orthopedic Surgeon in the Department of Orthopedic Surgery; Attending Staff Status; Effective Date of Resignation: May 25, 2023.

Sharma, Aditya, M.D., Cardiologist in the Department of Medicine; Attending Staff Status; Effective Date of Resignation: December 1, 2024.

Syed, Sana M.D., Pediatric Gastroenterologist in the Department of Pediatrics; Attending Staff Status; Effective Date of Resignation: January 24, 2025.

#### **5. 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:

Carlson, Rachel, R.N., N.P., Certified Registered Nurse Practitioner in the Department of Anesthesiology; Period of Privileging: February 17, 2025 through February 16, 2028; Privileged as a Certified Registered Nurse Anesthetist.

Dandridge, Camille, R.N., N.P., Certified Registered Nurse Practitioner in the Department of Anesthesiology; Period of Privileging: February 17, 2025 through February 16, 2028; Privileged as a Certified Registered Nurse Anesthetist.

Peterson, Christina, R.N., D.N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: January 28, 2025 through January 27, 2028; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Grant, Jessica, R.N., N.P., Acute Care Nurse Practitioner in the Department of Neurology; Period of Privileging: February 3 2025 through February 2, 2028; Privileged as an Acute Care Nurse Practitioner.

Roberts, Nina, R.N., N.P., Certified Registered Nurse Practitioner in the Department of Anesthesiology; Period of Privileging: February 17, 2025 through February 16, 2028; Privileged as a Certified Registered Nurse Anesthetist.

## **6. 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:

Bohanan, Katelyn B., G.C., Genetic Counselor in the Department of Medicine; Period of Privileging: March 21, 2025 through March 20, 2028; Privileged as Genetic Counselor.

Burchfield, Caitlin, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: March 7, 2025 through March 6, 2028; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Cochran, Catherine, R.N., N.P., Neonatal Nurse Practitioner in the Department of Pediatrics; Period of Privileging: March 9, 2025 through March 8, 2028; Privileged as a Neonatal Nurse Practitioner.

Davis, Mary, R.N., N.P., Neonatal Nurse Practitioner in the Department of Pediatrics; Period of Privileging: March 21, 2025 through March 20, 2028; Privileged as a Neonatal Nurse Practitioner.

Deutsch, John, R.N., N.P., Certified Registered Nurse Anesthetist in the Department of Anesthesiology; Period of Privileging: March 23, 2025 through March 22, 2028; Privileged as a Certified Registered Nurse Anesthetist.

Dillman, Jennifer, R.N., N.P., Women's Health Nurse Practitioner in the Department of Obstetrics and Gynecology; Period of Privileging: March 27, 2025 through March 26, 2028; Privileged as a Women's Health Nurse Practitioner.

Edwards, Jennifer, R.N., N.P., Autonomous Adult Gerontology Acute Care Nurse Practitioner in the Department of Radiology and Medical Imaging; Period of Privileging: March 16, 2025 through March 15, 2028; Privileged as an Autonomous Adult Gerontology Acute Care Nurse Practitioner.

Fogelgren, Ruth, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: March 3, 2025 through March 2, 2028; Privileged as a Family Nurse Practitioner.

George, Milford, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: March 7, 2025 through March 6, 2028; Privileged as a Family Nurse Practitioner.

Hendrix, Amanda, R.N., N.P., Acute Care Pediatric Nurse Practitioner in the Department of Neurosurgery; Period of Privileging: March 7, 2025 through March 6, 2028; Privileged as an Acute Care Pediatric Nurse Practitioner.

Herndon, Susan, R.N., N.P., Autonomous Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: March 21, 2025 through March 20, 2028; Privileged as an Autonomous Adult Gerontology Acute Care Nurse Practitioner.

Hodson, Amelia, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Period of Privileging: March 20, 2025 through March 19, 2028; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Johnson, Chelsea, O.D., Optometrist in the Department of Ophthalmology; Period of Privileging: April 1, 2025 through March 31, 2028; Privileged as an Optometrist.

Lepore, Sarah, R.N., N.P., Autonomous Neonatal Nurse Practitioner in the Department of Pediatrics; Period of Privileging: March 28, 2025 through March 27, 2028; Privileged as an Autonomous Neonatal Nurse Practitioner.

McNerney, Stephanie, R.N., N.P., Autonomous Pediatric Nurse Practitioner in the Department of Pediatrics (Developmental); Period of Privileging: March 16, 2025 through March 15, 2028; Privileged as an Autonomous Pediatric Nurse Practitioner.

Meyer, Christine, P.A., Physician Assistant in the Department of Surgery; Period of Privileging: March 7, 2025 through March 6, 2028; Privileged as a Physician Assistant.

Shook, Katherine, P.A., Physician Assistant in the Department of Surgery; Period of Privileging: March 21, 2025 through March 20, 2028; Privileged as a Physician Assistant.

Thomas, Marie, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Period of Privileging: April 1, 2025 through March 31, 2028; Privileged as a Family Nurse Practitioner.

## **7. SECONDARY APPOINTMENTS TO ALLIED HEALTH PROFESSIONAL**

RESOLVED, the recommendations of the Clinical Staff Executive Committee for the secondary appointment to the Allied Health Professional is approved:

McNerney, Stephanie, R.N., N.P., Autonomous Pediatric Nurse Practitioner in the Department of Pediatrics; Period of Secondary Reappointment: March 16, 2025, through May 15, 2027; Privileged as an Autonomous Pediatric Nurse Practitioner.

## **8. CATEGORY STATUS, DATE CHANGES OR ADDITIONAL LOCATION OF ALLIED HEALTH PROFESSIONALS**

RESOLVED, the recommendations of the Clinical Staff Executive Committee for the category status, date changes or additional locations to the following Allied Health Professionals are approved:

Bowers, Mary, R.N., N.P., Autonomous Adult Gerontology Acute Care Nurse Practitioner in the Department of Psychiatry and Neurobehavioral Sciences; Change in Privilege Status: February 18, 2025 through September 18, 2028; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Costin, Julie, R.N., N.P., Family Nurse Practitioner in the Department of Medicine; Location Status Change: January 19, 2025 through January 18, 2028; Privileged as a Family Nurse Practitioner.

Custodio, Sandra, R.N., N.P., Adult Gerontology Primary Care Nurse Practitioner in the Department of Otolaryngology; Location Status Change: January 19, 2025 through May 27, 2027; Privileged as an Adult Gerontology Primary Care Nurse Practitioner.

Hodson, Amelia, R.N., N.P., Autonomous Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Change in Privilege Status: February 18, 2025 through March 19, 2028; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Middlekauff, Robert, P.A., Physician Assistant in the Department of Anesthesiology; Location Status Change: February 2, 2025 through February 1, 2028; Privileged as a Physician Assistant.

Tate, Anna, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Medicine; Additional Location: February 1, 2025 through July 30, 2028; Privileged as an Adult Gerontology Acute Care Nurse Practitioner.

Tucker, Shannon, P.A., Physician Assistant in the Department of Medicine; Additional Location: January 15, 2025 through May 3, 2028; Privileged as a Physician Assistant.

## **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:

Butland, Kaitlyn, R.N., N.P., Neonatal Nurse Practitioner in the Department of Pediatrics; Additional Privileges for Umbilical Lines. Period of Privileging: January 7, 2024 through August 31, 2027; Privileged as a Neonatal Nurse Practitioner.

## **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:

Costin, Julie, R.N., N.P., Family Nurse Practitioner in the Department of Surgery; Effective Date of Resignation: January 19, 2025.

Finke, Karen, P.A., Physician Assistant in the Department of Medicine; Effective Date of Resignation: January 16, 2025.

Floyd, Benjamin, R.N., N.P., Adult Gerontology Acute Care Nurse Practitioner in the Department of Surgery; Effective Date of Resignation: November 10, 2024.

Otto, Michelle, R.N., N.P., Adult Nurse Practitioner in the Department of Medicine; Effective Date of Resignation: December 30, 2024.

## **APPENDICES**



UNIVERSITY  
of VIRGINIA

BOV-022: Compensating Student-Athletes for Their Name, Image, and Likeness

Date: March 10, 2025

Status: Final

Policy Type: Board of Visitors

Contact Office: [Athletics Compliance Office](#)

Oversight Executive: Vice President for Intercollegiate Athletics

Applies To: Academic Division

Table of Contents:

Policy Statement

1. Compensation for Use of Name, Image, or Likeness (NIL)
2. NIL-Related Agreements & Institutional Involvement
3. Use of Intellectual Property
4. Prohibited Activities
5. Disclosure
6. Liability & Accountability
7. Employment Relationship
8. Compliance with Policy
9. Updates

Reason for Policy:

The Code of Virginia §23.1-408.1 authorizes the University of Virginia (University) to compensate student-athletes for the use of their NIL and/or obtaining the rights to use their NIL. The statute also requires that an institutional policy consistent with the law be approved by the Board of Visitors.

Definition of Terms in Statement:

Terms: There are no terms that require definition.

Policy Statement:

The University of Virginia has established the following requirements pertaining to the use of a student-athlete's NIL as set forth below.

**1. Compensation for Use of Name, Image, or Likeness (NIL):**

The University, or an entity acting on its behalf, may enter into an NIL-related agreement with a student-athlete to compensate the student-athlete for the use of their NIL and/or the right to use their NIL.

A student-athlete's NIL may be utilized in commercial, non-commercial, or other marketing and/or promotional activities.

No student fees shall be utilized to compensate student-athletes for their NIL. Student fees include any fee that the University charges a student that is used to support its intercollegiate athletics programs.

Compensation for NIL-related activities from the University, or an entity acting on its behalf, is separate from an athletic scholarship.

**2. NIL-Related Agreement & Institutional Involvement:**

If a student-athlete enters into an NIL-related agreement with the University, or an entity acting on its behalf, the student-athlete will grant an irrevocable non-exclusive right and license to use their NIL, provided such uses are not inconsistent with the laws of the Commonwealth of Virginia, NCAA or ACC rules, or the regulatory provisions adopted by any other governing body with authority over intercollegiate athletics.

The University, or an entity acting on its behalf, can identify, create, negotiate, facilitate, support, engage with, assist with, or otherwise enable an NIL opportunity for a student-athlete.

The University may provide assets, resources, or benefits as an incentive to individuals, companies, or other entities to provide money, benefits, opportunities, services or anything else that may enable NIL opportunities for student-athletes.

**3. Use of Intellectual Property:**

The University's intellectual property may be utilized for NIL activities, as long as the use has been approved by the University. Intellectual property includes, but is not limited to, federally registered trademarks, trade dress, indicia, unregistered marks, logos, colors, uniforms, and copyrightable photographs or videos. Approval for use of federally registered trademarks, trade dress, indicia, unregistered marks, logos, colors, uniforms will be provided by University Communications, per <https://uvapolicy.virginia.edu/policy/gov-004>, unless an outside entity, such as a multimedia rights partner, has contractual rights to use federally registered marks.

Further, if the University's intellectual property is to be utilized, the University will approve creative brief, script, media assets, and plans for use.

**4. Prohibited Activities:**

A student-athlete shall be prohibited from earning compensation for the use of their NIL in connection with any of the following: (1) casinos or gambling, including sports betting; (2) alcohol products; (3) adult entertainment; (4) cannabis, cannabinoids, cannabidiol, or other derivatives; (5) dangerous or controlled substances; (6) performance enhancing drugs or substances (e.g., steroids, human growth hormone); (7) drug paraphernalia; (8) tobacco and electronic smoking products and devices; or (9) weapons, including firearms and ammunition.

The University has authority to preclude a student-athlete from engaging in NIL activities that conflict with existing University arrangements.

A student-athlete cannot be prohibited from participating in activities that are unrelated to intercollegiate athletics, as long as participation in such activities has no impact on the student-athlete's eligibility for intercollegiate athletics.

**5. Disclosure:**

A student-athlete must disclose NIL-related activity that is \$600 and above to the Athletic Department, consistent with the Athletic Department's policies and procedures, NCAA or ACC rules, or the regulatory provisions adopted by any other governing body with authority over intercollegiate athletics.

**6. Liability & Accountability:**

No University employee, or employee of an entity acting on behalf of the University, shall be liable

for any damages for a student-athlete's inability to earn compensation for the use of their NIL that results from decisions and actions routinely taken in the course of intercollegiate athletics.

A student-athlete is expected to remain in good standing and adhere to the [Athletic Department's policies and procedures](#); the University's policies, procedures, and rules; and any other rule or policy applicable to a student-athlete.

**7. Employment Relationship:**

Nothing in this policy or the NIL-related agreements between the University and a student-athlete shall establish or be construed to establish an employment relationship between a student-athlete and the University based on their participation in intercollegiate athletics or the terms of the NIL-agreement.

**8. Compliance with Policy:**

Failure to comply with the requirements of this policy may result in disciplinary action in accordance with relevant University policies.

Failure to comply with the terms of an NIL agreement may have potential consequences.

Questions about this policy should be directed to the [Athletics Compliance Office](#).

**9. Updates:**

This policy and any future modifications must be approved by the Board of Visitors.

Related Information:

[GOV-004: Use and Licensing of the University's Trademarks](#)





## Internal Audit Charter

### Purpose

The purpose of the University of Virginia's internal audit function (UVA Audit or Internal Audit) is to strengthen the university's ability to create, protect, and sustain value by providing the Board of Visitors and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances the University of Virginia's:

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

The University of Virginia's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The IIA's Global Internal Audit Standards™, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Visitors.
- Internal auditors are free from undue influence and committed to making objective assessments.

### *Commitment to Adhering to the Global Internal Audit Standards*

The University of Virginia's internal audit function will adhere to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The chief audit executive will report periodically to the Board of Visitors' Audit, Compliance, and Risk Committee (ACR Committee) and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

UVA's internal audit function has responsibility to the Office of the State Inspector General of Virginia under its [General Directive 001](#), OVERSIGHT OF STATE & SPECIFIC NONSTATE AGENCIES' INTERNAL AUDIT PROGRAMS. General Directive 001 requires all executive branch state agencies and institutions with internal audit functions to comply with The Institute of Internal Auditors' standards.



## **Internal Audit Charter**

### **Mandate**

#### ***Authority***

UVA Audit's authority is created by its direct reporting relationship to the Board of Visitors. Such authority allows for unrestricted access to the Board of Visitors.

The Board of Visitors authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of the University of Virginia and other specialized services from within or outside the University of Virginia to complete internal audit services.

#### ***Independence, Organizational Position, and Reporting Relationships***

The chief audit executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. The chief audit executive will report to the chair of the Board of Visitors' Audit, Compliance, and Risk Committee and administratively (for example, day-to-day operations) to the Executive Vice President and Chief Operating Officer. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Board of Visitors, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

The chief audit executive will confirm to the Board of Visitors, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the chief audit executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The chief audit executive will disclose to the Board of Visitors any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function's effectiveness and ability to fulfill its mandate.



## **Internal Audit Charter**

The chief audit executive has oversight responsibility for UVA's institutional compliance program (UVA Compliance) and supervises the Assistant Vice President for Compliance. To safeguard UVA Audit's independence with respect to the institutional compliance program, the Assistant Vice President for Compliance has direct access to the ACR Committee as defined in the University of Virginia Compliance Charter. Any assessment of the institutional compliance program would be performed by contracting with an objective, competent external assurance provider that reports independently to the ACR Committee.

If the governing structure does not support organizational independence, the chief audit executive must document the characteristics of the governing structure limiting independence and any safeguards that may be employed to achieve this principle.

### ***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the chief audit executive, Board of Visitors, and senior management on the internal audit mandate or other aspects of the internal audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant reorganization within the organization.
- Significant changes in the chief audit executive, Board of Visitors, and/or senior management.
- Significant changes to the organization's strategies, objectives, risk profile, or the environment in which the organization operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

### **Board of Visitors Oversight**

To establish, maintain, and ensure that the University of Virginia's internal audit function has sufficient authority to fulfill its duties, the Board of Visitors through its Audit, Compliance, and Risk Committee will:

- Discuss with the chief audit executive and senior management the appropriate authority, role, responsibilities, scope, and services (assurance and/or advisory) of the internal audit function.
- Ensure the chief audit executive has unrestricted access to and communicates and interacts directly with the Board of Visitors, including in private meetings without senior management present as permissible under applicable Virginia Freedom of Information Act requirements.





## **Internal Audit Charter**

- Discuss with the chief audit executive and senior management other topics that should be included in the internal audit charter.
- Participate in discussions with the chief audit executive and senior management about the “essential conditions,” described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.
- Approve the internal audit function’s charter, which includes the internal audit mandate and the scope and types of internal audit services.
- Review the internal audit charter periodically with the chief audit executive to consider changes affecting the organization, such as the employment of a new chief audit executive or changes in the type, severity, and interdependencies of risks to the organization; and approve the internal audit charter annually).
- Approve the risk-based internal audit plan.
- Provide input to the internal audit function’s human resources administration and budgets.
- Provide input to senior management on the appointment and removal of the chief audit executive, ensuring adequate competencies and qualifications and conformance with the Global Internal Audit Standards.
- Review and provide input to senior management on the chief audit executive’s performance.
- Receive communications from the chief audit executive about the internal audit function including its performance relative to its plan.
- Ensure a quality assurance and improvement program has been established and review the results annually.
- Make appropriate inquiries of senior management and the chief audit executive to determine whether scope or resource limitations are inappropriate.

### **Chief Audit Executive Roles and Responsibilities**

#### ***Ethics and Professionalism***

The chief audit executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.



## **Internal Audit Charter**

- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization's ethical expectations, as described in applicable policies and procedures.

### **Objectivity**

The chief audit executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for the University of Virginia or its affiliates.
- Initiating or approving transactions external to the internal audit function.
- Directing the activities of any the University of Virginia employee that is not employed by the internal audit function, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, to appropriate parties and at least annually, such as the chief audit executive, Board of Visitors, management, or others.



## **Internal Audit Charter**

- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

### ***Managing the Internal Audit Function***

The chief audit executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the ACR Committee and senior management. Discuss the plan with the Board of Visitors and senior management and submit the plan to the ACR Committee for review and approval by the Board of Visitors.
- Communicate the impact of resource limitations on the internal audit plan to the ACR Committee and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in the University of Virginia's business, risks, operations, programs, systems, and controls.
- Communicate with the ACR Committee and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards and laws and/or regulations.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the ACR Committee and senior management periodically and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact the University of Virginia and communicate to the ACR Committee and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.



## **Internal Audit Charter**

- Ensure adherence to the University of Virginia's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the ACR Committee and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the chief audit executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the ACR Committee.

### ***Communication with the Board of Visitors Audit, Compliance, and Risk Committee and Senior Management***

The chief audit executive will report periodically to the ACR Committee and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the ACR Committee that could interfere with the achievement of the University of Virginia's strategic objectives.
- Results of assurance and advisory services.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond the University of Virginia's risk appetite.

### ***Quality Assurance and Improvement Program***





## **Internal Audit Charter**

The chief audit executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess, if applicable, compliance with laws and/or regulations relevant to internal auditing. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.

Annually, the chief audit executive will communicate with the Board of Visitors and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor or assessment team from outside the University of Virginia; qualifications must include at least one assessor holding an active Certified Internal Auditor® credential. USER'S NOTE: Public sector competencies and knowledge as well as knowledge of the Global Internal Audit Standards should be considered when selecting external assessors.

### **Scope and Types of Internal Audit Services**

The scope of internal audit services covers the entire breadth of the organization, including all the University of Virginia's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the Board of Visitors and management on the adequacy and effectiveness of governance, risk management, and control processes for the University of Virginia.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

Internal audit engagements may include evaluating whether:

- Risks relating to the achievement of the University of Virginia's strategic objectives are appropriately identified and managed.
- The actions of the University of Virginia's officers, management, employees, and contractors or other relevant parties comply with the University of Virginia's policies, procedures, and applicable laws, regulations, and governance standards.





## Internal Audit Charter

- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively, efficiently, ethically, and equitably.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact the University of Virginia.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

**Approved by the Board of Visitors at its meeting on March X, 2025.**

### Acknowledgments/Signatures

\_\_\_\_\_  
Carolyn D. Saint  
Chief Audit Executive

\_\_\_\_\_  
Date

\_\_\_\_\_  
Rachel W. Sheridan  
Board of Visitors Audit, Compliance,  
and Risk Committee Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jennifer W. Davis  
Executive Vice President and  
Chief Operating Officer

\_\_\_\_\_  
Date