

Dear Walter:

I am writing to in response to your request for records under the Virginia Freedom of Information Act (FOIA), Va. Code § 2.2-3700 et seq., for the following records:

- *President Ryan's employment agreement requires a review by the Rector annually against the agreed performance objectives, which then ties into "earned annual merit increases." The review also factors into the bonus calculation. For each year of Mr. Ryan's contract to date, I would like to see the performance objectives, and the review, and the "earned annual merit increase" and bonus. Additionally, the agreement references a "market analysis" which may be used to adjust his compensation levels. I would like to see any such analyses performed during Mr. Ryan's term.*

Regarding the portion of your request which seeks “*performance objectives, and the review*” for each year of Mr. Ryan’s contract, under FOIA, the University of Virginia shall withhold records when their release is prohibited by law, or the University may exercise its discretion to withhold records in accordance with a specific FOIA exemption. Va. Code § 2.2-3705.1. To the extent that any such records may exist, they would be personnel information concerning identifiable individuals as defined in Va. Code §2.2-3705.1(1) and are therefore withheld.

Attached you will find records responsive to the portion of your request which seeks amounts of earned annual increases and bonuses.

You may also login to the University of Virginia Public Records Center to view and download this response at any time: <https://foia.virginia.edu/request-records> Your user name is the email address with which you registered. If you are a first time user, you will need to setup your password.

Sincerely,

Freedom of Information Act Officer  
University of Virginia  
[www.virginia.edu/FOIA](http://www.virginia.edu/FOIA)

June 2022 Minutes, page 12033:

RESOLVED, the Board of Visitors approves the following 2022-2023 compensation and accrued bonus for the President of the University of Virginia:

President James E. Ryan

	Actual as of 06/30/22	Approved as of 07/01/22
Salary	\$811,125	\$851,681 (fn 1)
Deferred Compensation	\$150,000	\$200,000
One-Time Bonus	\$200,000 (fn 2)	\$100,000

NOTE: The state-funded portion of salary is defined by the Appropriations Act.

1 Merit increase of 5%

2 Bonus was for two years (2019-2020 and 2020-2021) at \$100,000 per year.

June 2021 Minutes, page 11735:

2021-2022 SALARY FOR PRESIDENT JAMES E. RYAN

RESOLVED, the Board of Visitors approves the following 2021-2022 compensation and accrued bonus for the President of the University of Virginia:

President James E. Ryan

	Actual as of 06/30/21	Approved as of 07/01/21
Salary	\$772,500	\$811,125
Deferred Compensation	\$150,000	\$150,000
One-Time Bonus	-	\$200,000*

NOTE: The state-funded portion of salary is defined by the Appropriations Act.

\*Bonus for two years: 2019-2020 and 2020-2021

From 4/25/2020 through 4/25/2021, the President took a 10% voluntary salary reduction as part of the University's financial mitigation efforts in response to COVID-19, and no bonus was paid. There is no resolution because it was a voluntary decrease and not an action by the Board. (See June 2020 Minutes page 11424).

2019-2020 SALARY FOR PRESIDENT JAMES E. RYAN

RESOLVED, the Board of Visitors approves the following 2019-2020 salary for the President of the University of Virginia:

President James E. Ryan

	Actual as of 06/30/19	Proposed as of 07/01/19
Salary	\$750,000	\$772,500 (3%)
Deferred Compensation	\$150,000	\$150,000
One-Time Bonus	-	\$100,000

NOTE: The state-funded portion of salary is defined by the Appropriations Act.

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