



March 11, 2024

Dear Requestor:

I am writing 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:

- In accordance with the Virginia Freedom of Information Act, I am requesting the following:

- The original employment contract for Martin N. Davidson, senior associate dean & global chief diversity officer, as well as all changes, amendments, modifications, and updates since its creation

- Any and all documents showing Davidson's total annual compensation and any documents or copies showing the individual cost of each type of compensation including but not limited to salary, bonus, deferred compensation, and the individual cost of each perk and benefit conferred. Records should be provided each year since 2020 through 2023.

The principal purpose of this is to make this information more accessible to the public and to access and disseminate information regarding the health, safety, and welfare of the general public. This request is not principally for personal or commercial benefit. Our agency is exercising the general rights of the public. For these reasons, we are requesting a waiver of fees. If there is a charge for this service, please obtain my approval in writing prior to proceeding with request.

All documents can be mailed in electronic format (preferred format would be .csv or .xls). If any documents are not provided in the format specified, please provide the state or federal statutes relied upon for that decision. If any record or portion of a record responsive to this request is contained in a record or portion of a record deemed unresponsive to the request, I would like to inspect the entire document.

Under the Virginia Freedom of Information Act, all non-exempt portions of any partially-exempt documents must be disclosed. If any records or portions of records are withheld, please state the exemption on which you rely, the basis on which the exemption is invoked, and the name of the individual responsible for the decision.

Sincerely,


 American Transparency/OpenTheBooks.com
 www.openthebooks.com


Attached you will find records responsive to your request for the contracts of Mr. Davidson. Under FOIA, the University of Virginia shall withhold or redact records when their release is prohibited by law; or the University may exercise its discretion to withhold or redact records in accordance with a specific FOIA exemption. Portions of the records produced contain personnel information, exempt under Va. Code §2.2-3705.1(1), and account numbers exempt under Va. Code §2.2-3705.1(13) and these portions have been redacted.

Regarding the portion of your request which seeks total annual compensation for Mr. Davidson:

Year	Total Pay
2020	257,475.00
2021	276,800.00
2022	293,800.00
2023	451,800.00

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,

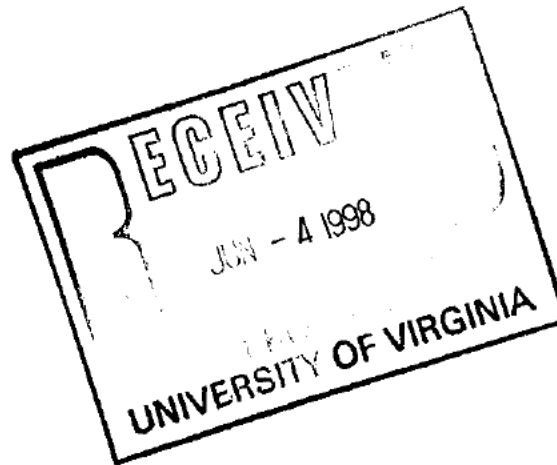
Freedom of Information Act Officer

University of Virginia
www.virginia.edu/foia



Graduate School of Business Administration
University of Virginia
PO Box 6550
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(804) 924-7481
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Office of the Dean



May 20, 1998

Mr. Martin Davidson

§ 2.2-3705.1 (1) Personnel

Dear Martin:

I write to invite you to join the faculty of the University of Virginia Darden School as an Associate Professor of Business Administration for a term of five academic years. This position is established on an academic-year basis at a salary of \$86,000 paid in nine equal installments, effective August 25, 1998. Salary is payable monthly with the first payment commencing on October 1, 1998.

Your acceptance of this invitation in a letter to me will enable the President of the University to recommend your formal election by the Board of Visitors at its next meeting. Please complete the attached faculty data sheet and return it with your letter of acceptance.

As you know, the University has an honor system of which its students and alumni are proud. The system is operated by the student body through the annually-elected Honor Committee. Early in the fall semester of each year, the Honor Committee conducts an orientation program to which you will be invited to learn your role, rights, and responsibilities in the honor system. In accepting this offer, you are indicating a willingness to cooperate with the student body in maintaining the honor system and to act in accordance with its precepts.

We are delighted over the prospect of your joining us. I am sure you will find the Darden School to be a personally and professionally rewarding experience.

Sincerely,



C. Ray Smith
Interim Dean

CRS/rtp

cc: Peter W. Low, Vice President and Provost
Jim Freeland, Associate Dean for Faculty
Mark Reisler, Associate Dean for Administration

FACULTY INTERNAL OVERLOAD COMPENSATION | RECOMMENDATION & AUTHORIZATION FORM

Please read this form carefully before signing and submitting. If you have questions about a faculty member's eligibility, please contact [REDACTED] for pre-approval. The information contained herein is provided as guidance. Before filling out and signing this form, all parties should read [HRM-045: Faculty External Consulting and Internal Overload](#).

Eligibility. Faculty are eligible to earn internal overload compensation only when:

- an intended task or responsibility is clearly **outside the normal responsibilities of the faculty member** as determined by the appropriate school dean,
- the conduct of the task is clearly **in the best interest of the University**, and
- the faculty member is **eminently qualified** to undertake the task.

Projects or responsibilities occupying an identifiable amount of time over the duration of a semester or more should be arranged on a release-time basis. Faculty members taking on an administrative appointment should not be compensated via internal overload; instead, they may be eligible for an administrative supplement in alignment with their school and university practice. Given their broad institutional duties and responsibilities, deans and other senior administrators typically are not eligible for internal overload payments.

Limits. Faculty members are subject to two types of limits related to internal overload, one in relation to time and the other in relation to compensation.

Time: Faculty members are allowed up to 52 days per fiscal year (July 1 to June 30) for both external consulting and internal overload; this is pro-rated for faculty members paid on non-12-month bases. Thus, faculty members who are paid on a nine-month basis are allowed up to 39 internal or external consulting days over the course of the academic year. In the rare circumstances where internal overload involves teaching, each credit taught requires the use of 5 consulting days.

Compensation: Faculty members may not receive more than 33% of their base salary in a fiscal year as internal overload compensation. Any overload payment for credit teaching (approved only in rare circumstances) must be tied to the faculty member's effort and average daily rate (ADR).

ADR is an individual's institutional base salary (as defined in [FIN-053](#)) divided by the number of days worked over the course of a year assuming a five-day work week, which is 260 for 12-month faculty or 195 for 9-month faculty.

Faculty members who reach one of these limits may not engage in additional Consulting (external or internal) for the rest of the fiscal year.

Process

1. Establish that the individual undertaking the activity is eligible to receive overload and that the activity is in compliance with the approved circumstances for internal overload via [HRM-045: Faculty External Consulting and Internal Overload](#). *If there is any question as to whether or not overload is appropriate, email [REDACTED] or consult with an HR Business Partner to ask for guidance.*
2. Complete this recommendation and authorization form, which includes obtaining all signatures **prior to the period of activity**.
3. Copies of the completed authorization should be provided to the supervisor of the faculty member's primary assignment, the supervisor of the overload assignment, and the faculty member themselves.
4. Enter this as period activity pay into Workday and add the completed form as an attachment. The Workday job aid for this action is posted here: <https://virginia.box.com/s/ms5uk052lhgunm97iboqado2rx5qsnn>.

FACULTY INTERNAL OVERLOAD COMPENSATION | RECOMMENDATION & AUTHORIZATION FORM

1. FACULTY MEMBER UNDERTAKING THE OVERLOAD ASSIGNMENT

Name:	Martin Davidson
UVA Computing ID:	██████████

Has this individual previously received internal overload compensation during this fiscal year? Y N

2. PROPOSED OVERLOAD ASSIGNMENT

School/Unit:	Darden School		
Department/Unit:	EMBA		
Description of Proposed Activity or Responsibility:	<i>This description should contain enough information to assess the potential eligibility of this activity for internal overload compensation. As such, it must substantiate that the activity is short term in duration, outside the normal responsibilities of the faculty member designated above, and that the performance of said activity is in the best interest of the University. Attach additional documentation or notes as needed.</i> LR1 Teaching		
Date(s) of proposed activity mm/dd/yyyy:		No. of Consulting Days:	
08/19/2021	08/19/2021	0.33	
<i>Start</i>	<i>End</i>		

Proposed Compensation:	\$2400	<i>Note: This should be the total compensation for the activity described. If this compensation will be split in any way, please add additional notes as appropriate.</i>
Account Code (PTAO)	§ 2.2-3705.1(13) ██████████	

3. SIGNATURES

Faculty Member	<i>By signing this form, the faculty member is certifying that they have not exceeded any of the consulting limits as identified in HRM-045, and that all information provided herein is accurate to the best of their knowledge.</i>		
Signature:	██████████	Date:	08/25/2021
Dean (of overload assignment)	<i>By signing this form, the dean of the unit of overload assignment is recommending the internal overload compensation as described herein and is certifying that the proposed activity and compensation described above is accurate and complete to the best of their knowledge.</i>		
Signature:	Yael Grushka-Cockayne	Date:	08/25/2021
Dean (school of employment)	<i>By signing this form, the dean of the primary school of employment is certifying that they believe the activities described above are outside the normal responsibilities of the identified faculty member, and that they believe that this instance of internal overload compensation, as described herein, is allowable under HRM-045.</i>		
Signature	██████████	Date:	



Office of the Executive
Vice President and Provost

June 13, 2023

Professor Martin Davidson
Darden Business School Via DocuSign

Dear Martin,

I write to invite you to serve as Interim Executive Director of the Contemplative Sciences Center (CSC) effective July 1, 2023, and ending June 30, 2024.

During the time you serve in this interim capacity, your salary will be set at a 12-month, full-time rate of \$398,800. At the end of your term as Interim Executive Director, your salary will revert to its current 9-month, full-time rate of \$299,100. You will be eligible for merit during this time frame.

Other terms of this appointment include:

- You will receive an administrative supplement of \$45,000 during your term as Interim Executive Director. The supplement will be paid monthly along with your base salary.
- You will receive additional wage compensation of \$105,000, in lieu of consulting income. In accepting this offer, you agree to limit your effort to no more than 10 days of consulting while serving as Interim Executive Director.
- Annual contributions by the University to a retirement plan and University-paid insurance covering various liabilities depending on your selection across a menu of choices will continue without change. Contributions to retirement benefits are paid on your 12-month base salary and the administrative supplement (but exclude the wage compensation provided in lieu of consulting income) – this is consistent with university practice. Significant policies and procedures and a description of your faculty benefits may be found at <http://www.hrs.virginia.edu/benefits.html>.
- You will retain your appointment as Tenured Full Professor and the Johnson and Higgins Chair of Business Administration.
- You will teach one course for Darden in Fall 2023, to be determined in consultation with your department chair.
- Other than the single course that you will teach for Darden, 100% of your effort should be dedicated to your work at the CSC.

As Interim Executive Director, you are charged with providing effective leadership and supervision of the CSC. This includes workforce planning, initiatives addressing CSC culture, planning and oversight for the new building, maintaining existing relationships with internal and

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Office of the Executive
Vice President and Provost

June 13, 2023

Davidson

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external stakeholders and forging new partnerships. You will report to me. Further, you are broadly responsible for overseeing and leading the CSC in accordance with University policies consistent with the directions of the provost and the strategic planning approved by the President and/or the Board of Visitors.

As Interim Executive Director and a leading officer of the University, it is your responsibility to be aware of University policies and procedures as in effect from time to time. In addition, you are subject to the University's Code of Ethics and its conflict-of-interest policies. You may access pertinent University policies through the University's Policy Directory at <http://www.virginia.edu/uvapolicies>, and other faculty policies on the Provost's website at <https://provost.virginia.edu/academic-policies>. You may access the University Code of Ethics at <http://www.virginia.edu/statementofpurpose/uethics.html>.

Please indicate your acceptance of the terms of this offer by signing below and returning a copy to me via DocuSign.

Thank you, Martin, for your willingness to serve in this interim capacity and for all your good work and service. I look forward to working with you in this endeavor.

Sincerely,

[Redacted signature]

Brie Gertler
Vice Provost, Academic Affairs

cc: Ian Baucom, Executive Vice President and Provost
Jane Davis, Senior HR Business Partner

I accept the terms of the interim service outlined in the letter above.

[Redacted signature]

Martin Davidson

June 14, 2023

Date