

## **EXCEPTION TO THE VIRGINIA CONFLICT OF INTERESTS ACT**

**WHEREAS**, the Code of Virginia section 2.2-3106 prohibits an employee from supervising a member of his or her immediate family; and

**WHEREAS**, Dr. Cayelan Carey has accepted the position as director for the Center of Ecosystem Forecasting (CEF) and her spouse, Professor R. Quinn Thomas, is serving as associate director of the center; and

**WHEREAS**, Dr. Cayelan Carey has agreed she will not participate in, nor have influence over, decisions related to Dr. R. Quinn Thomas's evaluation, professional development, compensation, research program, or other personnel related decisions.

**NOW, THEREFORE BE IT RESOLVED**, that personnel decisions affecting Dr. R. Quinn Thomas, including annual performance evaluations, recommendations for advancement, award nominations, and other related personnel actions will be reviewed and approved by the Chair of the Department of Biological Sciences, currently Dr. Robert Cohen, and that the final evaluation will be reviewed and approved by dean of the College of Science and the executive vice president and provost.

### **RECOMMENDATION:**

That an exception to the Conflict of Interests Act be granted by the Board of Visitors as provided by the Code of Virginia with appropriate safeguards for the supervision of Dr. R. Quinn Thomas during the time in which his spouse serves as center director.

April 9, 2024