MEMORANDUM

TO: The Diversity & Inclusion Committee:

Frank M. Conner III, Co-Chair
Allison Cryor DiNardo, Co-Chair
Kevin J. Fay
Barbara J. Fried
William H. Goodwin Jr.
Daniel T. Judge
George Keith Martin, Ex-Officio
Joe Garofalo, Faculty Consulting Member

and

The Remaining Members of the Board:

Frank B. Atkinson
L.D. Britt, M.D.
Helen E. Dragas
Frank E. Genovese
John A. Griffin
Victoria D. Harker

Bobbie G. Kilberg
Stephen P. Long, M.D.
John G. Macfarlane III
Edward D. Miller, M.D.
John L. Nau III

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Diversity & Inclusion Committee on June 11, 2015

The Diversity & Inclusion Committee of the Board of Visitors of the University of Virginia met, in Open Session, at 3:50 p.m., on Thursday, June 11, 2015, in the Auditorium of the Albert and Shirley Small Special Collections Library of the Harrison Institute. Mr. Frank M. “Rusty” Conner III and Ms. Allison Cryor DiNardo, Co-Chairs, presided.

Present were George Keith Martin, Kevin J. Fay, Barbara J. Fried, William H. Goodwin Jr., Daniel T. Judge, and Joe Garofalo. L.D. Britt, M.D. also attended.
Teresa A. Sullivan, Archie L. Holmes, and Gregory W. Roberts were the presenters.

Ms. DiNardo and Mr. Conner opened the meeting, giving the floor to Dr. Martin. Dr. Martin reviewed the agenda.

Report by the Dean of Undergraduate Admission: Undergraduate Admission Diversity

Mr. Roberts reported that the 2014-15 data from the Journal of Blacks in Higher Education indicates the University made more offers of admission to African American students than any school in the top 25, and it enrolled more African American students than any school in the top 25 except for the University of North Carolina at Chapel Hill. Between the fall of 2012 and the fall of 2015, the percentage of first year African American students, inclusive of multiracial African American students, increased from 7.1% to 8.3%. Committee members asked for data on the year-to-year retention rates for minority students.

Report by the President: The President’s Ad Hoc Group on University Climate and Culture

Ms. Sullivan said the Ad Hoc Group reviewed more than 80 recommendations, which had been developed by its working groups. Some recommendations will be addressed by initiatives that were underway prior to the formation of the Ad Hoc Group. Several recommendations will be implemented for the 2015-2016 academic year. Others require additional consideration and exploration.

A number of efforts are underway to curb sexual misconduct; these include education related to healthy relationships, consent, and bystander intervention. Starting this fall, there will be a mandatory online training module for undergraduate and graduate students. The University has entered into a partnership with Harvard Law School and the Futures without Violence Organization to develop a curriculum for sexual assault prevention and response. The University is hiring a full-time Title IX Coordinator and is working to comply with the governor’s task force recommendations.

Report by the President: UVA Alumni for Change and the Black Student Alliance Concerns

Ms. Sullivan reviewed the following recommendations contained in the U.Va. Alumni for Change letter presented during the April 2015 Black Alumni Weekend and in the “Towards a Better University” report prepared by the Black Student Alliance:

- Increase black student enrollment
- Increase number of black faculty
• Expand and deepen efforts to educate students on the University’s history
• Increase support for the Carter G. Woodson Institute and the Office of African American Affairs
• Require public comment at meetings of the Board
• Initiate a capital campaign to benefit a memorial for enslaved laborers
• Address concerns with law enforcement
• Address living wage concerns
• Establish a President’s advisory council for Black alumni

Ms. Sullivan has responded to both groups. Ms. Sullivan, other administrators, Ms. DiNardo, and Mr. Conner also met with black student leaders to better understand their concerns. During the meeting, several students described the isolation they feel as minority students and stated that they are rarely taught by black professors.

Report by the Vice Provost for Educational Innovations and Interdisciplinary Studies: Faculty Recruitment

Mr. Holmes said the upcoming generational turnover in faculty will be an opportunity to hire a more diverse faculty because the number of prospective candidates is greater than it was 30 or 40 years ago. The data shows that since 1987 the percentage of women faculty has increased from 15% to 30% and that the percentage of African American faculty has essentially remained the same. When compared with the 62 institutions in the Association of American Universities, the University’s rank is 47 for the number of women faculty and 58 for minority faculty.

To capitalize on this opportunity the University will need an institutional commitment, new programs focused on diversity at the institutional and school levels, and a focus on inclusion and climate. Goals, accountability, and monitoring will be key elements. New programs will focus on active on-going recruitment, cluster hiring, target of opportunity hiring, and more support for dual career couples.

On motion, the committee adjourned at 5:30 p.m.

SGH: wt1

These minutes have been posted to the University of Virginia’s Board of Visitors website:
http://www.virginia.edu/bov/diversityandinclusioncommitteeminutes.html