I. Opening comments by Rusty Connor related to the Martese Johnson case (reproduced below):

Our agenda was set today several weeks ago because it takes time to prepare for it, well before the incident of last week, and so the agenda seems to be in a little bit dissonant with what a lot of people are really concerned about in the University community and rightfully so as it relates to Diversity and Inclusion. We want to acknowledge that. We also want to acknowledge and endorse our Rector’s comments earlier today about that incident. It raises a whole host of issues: first, about the appropriateness of how we are enforcing our alcohol consumption laws; second, the disproportionate use of force by certain law enforcement agencies relative to acts that are alleged to have been committed; and obviously a third issue which we’ve seen an awful lot of upsetting information about is the application of the criminal justice system to the African American community and in particular to African American men. These are very large issues that our society needs to address. It has also raised within our community a number of issues relating to the experience that African Americans, and I would suggest, all minorities, feel in the University community. So, we are going to embark upon some very serious and very real and very genuine discussions with members of all of our minority communities and I want to acknowledge that—conversation is the first step in developing actions that can actually make a difference and we are going to do that. It is unfortunate that this conversation is going to be started as a result of an incident last week but we are going to be very much a part of that and I didn’t want you to think that we were going forward with the normal agenda without acknowledging the very real issues that we now need to tackle. So, that is my sentiment and it is shared by my co-chair and I am sure all members of this committee, and I will ask you to go through our agenda please.

II. Alison Cryor Dinardo introduced Marcus Martin

III. Dr. Martin introduced the 2 agenda items:

A. Faculty Salary Study – Kerry Abrams reported
   1. Review of Faculty Salary Study results issued last summer
      a. 2.7% average gender gap
      b. 1.5 years average longer from associate to full professor for women
   2. Update on salary adjustments
      a. Met with each dean (except SOM and SCPS)
      b. Each dean evaluated faculty salaries, using their schools’ own performance metrics, and determined whether adjustments needed to be made
c. Several schools had already done their own internal equity adjustments when determining merit raises and in these schools, no additional adjustments were necessary.

d. Several schools did make adjustments. They came up with their own methodology, using performance metrics for each faculty in conversation with me. Both men and women were recipients of the adjustments. Many of the inequity appeared to be the result of salary compression and timing (if a faculty member arrived at a time when there were no raises approved for several years, they were more likely to be below expected salary).

e. Adjustments were paid for by withholding 10% of the merit pool raise approved by the BOV last fall.

3. Next Steps
   a. Phase II: Non-tenure track faculty salary study and SOM
   b. Are performance metrics gendered? Course evaluations, citation counts, journal impact
   c. Are there impediments to women and faculty of color’s performance? Service burdens, especially at the associate level, lack of access to child care
   d. On many of these issues the work of UVA CHARGE has been instrumental. UVA CHARGE is an NSF Advance program, dedicated to increasing the participation of women in STEM and SBE (social, behavior, and economic science) fields
   e. For example, they prepared departmental demographic sheets that give department chairs and search committees a quick tool for determining the makeup of the pool and pipeline for their field (Ph.Ds and post-docs)
   f. We are tracking and analyzing data regarding lab space, office space, and start-up packages
   g. Conducted a study of women’s use of lab space on grounds, discovered women reported they were unlikely to use their labs at night because of poor lighting, worked with buildings and grounds to get lighting installed, and are now conducting a follow-up study by tracking the use of swipe cards during evening hours to determine whether it has made a difference.
   h. Will continue to work with deans each year to monitor equity; also work with deans and department chairs to make interventions as we discover what issues are particularly impacting women and faculty of color.

B. 2015 Martin Luther King, Jr. Celebration Overview and Video
   1. President Sullivan, VP's and Deans have been very supportive of the two week MLK celebration which we have held the past five years. The community MLK celebration provides a unique opportunity for the university to publicly illustrate its commitment to community partnerships around diversity, equity and inclusion. A broad range of community and university representatives engage in the celebration planning. Each year Deans appoint school representatives to the MLK celebration planning committee. Nearly 100 individuals including faculty, students Staff and members of the community worked with enthusiasm to develop about 25 events this year with wide appeal. On the ideals of equality, civility and mutual respect. There were lectures, film
screenings, panel discussions, performances, workshops, shadowing opportunities in the health system and other youth events. The theme this year was "Giving Voice" in recognition of 150th anniversary of the 13th Amendment to the US Constitution which abolished slavery and involuntary servitude and the 50th anniversaries of the Voting Rights Act and Civil Rights Act. Highlights included the 30th Annual Community MLK celebration held at Mt Zion First African Baptist Church where President Sullivan spoke. A keynote address on Legacy and Justice: Civil Rights in the Modern Era by Ta Nehisi Coates National Correspondent at the Atlantic Performance at the Paramount "Raisin Cane: A Harlem Renaissance Odyssey" starring Jasmine Guy which through text, music, song and dance explored the critical history in our country when blacks migrated from south to north looking for a new start on life. We included a special "Raisin Cane" performance for 1000 school age children. With the help of Eduardo Montes Bradley. A short video was created highlighting 2015 MLK events.

During the community MLK celebration the work of the President's Commission on Slavery at the University was presented at the Jefferson School African American Heritage Center. Over 350 community members, alumni, faculty, staff and students attended. We discussed the charge and progress of the PCSU.

a. Charge of the Commission:
   (1) Research UVA’s historical relationship with slavery,
   (2) Communicate the contributions of the enslaved,
   (3) Educate students, faculty, staff, alumni, visitors and community about the legacy of slavery at the university
   (4) Provide advice and recommendations on Commemoration

b. Specific Initiatives being considered
   (1) Convert known slave spaces
   (2) Into interpretive educational centers
   (3) Integrate the history of slavery at UVA into
   (4) Interactive media in the Rotunda Visitor's Center
   (5) Create one or more physical memorials to the enslaved
   (6) Create scholarships and professorships
   (7) Develop a course curriculum on slavery
   (8) Produce scholarly reports and papers
   (9) Improve relations with community
   (10) Institutionalize projects to promote diversity and inclusion beyond the life of the commission
   (11) Name one or more buildings after slaves at UVA

c. Progress
   (1) Hired a post-doc research associate
   (2) Held a symposium “ Universities Confronting the Legacy of Slavery” last fall with the generous support of John and Barbara
Nau and Amy Griffin. Over 350 people attended, representing Over 15 institutions of higher learning We held a commemoration of The UVA African American Cemetery

2. Dr. Martin thanked the BOV for adopting the resolution for the Gibbons House naming located not too far from the African American Cemetery.