

April 16, 2004

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
G. Slaughter Fitz-Hugh, Jr.  
Glynn D. Key  
John R.M. Rodney  
Georgia M. Willis  
John O. Wynne  
Gordon F. Rainey, Jr., Ex Officio

and

The Remaining Members of the Board:

William G. Crutchfield, Jr.	Lewis F. Payne
Susan Y. Dorsey	Don R. Pippin
Thomas F. Farrell, II	Terence P. Ross
W. Heywood Fralin	Thomas A. Saunders, III
Mark J. Kington	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on  
Diversity on April 16, 2004

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 9:20 a.m., Friday, April 16, 2004, in the East Oval Room of the Rotunda; Warren M. Thompson, Chair, presided. G. Slaughter Fitz-Hugh, Jr., Ms. Glynn D. Key, John R.M. Rodney, Ms. Georgia M. Willis, John O. Wynne, and Gordon F. Rainey, Jr., Rector, were present.

Also present were William G. Crutchfield, Jr., Ms. Susan Y. Dorsey, W. Heywood Fralin, Mark J. Kington, Lewis F. Payne, and Don R. Pippin.

James W. Head, the Student Member-elect, was there also.

Present as well were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Ms. Patricia M. Lampkin, Gene D. Block, Ms. Colette Sheehy, Robert E. Reynolds, M.D., Ms. Yoke San L. Reynolds, R. Ariel Gomez, M.D., William W. Harmon, Steven H. Kaplan, Arthur Garson, Jr., M.D.,

Edward L. Ayers, Ms. Gertrude J. Fraser, Justin Ferira, and Ms. Jeanne Flipppo Bailes.

The Chair welcomed the new Members of the Board and remarked that not only is this Board diverse, but it is committed to the principles of diversity. He then outlined the Agenda, saying that Mr. Block and Mr. Ayers would comment on faculty diversity, and that Mr. Justin Ferira, President of the Class of 2004, would comment on diversity from the student perspective. The Chair said, too, that he wanted to continue the discussion from the last meeting of the Committee of designating someone to lead the efforts at diversification.

REPORT BY THE VICE PRESIDENT AND PROVOST

Mr. Block, the Vice President and Provost, gave an overview of efforts to recruit more women and more African Americans to the faculty.

In 1998, 27% of the faculty were women; in 2003, the number had risen to 29%. The figure for African Americans over the same period has remained the same - 3%. As for the number of full professors: 13% are women and 2% are African American.

A comparison was made with 25 peer group institutions in the fall of 2001: in this reckoning, the University stood 11<sup>th</sup> in the number of African American faculty as a percentage of the whole faculty - ahead of the University of California at Berkeley, but behind such institutions as Emory University, the University of North Carolina, the University of Michigan, and Duke University. Among the same grouping and also in the fall of 2001, the University ranked 23<sup>rd</sup> (out of 25) in the number of women as a percentage of full-time faculty; Washington University and the University of Pennsylvania ranked lower.

There are approximately 250 faculty searches currently underway, after the hiring freeze forced by budgetary constraints, and Mr. Block remarked that this gives the University a chance to improve these standings.

Mr. Block said Ms. Gertrude Fraser, the relatively newly appointed Vice Provost for Faculty Enhancement, will conduct focus groups this spring and summer, across the University, on the recruitment and retention of women and African American faculty. She will attempt to identify the particular needs of women and African American faculty and to develop mentoring programs. Mr. Block described efforts to place non-academic partners in positions either at the University or in the community outside the University. He commented that everyone at

the University must be involved in these recruiting efforts if they are to be successful

Mr. Wynne and Ms. Fraser commented on studies that have been done of recruiting efforts at other institutions. These studies have tried to assess the climate at these schools for diversity.

Mr. Fitz-Hugh suggested that definite goals be established.

The Chair noted that the figures have been about the same for the last five years. Ever since he has been on the Board, there has been concern about recruiting a more diverse faculty, but there has been no improvement. Five flat years in the performance of the Endowment or in admissions figures would not have been tolerated.

REPORT BY THE DEAN OF THE COLLEGE OF ARTS AND SCIENCES

Mr. Ayers remarked that the discussion just finished was one of the most heartening things he had heard since he arrived at the University. He said, too, that Mr. Block is committed to a more diverse faculty and that contrary to appearances, initiatives have been started during the "flat" period of the last few years.

Mr. Ayers then gave the Committee figures for the faculty in the College. For example, women are the majority among foreign language teachers but make up only 13% of the faculty in the physical sciences. There are no African Americans in biological sciences, but African Americans make up nearly 6% of the faculty in the social sciences.

He went on to list some of the challenges in recruiting faculty to the University. Faculty salaries have been a major factor, as have been unresolved problems in spousal hiring. Good faculty from other institutions being recruited by the University - or by any school - also look at the quality of graduate students; the University's under-funding of graduate students has been a major problem. Mr. Ayers commented that these are things any potential faculty - be they women, African Americans, or anyone - are going to be concerned about.

Another factor is the University's history as a Southern institution, which presents problems that an MIT or a Princeton does not have.

The hiring freeze of the last few years can work to the University's advantage in that the pool of potential hires is much more diverse now as the University re-enters the market,

than it was before the freeze. A large number of senior faculty were recruited in the 1960s and 1970s and thus will be retiring in the next decade; this, too, will present opportunities for more diverse hiring.

Mr. Ayers said he has informed department chairs that departmental hiring committees must be diverse. He described a recent series of very successful searches in American Studies, which resulted in offers made to an interesting group of women and African Americans. The majority of offers this spring in the College have been made to women and all in all, he said, remarkable progress has been made this year.

Mr. Wynne commented that no institution in this country has figured a way to work into the tenure process the fact that women faculty may want to take time off to have a family. He urged that the University "think outside the box" on this subject.

REPORT BY THE PRESIDENT OF THE CLASS OF 2004

The Chair introduced Mr. Justin Ferira, President of the Class of 2004. Mr. Ferira described the activities of the 2004 Trustees this year, which included recruiting more African American students to be Class Trustees.

Commenting in general on questions of race at the University, Mr. Ferira said there is a sense of complacency among students on racial matters - students don't seem interested in mixing outside their own "bubbles." Nonetheless, students are aware and are concerned and this year, in contrast to his first three years at the University, Mr. Ferira said there is public discussion.

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On motion, the meeting was adjourned at 10:35 a.m.

AGG:lah

These minutes have been posted to the University of Virginia's Board of Visitors website.

<http://www.virginia.edu/bov/specialcommminutes.html>