

February 5, 2004

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Thomas J. Bliley, Jr.  
Lewis F. Payne  
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.	Mark J. Kington
Susan Y. Dorsey	Don R. Pippin
Thomas F. Farrell, II	Terence P. Ross
Charles L. Glazer	Thomas A. Saunders, III
William H. Goodwin, Jr.	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on  
Diversity on February 5, 2004

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 2:50 p.m., Thursday, February 5, 2004, in the East Oval Room of the Rotunda; Warren M. Thompson, Chair, presided. Thomas J. Bliley, Jr., Lewis F. Payne, John R.M. Rodney, Ms. Georgia M. Willis, John O. Wynne, and Gordon F. Rainey, Jr., Rector, were present.

Present as well were William G. Crutchfield, Jr., Ms. Susan Y. Dorsey, Thomas F. Farrell, II, Charles L. Glazer, William H. Goodwin, Jr., Mark J. Kington, and E. Darracott Vaughan, Jr., M.D.

Also present 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, Ms. Yoke San L. Reynolds, Michael J. Smith, Ms. Angela M. Davis, Ms. Priya Parker, Clark Herndon, Ms. Jessica Fowler, and Ms. Jeanne Flipppo Bailes.

BECAUSE OF A MALFUNCTION IN THE RECORDING EQUIPMENT IN THE ROTUNDA, MOST OF THESE MINUTES ARE A RECONSTRUCTION

COMMENTS BY THE CHAIRMAN

The Chair said the Committee needs to think about who will take charge of seeing that diversity initiatives are implemented, and at what level in the University hierarchy this person will be.

On the Agenda for the meeting is a report from the co-Chairs of the President's Commission on Diversity on their work. Finally, he said, Ms. Lampkin and students will report on diversity initiatives already in place at the University.

REPORT FROM THE PRESIDENT'S COMMISSION ON DIVERSITY AND EQUITY

Mr. Smith and Ms. Davis, Co-Chairs of the President's Commission on Diversity and Equity, gave a progress report on the work of the Commission. Mr. Smith said the Commission is in the midst of an important and lively conversation at the University. He said the Commission's recommendations will build on existing strengths at the University. Among the issues the Commission's final report will cover are faculty recruitment and retention and graduate student financial aid - all issues that are important in the building of a more diverse faculty and student body.

[At this point, the recording equipment ceased to function altogether.]

INTRODUCTION OF MS. GERTRUDE FRASER

Mr. Block, Vice President and Provost, introduced Ms. Gertrude J. Fraser, recently appointed by him as Vice Provost for Faculty Advancement.

REPORT BY THE VICE PRESIDENT FOR STUDENT AFFAIRS

Ms. Lampkin told the Committee about a fairly recent organization at the University, Sustained Dialogue, termed "a process for changing strained community relationships." She introduced Ms. Priya Parker, one of the founders of the group at the University and outgoing Chair, Mr. Clark Herndon, the new Chair, and Ms. Jessica Fowler, Vice-Chair. They described some of the work of their group and handed around copies of their magazine.

On motion, the meeting was adjourned at 3:45 p.m.

AGG:lah

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

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