

January 19, 2006

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Georgia Willis Fauber  
G. Slaughter Fitz-Hugh, Jr.  
Thomas F. Farrell, II, Ex Officio  
Catherine S. Neale  
John O. Wynne

And

The Remaining Members of the Board:

A. Macdonald Caputo  
The Hon. Alan A. Diamonstein  
Susan Y. Dorsey  
Glynn D. Key  
Mark J. Kington  
Vincent J. Mastracco, Jr.  
The Hon. Lewis F. Payne  
Don R. Pippin  
Gordon F. Rainey, Jr.  
E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity  
on January 19, 2006

The Special Committee of the Board of Visitors on Diversity met, in Open Session, at 4:35 p.m., Thursday, January 19, 2006, in the Board Room at the Rotunda; Warren M. Thompson, Chair, presided.

Present were Mrs. Georgia Willis Fauber, G. Slaughter Fitz-Hugh, Jr., Ms. Glynn D. Key, Ms. Catherine S. Neale, and Thomas F. Farrell, II, Rector.

Also present were W. Heywood Fralin, A. Macdonald Caputo, Ms. Susan Y. Dorsey, and The Honorable Lewis F. Payne.

Present, too, were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Gene D. Block, William B. Harvey, R. Ariel Gomes, M.D., Ms. Patricia M. Lampkin, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, William Cooper, and Ms. Jeanne Flippo Bailes.

The Chair opened the meeting and asked Mr. Harvey, Vice President and Chief Officer for Diversity and Equity, to present the Agenda.

Mr. Harvey gave a report he called "Around the Grounds in Eighty Days," a summation of his first eighty days at the University. He termed it "a period of listening and learning." He said he has had ninety meetings with administrators, faculty, leaders of the student body, staff and community leaders, and he has attended a number of receptions, dinners, and so on, including one Bowl game. The Report of the President's Commission on Diversity and Equity continues to be the "road map," he told the Committee, and it is significant that 19 of the Report's 27 recommendations have been accomplished.

Mr. Harvey also described how his office is being organized; he will practice "horizontal management," working across several areas of responsibility, and he emphasized that his office's information dissemination strategy will be forward-looking and proactive, and that it will highlight and publicize the positive aspects of the University. At every opportunity, he said, he will continue to stress the point that embracing diversity will improve institutional quality and reputation.

At the Chair's request, Ms. Sheehy, Vice President for Management and Budget, and Mr. William Cooper, Director of Supplier Diversity, reported on recent efforts to increase the amount of business the University does with Small, Women, and Minority (known by the convenient acronym, SWAM) firms.

They described in some detail the efforts that have been made, both in encouraging SWAM vendors and in making potential University users aware of SWAM firms and what they have to offer.

Following this report, and after some discussion, the Committee adopted the following resolution (the resolution requires no action by the full Board of Visitors but will be entered on the Minutes of the next Board meeting as a matter of record)

COMMITTEE'S GOAL ON SUPPLIER DIVERSITY

RESOLVED that the Chair confer with Mr. William Cooper and Vice President Sheehy to update the Committee's goal on supplier diversity. The revised goal then is to be reported to the full Board.

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

AGG:jb

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

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