

January 22, 2007

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair
Daniel R. Abramson
Georgia Willis Fauber
G. Slaughter Fitz-Hugh, Jr.
Anne Elizabeth Mullen
John O. Wynne
Thomas F. Farrell, II, Ex Officio

and

The Remaining Members of the Board:

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

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on
Diversity on January 22, 2007

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 9:50 a.m., Monday, January 22, 2007, in the Byrd Seminar Room of the Harrison Institute; Warren M. Thompson, Chair, presided. Daniel R. Abramson, Mrs. Georgia Willis Fauber, G. Slaughter Fitz-Hugh, Jr., Ms. Glynn D. Key, and Thomas F. Farrell, II, Rector, were present.

Present as well were W. Heywood Fralin, A. Macdonald Caputo, the Honorable Alan A. Diamonstein, Ms. Susan Y. Dorsey, the Honorable Lewis F. Payne, and Gordon F. Rainey, Jr.

Don R. Pippin participated by telephone.

Also present were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, William B. Harvey, Arthur Garson, Jr., M.D., R. Ariel Gomez, M.D., James I. Hilton, R. Edward Howell, Ms. Patricia M. Lampkin, Ms. Colette Sheehy, William Cooper, Eric N. Denby, Ms. Shannon A. Wampler, Robert Bland, and Ms. Jeanne Flipppo Bailes.

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

REPORT BY THE VICE PRESIDENT

Mr. Harvey introduced Mr. Robert Bland, an early African American student at the University who took a degree from the Engineering School in 1959.

Mr. Bland addressed the Committee briefly, speaking about the changes at the University since he was an undergraduate. He said he had met with the Peer Advisor group and was very impressed with their dedication and enthusiasm.

Mr. Harvey reported on the first University of Virginia Symposium on Race and Society, held last November. There were about 250 participants, he said, mostly scholars and students. The Symposium is to be an annual event to be sponsored by different schools and organizations at the University. The 2007 Symposium will address health issues and will be held under the aegis of the School of Medicine.

Mr. Harvey gave a brief report on the Committee's goals and work plan, as agreed to at the Board Retreat last July.

The Virginia Minority Supplier Development Council, Mr. Harvey told the Committee, presents several annual awards. "Raising the Bar Public" recognizes supplier development and is given to the organization showing a significant improvement in its program from the previous year. The University has received this year's award.

Another of the Council's awards is "Minority Business Enterprise Advocate of the Year," and this year's award has gone to Mr. William Cooper, Director of Supplier Diversity in the Department of Procurement Services. Mr. Cooper thanked the Committee for its support and said credit should go, too, to Ms. Shannon Wampler of his office.

Mr. Abramson commented on the University's excellent graduation record of undergraduate African American students. The University lags, however, on the number of minority faculty, and he wondered what could be done about it.

Mr. Harvey replied that progress has been made, particularly in relation to the University's peer AAU institutions, but African-American faculty account for only 3.8% of the whole. The numbers for Hispanic faculty are very low.

Ms. Dorsey, commenting on the awards given to the Procurement Office, said that thanks should go to Ms. Sheehy for all she did to improve the University's record in the area of minority procurement.

The Chair remarked that he and Ms. Dorsey have formed a committee at the Darden School to work with the Dean in the areas of recruiting minority students and faculty and establishing strong ties with African-American alumni of the School. He urged colleagues on the Committee to do the same thing in other parts of the University where they might have strong ties.

Mr. Bland suggested working closely with some of the "pioneer" African-American alumni of the University.

Mr. Pippin asked Mr. Prior to talk to the Chair about the possibility of organizing a committee at Wise similar to the Darden committee.

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

AGG:jfb

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

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