

May 8, 2007

MEMORANDUM

TO: The Special Committee on Diversity:

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

and

The Remaining Members of the Board:

A. Macdonald Caputo	Vincent J. Mastracco, Jr.
Alan A. Diamonstein	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.
Austin Ligon	Carey J. Mignerey

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on  
Diversity on May 8, 2007

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 10:30 a.m., Tuesday, May 8, 2007, in the Lower East Oval Room of the Rotunda; Warren M. Thompson, Chair, presided. Daniel R. Abramson, G. Slaughter Fitz-Hugh, Jr., John O. Wynne, and Thomas F. Farrell, II, Rector, were present.

Present as well were W. Heywood Fralin, A. Macdonald Caputo, Ms. Glynn D. Key, Vincent J. Mastracco, Jr., The Hon. Lewis F. Payne, Gordon F. Rainey, Jr., E. Darracott Vaughan, Jr., M.D., and Carey J. Mignerey.

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., James L. Hilton, Ms. Patricia M. Lampkin, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, Ms. Valerie H. Gregory, Ms. Jessica Childress, Frank Michael Munoz, Jr., Michael W. O'Brien, Toby Zhang, 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 introduced Ms. Valerie H. Gregory, Assistant Dean of Admissions, who directs the "Outreach Office" in the Office of Admission. Ms. Gregory spoke on the activities of the Outreach Office, as well as general questions of minority admission.

Ms. Gregory told the Committee that 2006 "turndown" survey, which is to say a survey of students who were offered admission to the University last year but who decided to turn down those offers, seem to indicate four principal reasons for their decisions not to come to the University:

1. Acceptance to "top tier schools" such as Harvard, Princeton and Yale.
2. Merit scholarships are better at other institutions.
3. No opportunity to visit the Grounds.
4. Concerns about the racial climate at the University.

She then discussed various recruitment (encouraging students to apply) and yield (encouraging students offered admission to accept those offers) activities.

One of the recruitment activities she described is the "Virginia Alumni Admissions Network," (VAAN) an organization - put together by the Admission Office and the Alumni Association - of African-American alumni who work to encourage applications for admission from minority students. The Admission Office has found that personal contacts and connections are perhaps the most effective ways of encouraging minority applicants. VAAN has enjoyed some success along these lines.

Ms. Gregory spoke, too, on questions of minority admissions in the current admissions season, and answered a number of questions from Members.

The Chair thanked Ms. Gregory and asked her to provide the Committee, at the conclusion of the admissions season, with final numbers on minority applicants and offers, including figures for graduate students.

Mr. Harvey introduced four fourthyear students, candidates for degrees in either the College or the McIntire School: Ms. Jessica Childress, Mr. Frank Michael Munoz, Mr. Mike O'Brien, and Mr. Toby Zhang. They described their respective experiences, good and bad, as students, and made suggestions for possible changes.

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On motion, the meeting was adjourned at 11:45 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>