

October 5, 2007

MEMORANDUM

TO: The Educational Policy Committee:

Glynn D. Key, Chair
Alan A. Diamonstein
Susan Y. Dorsey
Austin Ligon
Vincent J. Mastracco, Jr.
Carey J. Mignerey
Lewis F. Payne
E. Darracott Vaughan, Jr., M.D.
John O. Wynne
W. Heywood Fralin, Ex Officio

and

The Remaining Members of the Board:

Daniel R. Abramson	Thomas F. Farrell, II
A. Macdonald Caputo	Don R. Pippin
G. Slaughter Fitz-Hugh, Jr.	Gordon F. Rainey,
Warren M. Thompson	

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Educational Policy
Committee on October 5, 2007

The Educational Policy Committee of the Board of Visitors of the University of Virginia met, in Open Session, at 9:15am, Friday, October 5, 2007, in the Board Room at the Rotunda; Ms. Glynn D. Key, Chair, presided.

Present were The Hon. Alan A. Diamonstein, Ms. Susan Y. Dorsey, Austin Ligon, Vincent J. Mastracco, Jr., The Hon. Lewis F. Payne, E. Darracott Vaughan, Jr., M.D., John O. Wynne, Carey J. Mignerey, and W. Heywood Fralin, Rector.

Also present were Daniel R. Abramson, G. Slaughter Fitz-Hugh, Jr., Don R. Pippin, Gordon F. Rainey, Jr., and Warren M. Thompson.

Present, too, were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Arthur Garson, Jr., M.D., Ms. Susan Carkeek, R. Ariel Gomez, M.D., William B. Harvey, James L. Hilton, Sharon L. Hostler, M.D., R. Edward Howell, Ms. Patricia M. Lampkin, David J. Prior, Ms. Colette Sheehy, Robert D. Sweeney, Ms. Gertrude J. Fraser, Milton Adams, George Stovall, and Ms. Jeanne Flippo Bailes.

Kenneth A. Schwartz, Consulting Member representing the Faculty Senate, and Ricardo A. Padron, Chair of the Faculty Senate, were present as well.

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

The Chair convened the Committee and asked Dr. Garson, Executive Vice President and Provost, to present the Agenda.

Dr. Garson in turn introduced Mr. George Stovall, Director of Institutional Assessment and Studies, and asked him to give the Committee an update on the 2008 *U.S. News and World Report* undergraduate rankings.

Mr. Stovall described the criteria used by *U.S. News* - or "Measures of Quality," as they put it - in developing their rankings: Peer Assessment accounts for 25% of the final score; Graduation and Retention, 20% (a weighted score of average graduation rate - 80% - and average freshman retention rate - 20%); Faculty Resources, 20%; Student Selectivity, 15 %, Financial Resources, 10% (defined as measuring "the average spending per student on instruction, research, student services, and related educational expenditures"); Graduation Rate Performance (5%); and Alumni Giving, 5% (percent of living undergraduate alumni who donate).

Mr. Stovall gave the University's current scores in each of these categories - and related them to the goals of the University's Ten Year Academic Plan.

In the newest *U.S. News* rankings, the University tied for 23rd place with Georgetown University and ranked 2nd among public universities.

The Provost next asked Ms. Gertrude Fraser, Vice Provost for Faculty Advancement, to give the Committee an update on faculty diversity and recruitment initiatives.

Citing, first, figures for the academic year, 2005-06, Ms. Fraser told the Committee that among 61 AAU institutions, the University ranked 12th in the number of African Americans on the

faculty, 48th in the number of women, 59th in the number of Hispanic Americans, and 59th in the number of Asia Americans.

She then gave a brief summary of faculty by gender: for full professors, the ratio of women to men is almost 1:6; for assistant professors, the ratio of women to men is approximately 3:4.

Turning to faculty recruitment in the academic year 2006-2007, Ms. Fraser reported that the University hired 55 new women faculty, compared to 30 in the previous recruitment year. Thus, 61% of the new faculty in the current academic year are women. Refining the data a bit, she said the yield rate (offers accepted over offers made) was 70% for women and 68% for men.

She noted that during 2005-06, one Hispanic/Latino joined the faculty, but four joined in 2006-07. The yield rate for this year (with 11 offers still pending) is 50% for African Americans, 52% for Asian Americans, 80% for Hispanics/Latino Americans, 100% for Native Americans, and 72% for White Americans.

Ms. Fraser then discussed the results of surveys taken of persons who were offered positions at the University but who declined the offers, and from there talked about recruitment and candidate cultivation and how best to organize effective search committees. Faculty development and retention is an important factor once offers have been accepted, and Ms. Fraser talked about efforts in this regard, both in place now and proposed.

Given current trends and practices in recruitment and employment at the University, Ms. Fraser speculated on how the University might compare six to ten years in the future: for example, in the number of women faculty, the University ranked 48th among 61 AAU institutions in 2005; if 75 additional women were hired, our ranking could rise to 24th (assuming the numbers of men at the University and peer percentages for women are constant).

Dr. Garson next asked Mr. Adams and Mr. Stovall to give a report to the Committee on increasing the economic diversity of the student body.

They stated first off that the University has fewer low-income students than most of its peers, particularly its peers among the public universities. But the University has a great opportunity in that a number of high-achieving low-income Virginia high school students do not apply for admission to the University - as many as 700 in a recent year. Messrs. Adams and Stovall concluded that the University needs "to develop new and more effective recruiting programs as well as find a way to

better identify low-income students earlier in the recruitment and application process."

At Dr. Garson's request, Ms. Reynolds, Vice President and Chief Financial Officer, gave the Committee an update on Access UVa.

Ms. Reynolds presented a number of statistics and reminded the Committee that a goal of Access UVa is to eliminate need-based loans to low-income students and to increase the socio-economic diversity of the student body. Loans thus are being capped and the loan cap will be fully implemented in the 2008-2009 session.

One aspect of Access UVa is to introduce "financial literacy" among students, which is to say to improve, among students receiving Access UVa grants, understanding of financial planning and debt management. This is done, Ms. Reynolds said, by way of publications, workshops, and budget assistance.

Ms. Reynolds concluded her report by saying that all components of Access UVa have been implemented.

At Dr. Garson's request, Mr. Adams and Mr. Stovall, gave a presentation on technology transfer at the University.

Among other statistics they cited, Messrs. Adams and Stovall reported that disclosed inventions by faculty and researchers at the University have increased over the last six years, but the number of U.S. patents awarded and license agreements made have remained flat. Also, license fees and royalty revenue have been in a downward trend over the last three years.

In fact among all American and Canadian universities, hospitals and research institutions, the University ranked 50th in license income received in 2005.

Dr. Garson invited Mr. Padron, Chair of the Faculty Senate, to give the Chair's customary report.

Mr. Padron reminded the Committee that at the last meeting, in May, he had reported that the Senate was at the beginning stages of three projects that now are coming to fruition. One was a collaboration with the Steering Committee of the Batten School of Leadership and Public Policy. The Steering Committee, earlier this fall, brought forward their concept for the School; the Academic Affairs Committee of the Senate has studied and approved it. The proposal will be discussed and voted on by the full Senate on October 15th.

Last spring, the Senate worked with the Commission for the Future of the University, with the Senate's Planning and Development Committee being the chief agent in this. During the last month, the Commission reworked its reports written last spring and summer and the Planning and Development Committee prepared a response. The response was presented to the whole Senate last week; the Senate endorsed the priorities and goals in the Commission's report, but said that more specific recommendations should be implemented: e.g., the Commission should "attend to diversity issues," and should emphasize the development of a culture of collaboration across disciplines and schools. Also, the Senate was adamant on the need to improve funding for graduate study and called for the development of a permanent planning function that would involve the faculty in significant ways.

The third project carried over from the spring was the survey of faculty to ascertain faculty feeling about a variety of aspects of faculty life. The Senate's Committee on Faculty Recruitment, Retention and Welfare over the summer compiled and analyzed the data collected, and a draft summary has been given to the Provost.

Mr. Padron then gave the Committee a brief list of initiatives the Senate is planning for this year. In addition to such annual tasks as administering the Harrison and other undergraduate research grants, Mr. Padron said the Senate hoped to continue to work closely with the Commission for the Future of the University on several issues, but principally with the idea of establishing a permanent planning function, and he enumerated again a number of concerns the Senate has.

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On motion, the meeting was adjourned at 11:30 a.m.

AGG:jb

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

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