

April 10, 2008

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair
Daniel R. Abramson
G. Slaughter Fitz-Hugh, Jr.
Glynn D. Key
Carey J. Mignerey
John O. Wynne
W. Heywood Fralin, Ex Officio
Kenneth A. Schwartz, Consulting Member

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.
Austin Ligon	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on
Diversity on April 10, 2008

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 4:10 p.m., Thursday, April 10, 2008, in the Dome Room of the Rotunda; Warren M. Thompson, Chair, presided. G. Slaughter Fitz-Hugh, Jr., Ms. Glynn D. Key, Carey J. Mignerey, John O. Wynne, and W. Heywood Fralin, Rector, were present.

Also present were A. Macdonald Caputo, The Honorable Alan A. Diamonstein, Ms. Susan Y. Dorsey, Austin Ligon, Vincent J. Mastracco, Jr., and The Honorable Lewis F. Payne.

Kenneth A. Schwartz, Consulting Member, was present, as were Ms. Adom Getachew, the Student Member-elect, and Ricardo Padron, Chair of the Faculty Senate.

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, William B. Harvey, James L. Hilton, Sharon L. Hostler, M.D., David J. Prior, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, 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.

BECAUSE OF FAILURES IN THE RECORDING SYSTEM, THESE MINUTES ARE A PARTIAL RECONSTRUCTION

Mr. Harvey reminded the Committee that at its February meeting, he presented a report on the representation of minorities in senior administrative positions at the University. The President charged a working group to review the information and to develop a plan of action.

The core working group, he said, included Mr. Sandridge, Dr. Garson, Ms. Rivers, Ms. Fraser, Mr. George Stovall, Ms. Carkeek and himself. Others, including Ms. Valerie Gregory, Ms. Darlene Scott-Scurry, Dr. Martin, and Mr. Justin Thompson, were asked to assist.

Mr. Harvey then asked Ms. Carkeek, Vice President and Chief Human Resource Officer, to report on the group's findings.

Noting that the Commission on the Future of the University identifies diversity as a core value to guide institutional priorities and actions, Ms. Carkeek told the Committee about the group's frame of reference and something about hiring processes at the University.

An analysis was made of available data at the University and this was compared with information from 45 selected AAU peer institutions. It was found that the University's senior administration was 48.6% women, as compared to 48.1% as the median among selected peers. As for minorities, the figure for the University is 11.5%, compared to 12.2% among peers. These figures put the University in the 52nd percentile for women, and in the 45th percentile for minorities.

These data, Ms. Carkeek continued, rank the University in the middle of its peers; improvement in these rankings is an obvious way of demonstrating improvement in diversity programming.

She then showed charts illustrating the diversity of the candidate pools in the University's current searches for deans. The results indicate that the University has exceeded the national availability in gender in the College, Law and Nursing searches, and not met the national availability in Medicine, Continuing and Professional Studies, and in the search for a Vice President for Research.

As for minorities, in five of the six dean searches, the University has significantly exceeded the national availability that would be expected. And in the sixth search, for Dean of Arts & Sciences, the University has come very close.

Ms. Carkeek observed that no single strategy or program will improve diversity in the senior academic ranks of the University. The group considered a number of possible strategies and identified three to be of highest priority for the coming year.

The first priority, she said, is "to enhance our search practices and processes. We can provide greater support to search committees through a network of search advisors and search coordinators."

Along these lines, a network of peer search advisors and search coordinators will be identified and trained by the end of the year.

The second priority, Ms. Carkeek continued, is "to increase the expectations and tracking of managerial accountability."

She told the Committee that "an essential component of success in these efforts is a strong climate of managerial accountability. Notably, the President has assembled a very diverse leadership team at the Executive Cabinet level of the University. The Cabinet is 36% women and 29% minorities." She then described a system of defined metrics and reporting to track progress, to be in place by the end of the year.

Ms. Carkeek deferred to Mr. Harvey to present the third priority.

Mr. Harvey said the third priority is "to create a new institute to be a focal point for academic leadership programs and activities to increase the pool of faculty from diverse backgrounds positioned for leadership responsibilities at the University."

He described what the proposed institute would do; this would include the development of an academic leaders fellows program by the end of the year.

There followed a general discussion of the recommendations.

THE REMAINDER OF THE RECORDING OF THIS MEETING IS UNINTELLIGIBLE

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On motion, the meeting was adjourned at 4:50 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>