

February 7, 2008

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair
Daniel R. Abramson
G. Slaughter Fitz-Hugh, Jr.
Glynn D. Key
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.
	Carey J. Mignerey

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on
Diversity on February 7, 2008

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 4:45 p.m., Thursday, February 7, 2008, in the Board Room of the Rotunda; Warren M. Thompson, Chair, presided. Daniel R. Abramson, G. Slaughter Fitz-Hugh, Jr., Ms. Glynn D. Key, John O. Wynne, Carey J. Mignerey, and W. Heywood Fralin, Rector, were present.

Also present were A. Macdonald Caputo, The Hon. Alan A. Diamonstein, Ms. Susan Y. Dorsey, The Honorable Lewis F. Payne, and E. Darracott Vaughan, Jr., M.D.

Present as well were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Arthur Garson, Jr., M.D., Ms. Susan A. Carkeek, James L. Hilton, Sharon L. Hostler, M.D., Ms. Patricia M. Lampkin, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, Robert D. Sweeney, and Ms. Jeanne Flippo Bailes.

Kenneth A. Schwartz, representing the Faculty Senate as a Consulting Member, was present.

The Chair convened the Committee and said the meeting would be focused on the Administration of the University. He then asked Mr. Harvey, Vice President and Chief Officer for Diversity and Equity, to present the Agenda.

Mr. Harvey first showed a slide which gave figures, as of 2003, on the racial background of full time administrators in higher education - a total of 178,443 persons were considered. Of these, according to the chart, some 82.7% of the total were white, 9.7% were African American, 3.9% were Hispanic American, 2.7% were Asian American, 0.6% were American Indian, and 0.4% were classified as "Non-Resident Alien." In figures current in the fall of 2006 (437 persons considered), 90.4% of the total at the University were White American, 6.4% were African American, 2.3% were Asian American, 0.7% were Hispanic American, and 0.2% were Non-Resident Aliens. There were no "Native Americans."

He then showed a version of the University Table of Organization with the racial breakdown of principal administrators. Next, he showed a breakdown by school at the University; the school charts, however, were not uniform: some charts, for example, showed department heads, most did not. Mr. Harvey followed this with suggestions - most of which had to do with making sure that pools of applicants for administrative positions include adequate numbers of persons of color.

The Provost and the Chair both commented on the major searches currently underway at the University and the opportunities these searches present. Mr. Wynne and other Members commented and made suggestions - one of which was to take advantage of alumni networks. The Chair cited the example of the minority alumni advisory group at the Darden School.

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On motion, the meeting was adjourned at 5:15 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>