

June 13, 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
Edmund W. Kitch, 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.
	Adom Getachew

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on
Diversity on June 13, 2008

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 1:00 p.m., Friday, June 13, 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, and W. Heywood Fralin, Rector, also were present.

Edmund W. Kitch, Chair of the Faculty Senate and Consulting Member of the Committee, was present as well.

Present, too, were A. Macdonald Caputo, Ms. Susan Y. Dorsey, Thomas F. Farrell, II, Austin Ligon, Vincent J. Mastracco, Jr., The Hon. Lewis F. Payne, Don R. Pippin, E. Darracott Vaughan, Jr., M.D., and Ms. Adom Getachew.

Also present were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, William B.

Harvey, Ms. Susan A. Carkeek, James L. Hilton, Sharon L. Hostler, M.D., Ms. Patricia M. Lampkin, Ms. Colette Sheehy, William Cooper, and Ms. Jeanne Flippo Bailes.

The Chair introduced Mr. William Cooper, Director of Supplier Diversity in the Department of Procurement Services.

REPORT BY THE DIRECTOR OF SUPPLIER DIVERSITY

Mr. Cooper reported on the progress of minority procurement at the University, citing figures and a number of examples.

Progress is encouraging with significant gains in both the dollar amounts of business being done with minority firms and with the number of contracts awarded to minority firms as a percentage of the whole. One "success story" Mr. Cooper cited is the \$125million joint venture between the Gilbane Building Company, a majority firm, and H.J. Russell and Company, the largest minority-owned construction firm in the country (the CEO is an alumnus of the University), for construction on Lee Street at the entrance to the Hospital.

Mr. Cooper told the Committee about several outreach projects his office has run, including SWaMFest 3, which focused on construction and which 350SWaM vendors and majority contractors attended. His office is working to promote supplier diversity opportunities in all three divisions of the University: Academic, Health System, and The College at Wise. This work has been recognized across the state and the office won, among other awards, the Governor's SWaM Award for Outstanding Leadership in Supplier Diversity.

The Chair thanked Mr. Cooper for his work and his report, and commented that his office has been a model for the state and has attracted national attention.

REPORT BY THE VICE PRESIDENT

The Chair asked Mr. Harvey, Vice President and Chief Officer for Diversity and Equity, to give his customary report.

Mr. Harvey told the Committee that his office last year submitted a proposal to the National Science Foundation for funding for a program in the Alliance for Minority Participation. The School of Engineering was a partner in the proposal. In June 2007, the National Science Foundation made a \$5million grant to the University's program.

The program - the funding is allocated over five years - supports the Virginia-North Carolina Alliance for Minority

Participation, which is a consortium of eight institutions - four predominantly white institutions in Virginia and four predominantly black institutions in North Carolina. Its aim is to double the number of students, undergraduate as well as graduate, who will major in science, technology engineering, and mathematics. The University is the lead institution in the consortium and Mr. Harvey's office will provide administrative and financial oversight.

Mr. Harvey said summer transition programs are underway at the Alliance schools. Students from the other institutions will visit the University in the fall to participate in Diversity Career Day.

Ms. Key asked Mr. Harvey to list some accomplishments of the Office for Diversity and Equity. Mr. Harvey replied that he thought the most important of these has been the Office's work with students. He also cited examples of efforts with alumni and the Office's efforts at community outreach in Charlottesville.

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On motion, the meeting was adjourned at 1:40 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>