

June 12, 2009

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Daniel R. Abramson  
Helen E. Dragas  
Robert D. Hardie  
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	Austin Ligon
The Hon. Alan A. Diamonstein	Vincent J. Mastracco, Jr.
Susan Y. Dorsey	The Hon. Lewis F. Payne
Thomas F. Farrell, II	Don R. Pippin
Rahul Gorawara	E. Darracott Vaughan, Jr., M.D.

FROM: Susan G. Harris

SUBJECT: Meeting of the Special Committee on Diversity on  
June 12, 2009

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 8:30 a.m., on Friday, June 12, 2009, in the Board Room of the Rotunda; Warren M. Thompson, Chair, presided.

John O. Wynne, Daniel R. Abramson, Ms. Helen E. Dragas, Robert D. Hardie, Ms. Glynn D. Key, and W. Heywood Fralin, Rector, were present.

Ms. Ann Hamric sat in for the Faculty Consulting Member.

Also present were The Honorable Alan A. Diamonstein, Ms. Susan Y. Dorsey, Thomas F. Farrell, II, Austin Ligon, Vincent J. Mastracco, Jr., The Honorable Lewis F. Payne, E. Darracott Vaughan, Jr., M.D., and Rahul Gorawara.

Present, too, were Leonard W. Sandridge, Paul J. Forch, Ms. Susan G. Harris, Arthur Garson, Jr., M.D., William B. Harvey, Ms. Susan A. Carkeek, James L. Hilton, Ms. Patricia M. Lampkin, David J. Prior, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, Mr. Thomas C. Skalak, Mr. George A. Stovall, and Ms. Jeanne Flippo Bailes.

At the Chair's request, Mr. Harvey introduced Mr. George Stovall, Director of Institutional Assessment and Studies, to provide an update on diversity within the administrative sector of the University. Mr. Harvey said 15 administrators have been hired in the last couple of years, and another 24 individuals have been promoted into higher administrative positions. These positions include vice presidential positions and vice provost positions, assistant and associate vice presidents and vice provosts, and deans and assistant and associate deans hired or promoted between July 1, 2007, and July 1, 2009.

Mr. Stovall said the category is executive, administrative, and managerial employees that the University is being compared to among AAU peers. The University is right in the middle of its peers on females. There are differing interpretations of this category among institutions, but Mr. Stovall included only institutions that listed less than 10 percent of its employees in this category.

In reviewing ethnic minorities, the University is close to the middle among peers also.

Mr. Stovall said over two years, 13 senior administrators have been replaced at the University. Of those 13, 7 are female or ethnic minorities or both. Mr. Stovall remarked that these statistics do not address the quality of the applicant pool or other factors. There are 187 such employees in this category. There have been 15 searches and 24 promotions, including a couple of exempt hires over the past two years.

Of the 15 searches, there were a total of 852 applicants. 31% of the applicants identified themselves as female. Three out of the 15 hired are female. Among the promotions, 10 of the 24 are female. 13 out of 39 hired or promoted are female.

Of the 15 searches, five of those hired are female and/or minority. Of the promotions, 11 of the 24 promotions are female and/or minority. Of the total 39 positions, 13 had a gender change. Five of the 39 had a change in minority status, with a net gain of three minority administrators.

Mr. Wynne commented that the analysis was only over two years. A longer time period is needed to see trends. Also, availability in the applicant pool is important. Mr. Casteen said that the timeline is too short and the category too narrow for an accurate picture.

Mr. Thompson stated that it is a good analysis, but we need to look at this data over a longer, broader period of time.

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After discussion, the meeting was adjourned at 9:00 a.m.

SGH:jb

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

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