

June 12, 2009

MEMORANDUM

TO: The Educational Policy Committee:

Glynn D. Key, Chair  
The Hon. Alan A. Diamonstein  
Susan Y. Dorsey  
Austin Ligon  
Vincent J. Mastracco, Jr.  
The Honorable Lewis F. Payne  
E. Darracott Vaughan, Jr., M.D.  
John O. Wynne  
W. Heywood Fralin, Ex Officio  
Edmund W. Kitch, Consulting Member

and

The Remaining Members of the Board:

Daniel R. Abramson	Rahul Gorawara
A. Macdonald Caputo	Robert D. Hardie
Helen E. Dragas	Don R. Pippin
Thomas F. Farrell, II	Warren M. Thompson

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Educational Policy  
Committee on June 12, 2009

The Educational Policy Committee of the Board of Visitors of the University of Virginia met, in Open Session, at 1:10 p.m., on Friday, June 12, 2009, in the Board Room at the Rotunda; Ms. Glynn D. Key, Chair, presided.

John O. Wynne, The Honorable Alan A. Diamonstein, Ms. Susan Y. Dorsey, Austin Ligon, Vincent J. Mastracco, Jr., The Honorable Lewis F. Payne, and E. Darracott Vaughan, Jr., M.D., were present

Also present were Daniel R. Abramson, Ms. Helen E. Dragas, Thomas F. Farrell, II, Rahul Gorawara, Robert D. Hardie, Don R. Pippin and Warren M. Thompson.

Ms. Ann Hamric, Chair of the Faculty Senate, sat in for the Consulting Member from the Senate.

Present as well were John T. Casteen, III, Leonard W. Sandridge, Susan G. Harris, Paul J. Forch, Arthur Garson, Jr., M.D., Ms. Susan A. Carkeek, Steven T. DeKosky, M.D., James L. Hilton, R. Edward Howell, Ms. Patricia M. Lampkin, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, Thomas C. Skalak, David J. Prior, Sharon L. Hostler, M.D., Ms. Meredith J. Woo, and Ms. Jeanne Flippo Bailes.

The Chair began the meeting by commenting on the induction of four University faculty to the National Academy of Arts and Sciences. The University has twenty-two current Fellows. Membership is initiated by other members of the Academy. Appointments are in diverse departments at the University. Four appointments this year may be a sign of the University's growing reputation in academia. One indication is the *U.S. News and World Report* peer rankings. There are certain areas that the University will never outrank some others such as faculty and financial resources and student selectivity. However, we do rank well with peer assessment. The current peer ranking is 4.3 out of 5, and the peer assessment accounts for 25% of the ranking calculation. This peer assessment has assisted the University to remain in the top 25 universities in the country. The addition of four faculty, including the President, to the National Academy may be an indicator of the upward trajectory the University is on. We are seeing a similar momentum with Guggenheim fellowships and other honors. Following the Chair's comments, Mr. Casteen and Dr. Garson commented on elections to the national academies.

#### Report on Faculty Diversity

The Chair introduced Sharon L. Hostler, M.D., to provide a report on faculty diversity, focusing on African American and American Indian faculty.

Dr. Hostler said there are no American Indian faculty currently and less than 1% of students identify as American Indian. These numbers reflect a very small pipeline to draw from. There are some tensions among American Indian faculty nationally between academic success and individual achievement versus commitment to community. The Virginia Indian Summit on Higher Education, a unique program, works with the eight Virginia tribes to bring together American Indian scholars and University scholars to discuss the issues faced by American Indians. The University is involved in this effort through the Virginia Foundation on the Humanities.

Of African American faculty, there are 17 individuals who are full professors on the faculty which is 2.3% of the total faculty. Among AAU peers, the University has moved from 21 in 2003 to 8 in 2007 with respect to African American faculty. There are 60 tenure-track African American faculty. Dr. Hostler identified three recruitment issues for this population: 1. Dual career opportunities; 2. Salary; and 3. Location.

Dr. Hostler said that in looking at best practices in hiring, an effective spouse or partner placement process is important. Cooperation and creativity are necessary to this process. Also important is improving child care opportunities. She said the University is working on providing more child care. Rail services are being added which will impact the perception that the University is not well located.

Best practices for retention include flexible career paths for both men and women, community building, and mentoring. Advancement is a huge issue—how does the University set faculty up for success? The first Leadership in Academic Matters program for mid-career leaders was conducted last year and will continue in the future. There is significant work for next year.

Following Dr. Hostler's presentation, Dr. Garson introduced Dr. DeKosky to announce that 146 students will matriculate in the Medical School this Fall with a grade point average of 3.75. Underrepresented minorities are 21% of the class and women comprise 45% of the class. The academic achievement and diversity of this class is the highest in the history of the Medical School.

#### Dean's First Year and Strategic Directions for the College

Dr. Garson introduced Meredith J. Woo, Dean of the College and Graduate School of Arts and Sciences, to reflect on her first year as dean. She stated that she set out to do three things: 1. Set priorities and direction for the College; 2. Bolster administrative capacity within the College to implement the priorities; and 3. Bolster fundraising for the College.

Stewardship of the College is a slow and arduous process. Areas of concern are the right size for the faculty that meets the growing enrollment and allows making targeted hires to build on excellence, the right size for the graduate student population, and financial issues facing the College.

Research is an important component of success for the College. Priorities are in the areas of energy; morphogenesis and regenerative medicine; the chemistry of the Universe; and creation of National Resource Centers, also known as Title VI Centers, established by the Department of Education to develop expertise in world areas. The University has considerable strength in the study of south Asia and east Asia. This is a signal that the University has claimed a place in doing significant international scholarship.

The College is working on improving financial planning and administrative leadership within the College. Restructuring of the divisions is underway to accomplish this. Effective department chairs

and associate deans are important to all aspects of the administration of the College.

In the area of fundraising, this is an important period of capacity building to focus beyond the South Lawn project.

Ms. Woo concluded that this has been a fantastic year of learning the "Virginia way" of doing things.

#### Patent Foundation

Dr. Garson introduced Mr. Skalak, Vice President for Research. Mr. Skalak said most young people want to "play" in the area of technology transfer. At the University, technology transfer involves the University of Virginia Patent Foundation. Mr. Skalak said the Patent Foundation has agreed to a new operational model which is being finalized; he explained how the model will work and who will advise the University in the process. Searches will begin for an Executive Director of Technology Transfer which is a University position, and a new Executive Director of the Patent Foundation.

#### Faculty Senate Report

Ms. Hamric, Chair of the Faculty Senate, introduced herself to the Board. She is a faculty member in the School of Nursing. She reviewed the work of the Faculty Senate committees and task forces this year, and plans for the coming year.

#### Linden Kent Memorial Professorship

On motion the Committee approved the second Linden Kent Memorial Professorship.

#### APPROVAL TO ESTABLISH A SECOND LINDEN KENT MEMORIAL PROFESSORSHIP IN ENGLISH LITERATURE

WHEREAS, the Linden Kent Memorial Professorship in English Literature was established in 1893 with funds given by Leila M. White in honor of her late husband Linden Kent (Law 1870); and

WHEREAS, there is a need for additional endowed chairs in the Department of English; and

WHEREAS, the income generated by the Linden Kent endowment and the Linden Kent quasi-endowment is sufficient to fund two chairs; and

WHEREAS, all restrictions found in the original agreement apply to the second Linden Kent Memorial Professorship;

RESOLVED, the Board of Visitors approves the establishment of a second Linden Kent Memorial Professorship in English Literature.

- - - - -

On motion, the meeting was adjourned at 2:25 p.m.

SGH:jb

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

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