

November 17, 2009

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Daniel R. Abramson  
Helen E. Dragas  
Rahul Gorawara  
Robert D. Hardie  
Glynn D. Key  
The Hon. Lewis F. Payne  
John O. Wynne, Ex Officio  
Edmund W. Kitch, Consulting Member

and

The Remaining Members of the Board:

A. Macdonald Caputo	Randal J. Kirk
The Hon. Alan A. Diamonstein	Austin Ligon
Susan Y. Dorsey	Vincent J. Mastracco, Jr.
W. Heywood Fralin	Don R. Pippin
E. Darracott Vaughan, Jr., M.D.	

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on  
Diversity on November 17, 2009

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 11:30 a.m., on Tuesday, November 17, 2009, in the Board Room of the Rotunda; Warren M. Thompson, Chair, presided.

Daniel R. Abramson, Ms. Helen E. Dragas, Rahul Gorawara, Robert D. Hardie, Ms. Glynn D. Key, The Hon. Lewis F. Payne, and John O. Wynne, Rector, were present.

Mr. Edmund Kitch was present as the Faculty Consulting Member.

Also present were A. Macdonald Caputo, The Honorable Alan A. Diamonstein, Ms. Susan Y. Dorsey, W. Heywood Fralin, Austin Ligon, Vincent J. Mastracco, Jr., Don, R. Pippin, and E. Darracott Vaughan, Jr., M.D.

Present, too, were John T. Casteen III, Leonard W. Sandridge, Paul J. Forch, Ms. Susan G. Harris, Arthur Garson, Jr., M.D., Ms. Susan A. Carkeek, Steven T. DeKosky, M.D., Ms. Patricia M. Lampkin, Marcus L. Martin, M.D., David J. Prior, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, and Ms. Jeanne Flippo Bailes.

At the Chair's request, Dr. Martin, Interim Vice President and Chief Officer for Diversity and Equity, provided Vice President's remarks.

Dr. Martin spoke of the goals of the Special Committee on Diversity for 2009-2010, one of which is creating an inclusive, welcoming, and respectful environment for those in the University community. Another is encouraging diversity and equity in all aspects. He listed a number of "partners" around the University with whom the Diversity and Equity Office works, and talked about the diversity activities undertaken this year.

Among many activities mentioned, Dr. Martin discussed the work of the Diversity Council and he said there are plans for a diversity conference on April 1 and 2, 2010. He saw it as an opportunity to develop goals for the future. He said leadership participation in the conference is extremely important.

Dr. Martin said the Diversity and Equity Office will be giving diversity and equity recognition awards to those who have been exemplary on diversity and equity issues.

The Cross Cultural Leadership Initiative, developed by the Dean of Students and supported by other organizations, have met for the first time recently for a dinner. This brings together representatives of many student organizations.

A "Native American and African American Roots and Blues" program on heritage and music is being planned by several organizations, including the Virginia Foundation for the Humanities and University organizations.

The Diversity and Equity Office provides funding to student groups that focus activities on diversity.

The Diversity and Equity Office also works with local schools on summer math programs for low income students, and African American male students in Albemarle County ("M Cubed").

A couple of student scholarship recognition events for African American male high school students have taken place this year.

Charlottesville High School has established a Medical Sciences Club with the Medical School. The expected outcome is to increase the number of students attending college, and particularly to UVA with an interest in healthcare.

Dr. Martin is the principal investigator for an NSF grant to increase the number of minority students with STEM degrees (science, technology, engineering and math). This project is in collaboration with Virginia Tech, George Mason, and VCU in Virginia as well as other schools in North Carolina. This is called The Louis Stokes Alliance for Minority Participation. Phase III of this program is a bridge to the doctorate in STEM areas.

The Diversity and Equity Office continues to encourage faculty to diversify the curriculum. J-term courses are part of this effort.

Faculty dinners have been very successful and have been an opportunity to build relationships. A five-minute speech is part of the program, but the major purpose is for faculty to talk to each other.

Dr. Martin ended his remarks by asking the Board to offer suggestions for new programs.

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Upon motion, the meeting was adjourned at 11:50 a.m.

SGH:lah

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

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