

February 26, 2010

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 February 26, 2010

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 11:00 a.m., on Friday, February 26, 2010, in the Board Room of the Rotunda; Warren M. Thompson, Chair, presided.

Daniel R. Abramson, Ms. Helen E. Dragas, Rahul Gorawara, Robert D. Hardie, 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, Randal J. Kirk, Austin Ligon, 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., James L. Hilton, Ms. Patricia M. Lampkin, Marcus L. Martin, M.D., David J. Prior, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, Thomas C. Skalak, Robert D. Sweeney, and Ms. Jeanne Flippo Bailes.

Present, as well, was Stewart Ackerly, the Student Member-Elect of the Board of Visitors.

The Chair began the meeting with comments about the progress made in the last five years in diversity. He mentioned that the presidential search was all about selecting the right person for the job, and commended the Rector for setting the right tone.

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 diversity initiatives and accomplishments during the past five years. He said the commitment to diversity starts with the senior leadership including the Board.

Dr. Martin reviewed minority hires made in recent years, pointing out that there are now five minority head coaches. He said there are student organizations and programs that facilitate cross-cultural involvement. He mentioned the efforts to increase the number of women and minorities in STEM (science, technology, engineering and math) fields.

Dr. Martin said one of the stellar programs is the summer Medical-Dental Education Program. Twenty-five percent of the students go on to medical School.

Dr. Martin said some schools have a Diversity Day or minority recruitment weekend every year, including Nursing and Law. The students in the Law School developed a diversity pledge which is not mandatory.

In the Curry School of Education, "Cultural Stretching" to explore other cultures and "SEEDS4Change" focusing on diversity, are two programs in the curriculum.

Dr. Martin mentioned AccessUVA, the University's need-based aid program that has been very successful. He also reviewed accomplishments of African American students at the University, advances in supplier diversity, and a conference on Media, Democracy and Diversity that will be held April 1 and 2, 2010.

In conclusion, Dr. Martin said diversity as a core value is tied to the University's priorities. Diversity-equity-inclusion initiatives and accomplishments at the University over the past five years have been significant.

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Upon motion, the meeting was adjourned at 11:35 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>