

June 10, 2010

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair
Daniel R. Abramson
Susan Y. Dorsey
Helen E. Dragas
Robert D. Hardie
Glynn D. Key
The Hon. Lewis F. Payne
Stewart H. Ackerly
John O. Wynne, Ex Officio
Ann B. Hamric, Consulting Member

and

The Remaining Members of the Board:

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

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on
Diversity on June 10, 2010

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 4:00 p.m. Thursday, June 10, 2010, in the Board Room of the Rotunda; Warren M. Thompson, Chair, presided.

Daniel R. Abramson, Ms. Susan Y. Dorsey, Robert D. Hardie, Ms. Glynn D. Key, the Hon. Lewis F. Payne, Stewart H. Ackerly, and John O. Wynne, Rector, were present.

Ms. Ann B. Hamric was present as the Faculty Consulting Member.

Also present were A. Macdonald Caputo, the Honorable Alan A. Diamonstein, W. Heywood Fralin, Austin Ligon, and Don R. Pippin.

Present, too, were John T. Casteen III, Leonard W. Sandridge, Paul J. Forch, Ms. Susan G. Harris, Ms. Teresa A. Sullivan, Arthur Garson Jr., M.D., Ms. Susan A. Carkeek, James L. Hilton, Ms. Patricia M. Lampkin, Craig K. Littlepage, Marcus L. Martin, M.D., David J. Prior, Ms. Yoke San L. Reynolds, Ms. Cheryl Apprey, and Ms. Jeanne Flippo Bailes.

The Chair began the meeting with comments about the seven and half years the Committee has been in place. He thanked the Rector, the President, and others for their work in the area of diversity.

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

Dr. Martin said there were three parts to his report. He began by thanking Mr. Thompson for his leadership on diversity, equity and inclusion.

Dr. Martin spoke about the Louis Stokes Alliance for Minority Participation. Dr. Martin is the principal investigator on this grant. The purpose is to increase minority undergraduate Science, Technology, Engineering, and Mathematics degrees. Partners include four Virginia research institutions and four North Carolina historically Black colleges and universities. The opportunities include scholarships, books, an undergraduate research experience, mentoring, national conference participation, tutoring, and study abroad. Initiatives include the creation of two \$2500 fellowships called the College Science Scholars in partnership with the Office of Admission, and a retreat on preparation for graduate school admission for minority STEM students.

Dr. Martin introduced Ms. Cheryl B. Apprey to speak on the Graduate Student Diversity Program. The Program is housed in the Office of the Vice President for Research. Ms. Apprey was hired to establish the Program in June 2006. She said benefits to a diverse graduate student body include diversity of viewpoints, backgrounds, and experiences, creating a diverse faculty pipeline, acting as mentors and role models for undergraduates, and the fact that diversity is an asset when applying for federal grants.

Ms. Apprey said they have seen progress in enrollment in each minority group, but African American students are lagging. Women account for 46% of the overall graduate enrollment, but it is important to look at disciplines, and women are underrepresented in STEM fields. Looking at 2008 data, the University is low in underrepresented minorities as compared to peers.

Ms. Apprey said recruiting minority graduate students involves establishing relationships and national pipeline programs to increase awareness of the University's graduate programs. Over the past five years, there has been a significant increase in Hispanic student applications, which increased 86.5%.

Offers of admission have increased significantly as well as applications. To encourage students to come to the University, there is an admitted students' diversity visitation weekend so potential students can see that there are minorities at the University. They have also established a mentoring institute for minority graduate students. Ms. Apprey said Jason Saunders was one of the recruited students, and she read a statement by Mr. Saunders about his reasons for attending the University.

Ms. Apprey said the lag with African American students has not been studied so there is only speculation about the reason for the lag. The change in acceptances was only 1% between 2006 and 2009. The University has a committee that works with historically Black colleges and universities (HBCUs), and Ms. Apprey is a member of that committee.

Ms. Apprey wrapped up her presentation by explaining the challenges facing the office, including securing appropriate funding to competitively recruit and retain students, sustaining programs that promote a culture of support for diverse students, and increasing staffing in the Graduate Student Diversity Programs office.

Dr. Martin spoke about the John T. Casteen III Diversity-Equity Leadership Award, of which Mr. Casteen is the first recipient. Dr. Martin spoke at length about Mr. Casteen's work in the areas of diversity and equity, including Access UVA. He read a statement by Mr. Casteen about the value of diversity in the University community. A round of applause for Mr. Casteen followed the presentation.

The Chair thanked Mr. Casteen for his support and leadership over the years. The Chair said progress has been made, and he encouraged the University leadership to continue to work together to improve. He said he wanted his nephew, who will be in the class of 2020, to be able to say the University is a place that is diverse, welcoming, and continues a tradition of excellence.

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Upon motion, the meeting was adjourned at 4:40 p.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>