November 11, 2011

MEMORANDUM

TO: The Special Committee on Diversity:

Allison Cryor DiNardo, Chair
A. Macdonald Caputo
The Hon. Alan A. Diamonstein
W. Heywood Fralin
Mark J. Kington
Timothy B. Robertson
Jonathan B. Overdevest
Helen E. Dragas, Ex Officio
Gweneth L. West, Consulting Member

and

The Remaining Members of the Board:

Hunter E. Craig                     Stephen P. Long, M.D.
Marvin W. Gilliam Jr.               George Keith Martin
Robert D. Hardie                    Vincent J. Mastracco Jr.
Glynn D. Key                        Edward D. Miller, M.D.
Randal J. Kirk                      John L. Nau III

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity on November 11, 2011

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 2:20 p.m. Friday, November 11, 2011, in the Board Room of the Rotunda; Ms. Allison Cryor DiNardo, Chair, presided.

A. Macdonald Caputo, the Honorable Alan A. Diamonstein, W. Heywood Fralin, Mark J. Kington, Timothy B. Robertson, Jonathan B. Overdevest, and Helen E. Dragas, Rector, were present.

Ms. Gweneth L. West was present as the Faculty Consulting Member.
Also present were Hunter E. Craig, Marvin W. Gilliam Jr., Robert D. Hardie, Ms. Glynn D. Key, Stephen P. Long, M.D., George Keith Martin, Vincent J. Mastracco Jr., and John L. Nau III.

Present, too, were Ms. Teresa A. Sullivan, Michael Strine, John D. Simon, Paul J. Forch, Ms. Susan G. Harris, 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, Robert D. Sweeney, and Ms. Debra D. Rinker.

Vice President’s Remarks

The Chair introduced Dr. Marcus Martin, Vice President and Chief Officer for Diversity and Equity, to report on the goals for 2011-2012.

Dr. Martin outlined the new U.Va. Inclusion Diversity Equity Access (IDEA) Fund and how it will assist the Office for Diversity and Equity with various initiatives. The first draft of a charter and mission statement for the IDEA Fund was written in September, 2010. A strategic plan is currently being developed.

There is a ten member IDEA Fund Board of Trustees, comprised of University alumni and friends with diverse backgrounds. The Board could potentially expand to twenty members. The current chair is Tierney Temple Fairchild, Ph.D., and the Vice President and Chief Officer for Diversity and Equity serves as an ex-officio member.

Three specific areas of focus are included in the draft charter and mission of the Trustees:

1. Conducting multi-year initiatives (also known as IDEA Major Initiatives) and researching, developing, and/or implementing solutions to critical or high-profile diversity-related challenges facing the University, with the assistance of the Office for Diversity and Equity. These initiatives will involve strategic projects designed to support diversity as a core value, and inclusion among a diverse body of students, faculty and staff in the University community.

2. Providing the Office for Diversity and Equity input from alumni of diverse backgrounds on new initiatives or issues facing the University.

3. Providing mentorship and ongoing support to students, faculty, and staff at the University by providing focused alumni networking and contacts.
Upon motion, the meeting was adjourned at 2:45 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