UNIVERSITY OF VIRGINIA
BOARD OF VISITORS
MEETING OF THE
SPECIAL COMMITTEE ON
DIVERSITY
SEPTEMBER 14, 2012
**AGENDA**

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UNIVERSITY OF VIRGINIA
BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: September 14, 2012

COMMITTEE: Special Committee on Diversity

AGENDA ITEM: A. Vice President’s Remarks

ACTION REQUIRED: None

DISCUSSION: Dr. Marcus Martin, Vice President and Chief Officer for Diversity and Equity will provide an update on the National Science Foundation (NSF) Virginia North Carolina Louis Stokes Alliance for Minority Participation STEM Program Including Summer Research and Mid-Level Status.

Dr. Marcus L. Martin is Professor and past chair of the Department of Emergency Medicine at the University of Virginia (U.Va). During his tenure at U.Va., Dr. Martin served as Assistant Dean in the School of Medicine, Assistant Vice President, Associate Vice President, and Interim Vice President and Chief Officer for Diversity and Equity. He was appointed Vice President and Chief Officer for Diversity and Equity in April 2011.

A native of Covington, Virginia, he earned bachelor’s degrees in pulp and paper technology (1970) and chemical engineering (1971) from North Carolina State University where he was also the first African American varsity football player. He was subsequently employed as a production chemical engineer at WESTVACO in Covington, Virginia. A member of the charter class of Eastern Virginia Medical School and the first African American graduate, he earned his medical degree in 1976.

Dr. Martin was commissioned by the US Public Health Service and later served as general medical officer at the Gallup Indian Medical Center in New Mexico. He completed emergency medicine residency training at the University of Cincinnati in 1981. He held positions of emergency medicine residency director, vice chair, and acting chair at Allegheny General Hospital in Pittsburgh. He directs a January-term course on disaster preparedness in St Kitts and Nevis for University of Virginia students.

Dr. Martin founded EMCERT (Emergency Medicine Center for Education, Research and Technology) and established the School
of Medicine Simulation Center and the Life Saving Techniques course for medical students at U.Va. using computerized human patient simulation. He is Primary Investigator of the NSF-funded Virginia-North Carolina LSAMP, an eight institution Alliance whose goal is to increase the number of underrepresented minority students graduating with STEM degrees. Dr. Martin is a founding member of the Board of Visitors at North Carolina State University. In April 2007, Dr. Martin was appointed by Virginia Governor Tim Kaine to serve on the Secure Commonwealth Panel and as Vice Chair of the Virginia Tech Incident Review.

Virginia-North Carolina Louis Stokes Alliance for Minority Participation

The Virginia-North Carolina Louis Stokes Alliance for Minority Participation (VA-NC LSAMP) is an eight institution partnership consisting of Bennett College for Women, George Mason University, Elizabeth City State University, Saint Augustine's College (now St Augustine's University), the University of Virginia, Virginia Commonwealth University, and Virginia Polytechnic Institute and State University. The University of Virginia serves as the lead institution for the Alliance.

The goal of the Alliance is to increase the quality and quantity of students from underrepresented populations who receive undergraduate degrees in science, technology, engineering, and mathematics (STEM) disciplines. The partner schools demonstrate the value of collaboration across institutional lines toward the advancement of knowledge and learning. The Alliance has been productive since its inception as a Phase I program in 2007 resulting in significant increases in the number of STEM degrees earned and overall enrollment of underrepresented minorities in STEM disciplines.

With dedicated resources and synergy among partner institutions, the Virginia-North Carolina Alliance supports students through a variety of initiatives, including: bridge programs for entering freshmen, book stipends, mentoring, tutoring, annual symposia, and summer research programs.

Although the Virginia-North Carolina Alliance is funded by the National Science Foundation, additional funds are required to support the student research program during the summer. A grant was received from the Jefferson Trust to support the 2012 summer research program. Research opportunities in the summer
program at the University of Virginia are offered in astrochemistry, chemistry, biology, and systems engineering. The National Radio Astronomy Observatory (NRAO) provides the opportunity for students to conduct research using the world's largest steerable telescope in Green Bank, West Virginia. During the 2012 summer research program, students discovered the new interstellar molecule identified as cyanomethanimine.

The Virginia-North Carolina Alliance completed the five-year Phase I program in 2012 and has been recommended by the NSF for support during the next five-year mid-level phase. This support from the NSF allows the Alliance to continue achieving its goal. Piedmont Virginia Community College has been added as the ninth partner institution for the mid-level phase.

The Virginia-North Carolina Alliance is an effective NSF-sponsored program playing a significant role in diversifying the student population receiving STEM degrees.
The Office of the Executive Vice President and Provost (Vice Provost for Faculty Recruitment and Retention) and the Office of Institutional Assessment and Studies were helpful in providing faculty data. U.Va. faculty data was derived primarily through the University Human Resources System (Oracle) and is compared with Association of American Universities (AAU) data obtained through the Integrated Postsecondary Education Data System (IPEDS).

Under-represented minority (URM) refers to individuals identified via the University Human Resources System as belonging to the following racial and/or ethnic categories: African-American, Asian, Hispanic, Native American and "Two or more."

The teaching and research functions of the University are performed by a variety of individuals with various titles, of which some may lead to tenure, and others may remain of fixed (or limited) term. Tenured and tenure track (TTT) faculty members may be elected without term after a probationary period. Tenured faculty members serve without term regardless of their rank. Tenure ineligible faculty members (sometimes referred to as non-tenure track) serve with term regardless of their rank.

Current Faculty Composition
Full-Time Teaching & Research Faculty:
There are 2,332 teaching & research faculty members at U.Va.
- 63% (n=1480) of the faculty members are tenured and tenure track
- 37% (n=852) of the faculty are tenure ineligible
- Overall, the faculty at U.Va. represents a population that is fairly advanced in their careers, with fully 83% of the TTT
faculty members and 41% of the tenure ineligible faculty members at the associate level or higher.

- Male faculty predominate at all ranks among tenure ineligible faculty, however, the gender ratio is relatively balanced compared to that of tenured/tenure track faculty where the male to female ratio is about 3:1.
- At the tenured professor level (the rank at which the majority of the TTT faculty members reside), men outnumber women almost five to one.

Summary:

Since 1985, the tenure track faculty population at U.Va. has been steadily aging. In 1985, only 21% of U.Va.'s faculty was over age 55. In the fall of 2011, this percentage had climbed to 43%, with only 16% under age 40. The current age structure is favorable for retirements. URM's comprise 15% of the TTT faculty, and women about 26%. As the University recruits new faculty, there is opportunity to improve on the overall percentage of faculty that are women and minority.