MEMORANDUM

TO: The Special Committee on Diversity:

Allison Cryor DiNardo, Chair
Hunter E. Craig
The Hon. Alan A. Diamonstein
Bobbie G. Kilberg
Vincent J. Mastracco Jr.
Hillary A. Hurd
Robert S. Kemp
Helen E. Dragas, Ex Officio

and

The Remaining Members of the Board:

Frank B. Atkinson
A. Macdonald Caputo
Marvin W. Gilliam Jr.
Victoria D. Harker
Randal J. Kirk
Stephen P. Long, M.D.
Edward D. Miller, M.D.

George Keith Martin
John L. Nau III
Timothy B. Robertson
Linwood H. Rose
William H. Goodwin Jr.
Leonard W. Sandridge Jr.

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity on September 14, 2012

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 1:45 p.m., on Friday, September 14, 2012, in the Small Auditorium of The Harrison Institute; Ms. Allison Cryor DiNardo, Chair, presided.

Present were Hunter E. Craig, Bobbie G. Kilberg, Vincent J. Mastracco Jr., Hillary A. Hurd, Robert S. Kemp, and Ms. Helen E. Dragas, Rector.

Also present were Frank B. Atkinson, A. Macdonald Caputo, Stephen P. Long, M.D., George Keith Martin, John L. Nau III, Edward D. Miller,

The Chair, Ms. Allison Cryor DiNardo, opened the meeting by introducing Dr. Marcus Martin. She stated that the committee would be seeing two presentations: 1) Annual Update on the Virginia North Carolina Louis Stokes Alliance for Minority Participation; and 2) Faculty Diversity at UVA.

Update on the National Science Foundation (NSF) Virginia North Carolina Louis Stokes Alliance for Minority Participation (VA-NC LSAMP)

Dr. Martin gave the background for the project. There are 44 alliances including the University's alliance. The VA-NC LSAMP is an eight institution partnership consisting of Bennett College for Women, Elizabeth City State University, George Mason University, Johnson C. Smith University, Saint Augustine's University, the University of Virginia, Virginia Commonwealth University, and Virginia Polytechnic Institute and State University. UVA serves as the lead institution for the Alliance.

From Year 1 through Year 4, there was a 23% increase in STEM enrollment of under-represented minority students at VA-NC Alliance institutions; from under 3,500 students to nearly 4,300 students. Degrees earned increased by 32% from Year 1 to Year 4; from under 500 annually to nearly 650 annually. Data for Year 5, which just ended, is still being collected.

There was an external evaluation completed a couple of years ago and we were able to determine the effective aspects of the program through feedback from the students. As expected, the effective aspects noted were financial assistance for housing, stipends, books, and other expenses; tutoring and mentoring; socialization into the STEM fields; research experiences at nationally recognized facilities; collaborative research in multiple disciplines; and assistance and peer advice for graduate school process.

Mr. Martin talked about the importance of the Summer Research Program. It was established two years ago. It has been hosted here at the University both years. This past year, we received support from the Jefferson Trust Foundation. The research tracks included: Astrochemistry, Biology, Chemistry, and Systems and Information Engineering. We had students in each of these research tracks. We also had collaboration from the National Radio Astronomy Observatory Collaboration. He then showed a video on the Summer Research Program. The video showed great enthusiasm and passion from the students in the program. It will prove to be a good recruitment tool in the future.
Some examples of the Summer Research Program projects are:
Development of a 40-60 GHZ Spectrometer for the Detection of Interstellar Molecules, Identifying Mitochondrial Gene Transfer to the Nucleus, Operation Hip Reduction, Does Dynamin Move Things Along?, Identification of Molecules through Experimental and Computational Spectroscopy, and Interstellar Detection of Cyanomethanimine. Four out of the 22 students in the program came together to discover a new molecule (cyanomethanimine). Some chemists spend their entire career trying to find new molecules and these students came together in a short period of time and made this new discovery.

Dr. Martin stated that the University’s application for the mid-level status has been approved and over the course of the next five years hopefully we will receive the complete grant that we have applied for. We just recently added Piedmont Virginia Community College to the group.

Faculty Diversity at the University of Virginia

Dr. Martin thanked the Vice Provost for Faculty Recruitment, Gertrude Fraser, and George Stovall from the Office of Institutional Assessment and Studies for their assistance in providing the faculty data. The data was derived primarily through the University Human Resource System and is compared with the Association of American Universities (AAU) data through the use of the Integrated Postsecondary Education Data System.

The data is pretty dramatic. The tenured and tenure-track data at UVA has been steadily aging. In 1985, only 21% of tenured and tenure-track faculty were over the age of 55. Now, nearly 45% of our tenured and tenure-track faculty are over the age of 55. Only about 16% of faculty are under the age of 40. Women and under-represented minorities are well below average when compared to our AAU counterparts. As the University recruits new faculty, there is an opportunity to improve on the overall percentage of faculty that are women and minority. This year, the Human Resources Office, Provost’s Office, and the Office for Diversity and Equity will collaborate to conduct a salary equity study. Any factors of the University’s working climate that may contribute to bias whether intended or unintended should surface so we can address the underlying causes of inequality.

On further motion, the committee adjourned at 2:30 p.m.

SGH:ddr
These minutes have been posted to the University of Virginia’s Board of Visitors website. http://www.virginia.edu/bov/specialcommminutes.html