MEMORANDUM

TO: The Special Committee on Diversity:

Allison Cryor DiNardo, Chair
Helen E. Dragas
Kevin J. Fay
Frank E. Genovese
William H. Goodwin Jr.
Stephen P. Long, M.D.
Edward D. Miller, M.D.
Linwood H. Rose
Blake E. Blaze
George Keith Martin, Ex Officio
George M. Cohen, Faculty Consulting Member

and

The Remaining Members of the Board and Senior Advisor:

Frank B. Atkinson
Hunter E. Craig
Marvin W. Gilliam Jr.
John A. Griffin
Victoria D. Harker

Bobbie G. Kilberg
John L. Nau III
Timothy B. Robertson
Leonard W. Sandridge Jr.

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity on September 20, 2013

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 10:09 a.m., on Friday, September 20, 2013, in the Board Room of The Rotunda; Ms. Allison Cryor DiNardo, Chair, presided.

Present were Helen E. Dragas, Kevin J. Fay, Frank E. Genovese, William H. Goodwin Jr., Stephen P. Long, M.D., Edward D. Miller, M.D., Linwood H. Rose, and Blake E. Blaze.
Also present were Paul J. Forch, Patrick D. Hogan, Susan A. Carkeek, Patricia M. Lampkin, David W. Martel, Marcus L. Martin, M.D., McGregor McCance, and Debra D. Rinker.

The chair, Allison Cryor DiNardo, discussed the agenda and said the goal for the meeting was to give the committee members a sense of the diversity at the University, particularly among the students. She said diversity has a very broad definition and it should always be a part of our institution. It should also enhance the student experience.

Report on the Undergraduate Class of 2017 and Its Diversity

Dr. Marcus Martin introduced Gregory Roberts, the Dean of Undergraduate Admission. Mr. Roberts shared details of the fall 2013 enrolling class. He said it was a class that matched very closely with the class of 2012, which was the strongest class academically that had been seen to date at the University. He said not only was the entering class similar academically, but it was more diverse socioeconomically and racially. He stated that even though his presentation contained statistics and numbers, the committee members should not get caught up in that. He said the admission process was very personal, very thoughtful. Mr. Roberts said they look beyond the numbers - they look for leaders, for those that will hit the ground running, and those that are civic-minded and will make an impact on the University, both before and after graduation.

Mr. Roberts said they were 18 admission deans and counselors in the office and they had a very robust outreach program. They spend a considerable amount of time with parents and potential students educating them on the admission process, especially those from low-income backgrounds. He said they have over 30,000 applicants and more than 50,000 visitors each year, so his staff is limited to some extent. For this reason, they ask for the support of the community network. He said the admission deans are on the road talking to students about college and about the University of Virginia. The most prominent recruiting tool is the consortium recruitment travel with Harvard and Princeton, a program established six years ago. They visit over 20 cities across the country, primarily focusing on low-income students.

Mr. Roberts said they were eager to establish relationships with college access and community-based organizations. These groups serve as advisors and mentors to students, particularly students that are often overlooked, students in high schools that aren’t visited very often, and students that come from first generation college families. Two examples of these organizations are the Posse Foundation and Questbridge.

The Admissions office relies heavily upon the Virginia Alumni Admission Network (VAAN), with about seven different cities where this group is prominent. The alumni help by interviewing students, reaching out to minority and low-income students, and helping the Admissions Office to connect with other alumni who can speak about the University.
Mr. Roberts reviewed a series of slides that showed undergraduate minority enrollment over the past 25 years, broken down by race and ethnicity. He said the number of minorities have increased dramatically over the past several years, particularly Hispanic and Asian students. He said he has seen an increase in students with financial need; they come to the University not only for the prestige and honor that is associated with the University, but also because of the financial aid program – AccessUVA. He also presented a slide that showed a peer comparison on minority enrollment from the fall of 2011.

Ms. Dragas asked for a summary sheet that showed both in- and out-of-state students by race, residence, and low and middle income within the AccessUVA pool.

Mr. Roberts concluded his presentation with a brief description of the Posse Foundation. He said the goals of the Posse Foundation are to expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds; to help these institutions build more interactive campus environments so they can be more welcoming for people from all backgrounds; and to ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions within the workforce.

Scholarship Programs that Enhance the University Experience

Ridley at the University of Virginia

The next speaker was Ms. Sharon A. Miller, who is the Managing Director of Rockwood Capital of White Plains, New York. Ms. Miller is on the University of Virginia Foundation Board, and also serves on the Ridley Scholars Selection Committee. She provided a briefing on the Ridley Scholars program.

Ms. Miller said Ridley Scholars began in 1987 as a single $500 book award which was provided to a student who was already at the University. Today, she said it has evolved into multiple scholarships: a $40,000 scholarship to an out-of-state student and a $12,500 scholarship to an in-state student.

Ms. Miller said the Ridley scholarship is their flagship scholarship endowed primarily by African-American alumni and friends of the University. It was named for the first African-American graduate of the University, Dr. Walter N. Ridley, and is an annual scholarship in the amount of $12,500. The other scholarship she mentioned is the Holland Blackburn Fund, which was originally endowed by Tony Pilaro who was a graduate of the UVA Law School. He named the fund after Dr. Jerome Holland, the 9th President of Hampton University as well as an ambassador to Sweden. The fund was renamed in 2009 to also honor the former Dean of Admission, Jack Blackburn, who had a passion for diversity at the University. This scholarship is another annual one in the amount of $40,000.
Ms. Miller said they were very proud of their scholarship program, but even prouder of the students that receive these scholarships and go on to graduate and become leaders in this country and the world, and represent the University and Ridley extraordinarily well. She introduced three Echols scholars to the Board: Molly Jones (A&S Class of 2014 – Ridley Flagship Scholar – double major in Foreign Affairs and Spanish) who is the program director at Madison House and is also a member of the Black Student Admissions Committee; Byron Thompson (McIntire School of Commerce – Class of 2014 – Holland Scholar – majoring in Finance and Management) who is a brother at Delta Sigma Phi fraternity, President of the minority business development organization ‘Get on the Street’ which is a student-based organization associated with Ridley, and a student panelist for the Outreach Student Admissions Committee; and Chelsea Stokes (Class of 2015 – Richmond Ridley/Clarence Cain Scholar – double major in Political and Social Thought and African-American Studies), who is a member of the Honor Committee, Third Year Class Council, the Cultural Programming Board, and serves as the Vice-Chair of the Black Student Alliance.

Ms. Miller said the future of Ridley lies in their desire to move from success to significance. In order to do this, they have to focus on three areas: alumni engagement, scholarship endowment, and admission support.

Alumni Engagement: In addition to their national board, they have focused on developing regional clubs. They have clubs in New York, Philadelphia, Washington D.C., Richmond, and Los Angeles. They may develop new clubs in the Chicago and Tidewater areas.

Scholarship Endowment: As of the end of August 2013, the Ridley Family of Funds has $9 million in assets. She said they need to continue to develop very specific capital raising programs so they can appeal to their existing donor base but also broaden their base and increase the size of their gifts.

Admission Support: They require all of their regional clubs to have admissions leaders and teams so they can join with them in supporting the Admission Support Outreach Program as well as the Alumni Association’s VAAN Program.

At the Chair’s request, Ms. Miller explained the current make up of Ridley and how they interface with the Alumni Association. She said because they are a race-based scholarship, they are housed with the Alumni Association. They are a complete volunteer board made up currently of 15 board members. They work with both the Director of Development and the AIG Group responsible for engagement. She talked briefly about their Richmond club and their upcoming single book award in the amount of $10,000. Dr. Martin will be attending that event. She also said this past year was the first year the Ridley scholars had been invited to the President’s house and they are still talking about it and would love to have more invitations of that type.
Mr. Jimmy Wright briefed the committee on the Jefferson Scholars program. A mission statement for the Jefferson Scholars Foundation was handed out to the committee members. He said the foundation is currently trying to accomplish its mission by focusing on three programs: undergraduate program, graduate fellowship program, and their most recent undertaking, a professorship program whereby the Foundation will be fundraising for a series of $5 million chaired professorships to help attract the next generation of stellar faculty to the University.

Mr. Wright focused his presentation mainly on the undergraduate program. He said Mr. Jefferson's belief that the virtue and talent necessary to direct the interests of society were "scattered with equal hand" through all society's conditions. The Foundation has always recognized the accuracy of this statement, which is why they seek to be as inclusive as possible in their annual search for Jefferson Scholars. Mr. Wright said they rely heavily on the high schools to make nominations for the scholarship competition. Every school in Virginia is invited to nominate. Additionally, they conduct their nomination process in 46 regions beyond the Commonwealth, including the United Kingdom, Portland, Seattle, San Francisco, and Los Angeles – they are represented in most every metropolitan city in the country. In each of these regions, the Foundation purposely includes high schools that have large and diverse student bodies. They currently invite almost 4,000 schools from public, private, parochial, urban, suburban, and rural areas to nominate candidates each year. To encourage participation, the Foundation representatives have made personal visits to 735 schools in the past five years. The participating schools are located in areas that span the full economic spectrum, ranging from areas with a Cost of Living index of over 200 to areas with an index well below 100. In addition to this, the Foundation works with the Office of Admission to seek out nominations from schools that do not fall in one of the regions recognized above to make sure every school has representation. Mr. Wright said he knew of no other scholarship program that was more inclusive in its search, nor of any other program that engages more alumni of the institution.

Mr. Wright said the selection of Jefferson Scholars is based solely on merit in the areas of leadership, scholarship, and citizenship. To date, 793 individuals have entered the University as Jefferson Scholars recipients: 17.6% of those enrolled are ethnic minorities, and 5% are African Americans. He said the recipients have been split almost equally along gender lines. Each year almost 9% of the entering class are Jefferson Scholars nominees. He said the involvement of the Jefferson Scholars on-Grounds have been exemplary and very diverse. He gave several examples of current Jefferson Scholars recipients around Grounds: one of their international scholars is the Editor-in-Chief of the Cavalier Daily, another is the Chair of the Honor Committee, and another is the student representative to the Board of Visitors. He said they have another international scholar who is the Chair of Sustained Dialogue – an organization devoted to addressing racial issues on Grounds – with two more
Vice Chairs and the Treasurer of Sustained Dialogue as well. He provided further examples representative of the Jefferson Scholars' reach.

Mr. Wright concluded by explaining, based on the number of Jefferson Scholars nominees that have entered the University, they know their annual recruiting effort has made a significant impact. He said there is an even more significant impact that cannot be measured — the magnetic effect of the nomination process, meaning the number of students who were not nominated but decided to apply anyway because they either know, are friends with, or look up to someone who was nominated. Mr. Wright said he suspects this ripple effect is profound and contributes immeasurably to the excellence and to the diversity of the University community.

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On further motion, the committee adjourned at 10:55 a.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