



THE RECTOR AND VISITORS OF THE
UNIVERSITY OF VIRGINIA

February 21, 2013

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
Helen E. Dragas, Ex Officio
Robert S. Kemp, Consulting Member

and

The Remaining Members of the Board and Senior Advisor:

Frank B. Atkinson	George Keith Martin
A. Macdonald Caputo	Edward D. Miller, M.D.
Marvin W. Gilliam Jr.	John L. Nau III
William H. Goodwin Jr.	Timothy B. Robertson
Victoria D. Harker	Linwood H. Rose
Stephen P. Long, M.D.	Leonard W. Sandridge Jr.

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity
on February 21, 2013

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 1:50 p.m., on Thursday, February 21, 2013, in the Auditorium of the Harrison Institute/Small Special Collections Library; Ms. Allison Cryor DiNardo, Chair, presided.

Present were Hunter E. Craig, the Honorable Alan A. Diamonstein, Bobbie G. Kilberg, Vincent J. Mastracco Jr., Hillary A. Hurd, and Ms. Helen E. Dragas, Rector.

Also present were Frank B. Atkinson, A. Macdonald Caputo, Marvin W. Gilliam Jr., William H. Goodwin Jr., Stephen P. Long, M.D., George Keith Martin, John L. Nau III, Edward D. Miller, M.D., Timothy B. Robertson, Linwood H. Rose, and Leonard W. Sandridge.

Present, too, were Ms. Teresa A. Sullivan, John D. Simon, Ms. Susan G. Harris, Patrick D. Hogan, Paul J. Forch, Ms. Susan A. Carkeek, Steven T. DeKosky, M.D., Ms. Donna Price Henry, James L. Hilton, R. Edward Howell, Ms. Patricia M. Lampkin, Marcus L. Martin, M.D., Ms. Nancy A. Rivers, Ms. Colette Sheehy, Thomas C. Skalak, Anthony P. de Bruyn, McGregor McCance, and Ms. Debra D. Rinker.

Report on 2013 Martin Luther King Celebration Activities

The Chair, Ms. Allison Cryor DiNardo, opened the meeting by introducing Dr. Marcus Martin, Vice President and Chief Officer for Diversity and Equity. Dr. Martin thanked Ms. Sullivan for asking his office to develop a community based strategy for celebrating the life and legacy of Dr. Martin Luther King Jr., which has demonstrated publicly the University's commitment to community partnerships around diversity, equity, and inclusion.

The Community MLK Celebration Planning Committee is comprised of community members from a wide array of organizations, and University representatives from many areas, many appointed by the deans. More than 100 individuals participated in planning the celebration.

The theme for this year's celebration was "From Montgomery to Main," referring to Dr. King's impact here in Charlottesville. Over 30 events were held during several weeks in January and February, with wide participation from the University and the community. Events included panel discussions, workshops, lectures, film screenings, shadowing opportunities in the Health System for local high school and college students interested in health care careers, art exhibits and performances. Youth events included a poster competition, science and technology demonstrations, and a play put on by elementary students about Rosa Parks. There was also an event honoring Professor Julian Bond at the Paramount Theatre with over 700 in attendance. Dr. Martin thanked the Office of University Communications for providing extensive communications, marketing, audio/visual and web communications, and community relations. A website was created for information on events: www.virginia.edu/mlk.

After showing a brief video showcasing several of the events that took place, Ms. Sullivan commented that the celebration had something for everyone, and it is a way for the University to reach out to the community.

Faculty Salary Study

Dr. Martin introduced Ms. Sarah Turner, University Professor of Economics and Education in the Curry School of Education, to give a progress report on the faculty salary study instigated by Provost John Simon.

Ms. Turner listed the members of the study group, who are from all over the University, bringing multidisciplinary expertise in the quantitative social sciences. They are meeting monthly over the academic year.

The charge of the group is "...to conduct a quantitative analysis of faculty salaries at the University of Virginia." The objective is to measure differences by group, particularly gender, in faculty compensation, conditional on discipline or field of study, experience, and rank. She said committee activities are limited to measurement and creating a base of information to assist the provost and other academic units in understanding the magnitude of group differences in faculty salaries.

The study group will:

- Propose a methodology and the plan for data collection;
- Following the data acquisition and analysis, review the findings and advise the study director of questions or concerns;
- Review the draft final report and present to the Provost.

The group will look only at tenure and tenure track faculty outside the medical area. Their deadline to present findings to the provost is August 30, 2013. She noted that their effort is to measure systematic differences in salary among faculty with similar areas of work and experiences. They are not looking at salary setting at the individual level. The charge of the group states the limitations:

"Because only some of the factors that are known to affect salary can be considered in a quantitative analysis, it is important to note that this committee will be only responsible for the measurement phase of the overall initiative to assess the extent of demographic differences in compensation."

For some background, Ms. Turner said that in the late 1980's and through the 1990's, faculty committees focused on matters of gender and racial climate recommended that salary equity studies be conducted. One study in 1992 led to some adjustments. In 1999, the President's Taskforce on the Status of Women recommended that salary equity studies be conducted every five years, with gender as one among several categories of analysis.

Ms. Turner said the reason a study should be done now is to provide data to answer questions raised by the Faculty Senate and the team charged with administering the ADVANCE grant from the National Science Foundation about equity in compensation. She said equitable compensation contributes to the long-term objective of recruiting and retaining an outstanding faculty.

Dr. Miller said Johns Hopkins University measures faculty salaries every year, and they find gender difference, partly because the person setting the salary must have the data but doesn't. A second concern is the exclusion of medical faculty, which accounts for half of the faculty.

Dr. DeKosky answered that the School of Medicine tracks all faculty. The salary study is separate because of different standards on the medical side for physicians and those with doctorates.

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On further motion, the committee adjourned at 2:15 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>