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
Margaret N. Gould
George Keith Martin, Ex-Officio
Christopher P. Holstege, Faculty Consulting Member

and

The Remaining Members of the Board and Senior Advisor:

Frank B. Atkinson            Bobbie G. Kilberg
Hunter E. Craig              John L. Nau III
Marvin W. Gilliam Jr.        Timothy B. Robertson
John A. Griffin              Leonard W. Sandridge Jr.
Victoria D. Harker

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity on June 6, 2014

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 8:05 a.m., on Friday, June 6, 2014, in the Auditorium of the Albert & Shirley Small Special Collections Library of the Harrison Institute; Ms. Allison Cryor DiNardo, Chair, presided.

Present as well was Christopher P. Holstege, M.D., the Faculty Consulting Member.


Ms. DiNardo opened the meeting and gave the floor to Dr. Martin.

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Report by the Vice President and Chief Officer for Diversity and Equity

The School of Medicine’s Strategic Plan for Diversity and Inclusion was the subject of Dr. Martin’s report. Dr. Martin provided an overview before introducing Dr. Randolph J. Canterbury and Dr. Michael D. Moxley. The plan is designed to increase the diversity of the School’s students, resident staff, and faculty while at the same time increasing the academic credentials of its students. It is a holistic approach that leverages diversity and inclusiveness to drive the mission of providing excellence in the delivery of quality patient care, conducting biomedical research, and training health care professionals.

The School focuses on recruiting students with strong academic records, health care experience, evidence of social conscience, leadership ability, and team players with unique experiences. During the past decade, the recruitment of underrepresented minority (URM) students has been successful with the percentage of URM students increasing from less than 6% to over 25%.

Dr. Canterbury reported that prior to 2003 there was little emphasis on student diversity and the percentage of URM students was less than 6%. In 2004, the decision was made to increase the diversity and academic credentials of students by broadening the selection criteria, educating the Admissions Committee on the value of diversity, recruiting nationally with an emphasis on underrepresented minorities, initiating new programs with historically black colleges and universities, and expanding the definition of underrepresented minorities.

As a result of these efforts, the percentage of URM students in 2004-2005 increased to the 10-13% range. Since then the School expanded its efforts by 1) creating a more welcoming environment for minority students, 2) initiating mentoring programs particularly for disadvantaged pre-medical students at the University and nearby institutions, 3) supporting requests by medical students to establish a LGBT support organization and a Latino Medical Student Association, 4) broadening the concept of diversity beyond race and ethnicity by adding a question to the supplemental application asking applicants to describe how they will contribute to the diversity of the School; 5) offering “Safe Space” training to the Admissions Committee.
and education leadership; and 6) developing a Strategic Plan for Diversity and Inclusion.

In 2013, the percentage of URM students increased to 25%. For the incoming class, it appears that the percentage will be 28%. During this 10-year period, the academic credentials of matriculating students rose from the 75th percentile to above the 90th percentile. In addition, the number of students scoring above the 90th percentile on the second step of the physician’s licensing exam rose from 40% to 69%.

Dr. Moxley outlined the steps that are being taken to expand the diversity, inclusion, and excellence initiative to faculty and resident staff. Currently, 4.5% of the faculty and 7% of the residents are underrepresented minorities. To support the initiative the School has determined that it must focus on three key areas: mentorship/leadership; recruitment/retention; and outreach. To date, the School has held a retreat with department chairs and administrators, completed diversity website updates, initiated a holistic approach for the hiring process, and made presentations within the University community and externally.

Ms. DiNardo announced that the President’s Commission on Slavery and the University will be sponsoring a symposium on October 16-17, 2014 and that Committee members will be receiving notices.

On motion, the committee adjourned at 8:40 a.m.

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