TO: The Diversity & Inclusion Committee:

Frank M. Conner III, Co-Chair
Allison Cryor DiNardo, Co-Chair
Kevin J. Fay
Barbara J. Fried
William H. Goodwin Jr.
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
L.D. Britt, M.D.     Stephen P. Long, M.D.
Helen E. Dragas      John G. Macfarlane III
Frank E. Genovese    Edward D. Miller, M.D.
John A. Griffin      John L. Nau III
Victoria D. Harker   Leonard W. Sandridge Jr.

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Diversity & Inclusion Committee on November 14, 2014

The Diversity & Inclusion Committee of the Board of Visitors of the University of Virginia met, in Open Session, at 9:45 a.m., on Friday, November 14, 2014, in the Auditorium of the Albert and Shirley Small Special Collections Library of the Harrison Institute; Mr. Frank M. “Rusty” Conner III, Co-Chair, presided.

Present were George Keith Martin, Kevin J. Fay, Barbara J. Fried, William H. Goodwin Jr., Margaret N. Gould, and Christopher P. Holstege, M.D.
Other Board members present were Frank B. Atkinson, L.D. Britt, M.D., Frank E. Genovese, and Stephen P. Long, M.D.

Present as well were Teresa A. Sullivan, Susan A. Carkeek, Susan G. Harris, Donna P. Henry, Patrick D. Hogan, Patricia M. Lampkin, Alison P. Landry, David W. Martel, Marcus L. Martin, M.D., Nancy A. Rivers, Roscoe C. Roberts, Colette Sheehy, and John D. Simon.

Leslie Haughton was the presenter.

Mr. Conner opened the meeting and gave the floor to Dr. Martin.

Supplier Diversity Report

Dr. Martin introduced Mr. Les Haughton, Director, Supplier Diversity, and chair of the Black Faculty and Staff Employee Resource Group (BFS-ERG). This group engages in the recruitment, mentoring, professional development, and retention of faculty and staff. Mr. Haughton reviewed the Supplier Diversity mission statement, which states that the University is committed to becoming a nationally recognized leader in supplier diversity by developing sustained relationships with small, women, and minority-owned businesses and that the University will actively seek out the best firms which will enable the University to deliver high-quality education, research, public service, and healthcare.

Mr. Haughton noted that in 2006 Governor Kaine signed Executive Order 33 which set a 40% hiring goal for small, women, and minority-owned firms (SWaM) and the University’s goal is 45%. For FY 2014, the University achieved 39.3% with small firms accounting for 27%, women-owned firms accounting for 9%, and minority-owned firms accounting for 3.4%. For the past three years, participation by women-owned firms has been strong and is growing. There was a dip in SWaM participation in FY 2012 due to a drop in construction, which is a major driver of SWaM participation. In FY 2013, participation was 50%. There was a dip in FY 2014 due to a construction slowdown and to the volume of firms losing their three-year SWaM certifications, which caused a backlog at the State agency that handles re-certifications.

The University is a member of the Carolina Virginia Minority Supplier Development Council (CVMSDC) and the Virginia Association of State College and University Purchasing Professionals (VASCUPP) SWaM Committee. The University is a three-time winner of the VMSDC “Soaring Eagle” award for the Top Public Sector Supplier Diversity Program in Virginia.

Outreach efforts include creation of VASCUPP’s annual SWaMfest in 2004, hosting of six vendor training sessions, participation in 20 local and statewide events during 2014, participation in National supplier diversity events, and hosting of the first “MBE” day on-Grounds where 25 national multimillion dollar minority firms were invited to network with the University. A second “MBE” day will be held next year.
Local efforts include the creation of the Charlottesville Minority Business Network. This network of 18 SWaM firms has resulted in a number of local firms receiving multi-year contracts with the University.

Upcoming challenges include Governor McAuliffe’s Executive Order 20 which increases the SWaM goal to 42%, and creation of a new state agency for small businesses and supplier diversity. A number of small subcontractors have gone out of business because of the economy, which makes it more challenging to find SWaM businesses. When construction gears up again, fewer subcontractors will be available.

The Black Faculty and Staff Employee Resource Group has approximately 85 members with 40 actively involved. It is a voluntary, employee-driven group serving as a forum for employees to gather socially and share ideas outside their business units. It improves African-American recruitment efforts, increases camaraderie through networking opportunities, helps build the University’s external reputation through community involvement, and increases morale and retention.

Committee questions focused on the extent of the University’s community outreach, its support of SWaM firms, the auditing of company SWaM targets, support of Employee Resource Groups (ERGs) by the Board of Visitors, and the 6% goal for minority businesses. Mr. Haughton explained that community outreach will be expanded beyond small businesses, the University works with firms who are not successful when they first compete for University work, and that while firms are responsible for meeting their minority participation goals, the University audits their quarterly reports and follows up when targets are not met. President Sullivan said there is interest in creating additional ERGs. Mr. Haughton said that while ERGs are employee-driven, they receive some financial assistance from the University. With regard to the 6% goal for minority firms, Mr. Haughton acknowledged that institutions in Richmond and Norfolk do better, but they have a larger pool to draw from; the University is hampered by its location.

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

Dr. Martin said in order to make diversity data more accessible they have created a diversity dashboard, which is on the Diversity Office’s website. Dr. Martin recognized the contributions to this effort of Ms. Meghan Faulkner, Assistant to the Vice President and Chief Officer for Diversity and Equity for Programs and Projects, Cheryl Gearhart, Information Technology Services Lead Project Consultant, Charles McKinley, Senior Programmer Analyst, and George Stovall, Director of Institutional Assessment and Studies.

Before reviewing the dashboard, Dr. Martin noted that beginning in 2009 changes were made to the definition of race and ethnicity by the Integrated Postsecondary Education Data System (IPEDS) and some students/faculty/staff who may have listed themselves as African American in the earlier surveys are now counted in the Hispanic or multi-race
categories. This accounts for part of the decline in the number of African American students, staff, and faculty from 2009 to present. The faculty and staff data only includes permanently salaried employees and does not include Medical Center staff.

The dashboard provides diversity information for undergraduate students, graduate students, staff, faculty, and minority totals for given years. It shows a subtle rise in total minority numbers. In relation to the 60 institutions in the University’s peer group in the Association of American Universities, the University’s 2011 minority rankings for tenure track faculty were 18th for black faculty, 58th for Hispanic faculty, 56th for Asian-Pacific Islander faculty, and 54th for women faculty.

While much work needs to be done to improve diversity, Dr. Martin is optimistic and sees a number of options including improved recruitment and retention, strengthening dual employment resources, creating professorships that would attract a diverse faculty, ensuring salary equity, and enhancing support groups. He noted that the University is currently working on a comprehensive strategic plan.

Committee questions focused on the competition for and availability of minorities, and the creation of an “internal” applicant pool. Provost Simon noted that competition is intense because of a shortage of minority candidates. President Sullivan added that the shortage is principally an issue for the graduate programs in the College because talented minority undergraduates have opportunities that compete with the pursuit of Ph.Ds. Professional schools have larger pools. Retaining faculty is a problem because other institutions make offers to the minority faculty that the University often cannot meet. There is a similar problem with recruiting. The University is working to increase the number of minority graduate students who could potentially serve as a pool for faculty openings at the University.

On motion, the committee adjourned at 10:20 a.m.

SGH:wtl

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