EXECUTIVE COMMITTEE

Thursday, November 12, 2015
4:00 – 4:30 p.m.
Auditorium of the Albert & Shirley Small
Special Collections Library, Harrison Institute

Committee Members:
William H. Goodwin Jr., Chair
Frank M. Conner III, Vice Chair
Frank B. Atkinson
L.D. Britt, M.D.
Kevin J. Fay
John A. Griffin
Victoria D. Harker
Barbara J. Fried, Advisor
Frank E. Genovese, Advisor
John G. Macfarlane III, Advisor

AGENDA

I. OPENING REMARKS BY THE COMMITTEE CHAIR (Mr. Goodwin)

II. REPORTS
   A. Diversity Data Comparing the University of Virginia with Other Institutions In-State and Out-of-State (Ms. Sullivan to introduce Dr. Marcus L. Martin; Dr. Martin to present and lead discussion)
   B. Faculty Recruitment (Mr. Katsouleas)
UNIVERSITY OF VIRGINIA  
BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: November 12, 2015

COMMITTEE: Executive

AGENDA ITEM: II.A. Diversity Data Comparing the University of Virginia with Other Institutions In-State and Out-of-State

BACKGROUND: At the request of the Executive Committee, data will be presented comparing U.Va. diversity (students, faculty, and staff) with some of our peers in-state and out-of-state. Schools included are Michigan, University of California, Los Angeles (UCLA), William and Mary, Virginia Tech, University of Pennsylvania (UPenn), and University of North Carolina (UNC).

DISCUSSION: U.Va., Michigan, UPenn, UCLA, and UNC are all member schools of the Association of American Universities (AAU). Virginia Tech and William and Mary are not AAU member schools. Data is derived from the Integrated Post-Secondary Education Data System (IPEDS). The latest IPEDS data presented is from 2013. In addition, data specific to U.Va. undergraduate and graduate students, staff, and faculty are reviewed for years 2009-2015.

Comparing the seven schools, UCLA has the highest total percentage of tenured and tenure-track minority faculty. UNC has the highest percentage of African American and UCLA has the highest percentage Asian and Hispanic tenured and tenure-track faculty. UNC has the highest percentage of female tenured and tenure-track faculty. The total faculty headcount at U.Va. has declined since 2009 primarily owing to the conversion of Administrative and Professional (A&P) faculty positions to University Staff.

UCLA has close to 60% minority staff with a large percentage of Asian and Hispanic staff. William and Mary has the largest percentage of African American staff. There has been a significant growth in Hispanic, Asian, and Multiracial staff at U.Va. since 2009. Michigan has the highest percentage of female staff at 60%.

UCLA has the highest minority undergraduate population out of the group. Hispanic and Asian students comprise 50% of the UCLA undergraduate student body. There has been a significant
growth in the Asian, Hispanic, and Multiracial undergraduate student population at U.Va. since 2009. The Multiracial student headcount has increased by nearly seven-fold. UNC and U.Va. are at the top of the group for female undergraduate student percentages.

Over the past four years at U.Va., African American student applications, offers made, and enrollments have all increased, including Multiracial students who are partially African American. The enrollment of African American students increased annually the past four years from 7.1%, 7.5%, 8.2%, to 8.3%.

UCLA is at the top with over 35% minority graduate students and UPenn is second with close to 25%. There has been a noticeable increase in the Multiracial and Hispanic graduate student headcounts at U.Va. UNC has the highest percent of female graduate students, followed closely by William and Mary, UPenn, and U.Va.

U.Va. compares favorably with in-state and out-of-state peers in some specific categories. We have undertaken many positive efforts here already to increase diversity. However, we have the opportunity to further diversify undergraduate and graduate students, staff, and faculty.

Provost Tom Katsouleas will discuss the diversity plan specific for faculty recruitment and retention.
UNIVERSITY OF VIRGINIA
BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: November 12, 2015

COMMITTEE: Executive

AGENDA ITEM: II.B. Faculty Recruitment

BACKGROUND: A top priority of the Diversity Plan presented by President Sullivan is the recruitment and retention of diverse faculty. This is a recognition of both the relative lack of diversity on the faculty and the key role that a more diverse faculty can play in facilitating the other goals of the plan.

DISCUSSION: Provost Katsouleas will briefly summarize an aggressive hiring plan underway in the coming year, including new strategic cluster hires and TOPs (Targets of Opportunity) hires, both of which are expected to significantly advance diversity on the faculty.