

May 15, 2003

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Thomas J. Bliley, Jr.  
Lewis F. Payne  
John R.M. Rodney  
Georgia M. Willis  
John O. Wynne  
Gordon F. Rainey, Jr., Ex Officio

and

The Remaining Members of the Board:

William G. Crutchfield, Jr.	Mark J. Kington
Susan Y. Dorsey	Don R. Pippin
Thomas F. Farrell, II	Terence P. Ross
Charles L. Glazer	Thomas A. Saunders, III
William H. Goodwin, Jr.	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

RE: Minutes of the Meeting of the Special Committee on  
Diversity

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 10:00 a.m., Thursday, May 15, 2003, in the offices of Hunton & Williams, Riverfront Plaza, 951 East Byrd Street, in Richmond; Warren M. Thompson, Chair, presided. John R.M. Rodney and Gordon F. Rainey, Jr., Rector, were present. Thomas J. Bliley, Jr., Lewis F. Payne, E. Darracott Vaughan, Jr., M.D., Ms. Georgia M. Willis, and John O. Wynne participated by telephone.

Also present were Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Ms. Patricia M. Lampkin, William W. Harmon, Ms. Karen Holt, Ms. Amy Cronin, and Ms. Margaret Klosko.

The Chair opened the meeting by reviewing the Committee's charge: appointed by the Rector at the April, 2003 Board of Visitors meeting, the Committee has been asked to review diversity initiatives at the University in coordination with the Commission on Diversity being established by President Casteen. The Committee is charged "with an evaluation of efforts to promote diversity among students, faculty and administrators, as well as with residents of the city of Charlottesville and Albemarle County." The Special Committee has been asked to meet with representatives of these groups, and others it deems appropriate, and to report to the Board at its retreat in July on at least the following:

The scope of efforts to promote diversity among members of the student body, faculty of all schools, staff and administrators.

The scope of efforts to promote diversity in external relations of the University, including with surrounding communities, and all aspects of procurement of goods and services.

Efforts to promote understanding among all elements of the University community.

The appropriate role of the Board of Visitors in continuing oversight of diversity issues.

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The Committee then discussed a definition of diversity, agreeing that this can't be done until the presidential Commission begins its work and more data is collected. The Rector pointed out, too, that the Committee will need to know the scope of the Commission's charge and the directions it intends to take.

Ms. Cronin, the President's Chief of Staff, said the Commission is being organized and that appointments to it will be announced in the next several weeks. She said it is envisioned that the Committee and the Commission will interact and that perhaps they will hold some joint meetings. She noted that "benchmarking," which is to say what peer institutions are doing in this regard, is a logical first step, and that Mr. Harmon is collecting this information.

Mr. Wynne cautioned the Committee against taking action without understanding, philosophically, what it should be doing. He said the Board of Visitors should set policy and not be

involved in the minutiae of the issue which would be more the work of the presidential Commission.

The Chair said the Committee would identify the issues and suggest resolutions and the Commission would execute the resolutions.

Mr. Rodney said he thought the presidential Commission should not be too large, and he asked Ms. Cronin what size was contemplated. Ms. Cronin replied that it probably would have 15-20 members. She said Ms. Klosko of the President's staff will work with the Commission and that Ms. Kelly Palmer, a graduate student in the Curry School, will be hired to help the Commission.

The Chair asked if the Chair of the Commission would be a member of the President's staff. Ms. Cronin replied that it probably would be a member of the faculty and that the Chair will be accountable for producing a report. Mr. Thompson said the Chair should be neutral and should not represent any of the major groups or concerns that are to be addressed.

Mr. Wynne said, though, that it is important that the faculty member chosen to be Chair be in a leadership position.

Mr. Thompson suggested that he, Ms. Lampkin and the Secretary draft a statement of the Committee's aims and working plan, which is to say a statement of its mission.

Mr. Payne agreed with this suggestion and said the statement the Rector made in April when he appointed the Committee should be a basis for this.

Ms. Willis agreed and pointed out that a strong mission statement is important.

The Rector said the core of a mission statement is the preparation of students to be citizens.

Mr. Harmon said students should be exposed to diversity. The Chair agreed and cited the model of the Athletics Department.

Ms. Cronin suggested that the presidential Commission set a schedule for collecting benchmarking data. Ms. Lampkin replied that this schedule, in draft, could be ready for the Board Retreat. The Rector, however, said the schedule should move "naturally" and not be rushed. The first objective should be the Committee's mission statement, perhaps to be presented at the Retreat. This statement, he said, is very important.

The Chair agreed and proposed to circulate a draft in time to present to the Board at its Retreat. Mr. Bliley asked if it could be circulated a week before the Retreat. The Chair replied that this is doable.

Mr. Wynne said the mission statement should be succinct, but there should be commentary, written or verbal.

After the following motion, the Committee went into Executive Session at 11:00 a.m.:

That the Special Committee on Diversity go into Executive Session to consult with General Counsel and to be advised on legal principles applicable to the charge and work of the Committee, and to evaluate performance of specific University departments which will necessarily involve evaluating the performance of specific University employees, as provided for in Section 2.1-3711 (A) (1) and (7) of the Code of Virginia.

The Committee resumed in Open Session at 12:05 p.m. after adopting the following resolution and, on motion, adjourned:

Mr. Chair, I move that we vote on and record our certification that, to the best of each Board member's knowledge, only public business matters lawfully exempted from open meeting requirements and which were identified in the motion(s) authorizing the closed session, were heard, discussed or considered in closed session.

AGG:lah

These minutes have been posted to the University of Virginia's Board of Visitors website.

<http://www.virginia.edu/bov/specialcommminutes>.