

SPECIAL COMMITTEE ON DIVERSITY
2006 - 2007 GOALS

1. Development of appropriate language that makes specific reference to the importance of diversity in faculty/administrative hiring and curricular implementation within the Ten-Year Academic Plan that is being formulated by the Office of the Provost.

The initial action in this regard that will be taken next year will be the identification of external experts who will meet with the Deans and faculty of each of the schools to help identify steps that might be taken to achieve this goal.

A secondary action will be the strengthening of the Carter Woodson Institute through the hiring of a full-time Director who can provide leadership and vision to the unit.

2. Implementation of a Diversity Marketing Strategy

A tentative multi-faceted marketing plan is currently being developed by an external consulting firm, and a report with recommendations and projected costs should be available by Fall.

Another action that will be taken to move towards this goal is the forthcoming University of Virginia Symposium on Race and Society, which will provide an opportunity for UVA to be identified as a leading national institution that recognizes the importance of discussing significant racial issues and considerations. This annual forum will provide a venue for such interaction.

3. Identification of specific opportunities to promote diversity at UVA that can be included as a part of the forthcoming campaign.

Tentative conversations have already begun about the establishment of ten endowed chairs that can facilitate the enticement of more senior faculty of color to UVA.

Other possibilities will be identified at forthcoming meetings of an ad hoc committee that has been established by the Campaign Executive Committee.

4. Direct communication with alumni of color for the purpose of encouraging them to become actively involved in their local alumni chapters. This cultivation of alumni of color would take place with the purposes of having them promote UVA in their local communities as a destination of choice for future prospective students, and ultimately having these alums provide financial support to the University.

A communications and action plan will be developed to heighten the knowledge and support, among alumni of current and future activities on the Grounds. The following sites will be the initial targets for reaching out to alumni of color: Washington, DC, Baltimore, Atlanta, and Philadelphia.

5. Consideration of methods to enhance the curricula with additional diversity/multicultural offerings will be undertaken.

Discussions will be initiated with relevant parties, including representatives of the Provost's Office and the Faculty Senate about methods and approaches that can create momentum towards achieving this goal. Since courses of this type are often initiated by faculty of color, increasing faculty and senior administrative hires could increase the momentum in this particular area.

6. Close working collaboration between the Office of Diversity and Equity and the Director of Supplier Diversity to ensure that continued measurable progress is made in the area of minority procurement. The quantifiable objective is to be determined within the next 30 days.