

**Diversity Council**  
February 21, 2013, 9-11 a.m.  
Newcomb Hall South Meeting Room

**Present:** Cheryl Apprey, Maurice Apprey, Martha Ballenger, Maria Chee, Peggy Dame, Sharon Davie, Bob Diamond, Carolyn Dillard, Ashley Fleming, Veronica Ford, Gertrude Fraser, Vicki Gist, Valerie Gregory, Jennifer Harmon, Les Haughton, Doc McConnell, Gary Nimax, Kate O'Varanese, Judy Pointer, Andrea Roberts, Kellie Sauls, Tamara Sole, Rachel Spraker, Adetra Thomas, Wraegen Williams

**Guests:** Cassandra Caldwell, Sarah Medley

**ODE Staff:** Meghan Faulkner, Marcus Martin

**1. Introductions**

**2. Announcements**

- a. Bob Diamond shared that the name change from the Learning Needs Evaluation Center to the Student Disability Access Center has been approved by the Cabinet.

**3. Review of November Meeting Minutes**

- a. No changes were suggested.

**4. Graduate Student Diversity Programs - Cheryl Apprey, *Director for Graduate Student Diversity Programs***

- a. The Office of Graduate Student Diversity Programs was formed in response to the recommendation by the President's Commission on Diversity and Equity. The first director (Cheryl Apprey) was hired in 2006.
- b. Benefits of a diverse graduate student body:
  - i. Scholarship and teaching are most effective when informed by diverse viewpoints, backgrounds, and experiences.
- c. Programs
  - i. The office's programs include the Diversity Retreat, Diversity Banquet, and Mentoring Institute.
- d. Recruitment
  - i. Attend about 20 recruitment forums per year.
  - ii. Create pipelines with HBCUs (Historically Black Colleges and Universities) and HSIs (Hispanic Serving Institutions)
    - 1. Examples: Leadership Alliance, Institute for the Recruitment of Teachers, VA-NC Alliance, VA HBCU Summer Language Institute
- e. Statistics, 2006-2012
  - i. Increase in applications from students of color.
  - ii. Offers of admission have stayed about the same.
    - 1. U.Va. does not have funds targeted at diversity fellowships.
    - 2. Marcus Martin commented that the number of African-American males applying to medical school has dropped nationwide.
    - 3. Maria Chee asked if there are specific ways U.Va. is recruiting Native American students (not at this time.)

- a. Perhaps there could be a similar program to the HBCU Summer Language Institute.
  - 4. One goal is to do more education to and outreach with faculty who make admissions decisions.
  - 5. Andrea Roberts made the point that U.Va. does not compete with many of its peers on financial support/offers; top students get better offers from top schools.
- f. Retention
  - i. Mentoring Institute
    - 1. 5<sup>th</sup> year of program
    - 2. Mentees are first-year graduate students who are partnered with a faculty mentor and a mentoring coach.
    - 3. Efforts are made so that groups are interracial/ethnic, interdisciplinary.
  - ii. Fall Diversity Retreat
    - 1. Primary purpose is networking and exposing students to the benefits of the Mentoring Institute.
  - iii. Diversity Banquet
- g. Challenges
  - i. Secure appropriate funding in order to be competitive.
  - ii. Increase the rate of acceptance.
  - iii. Sustain programs.
- h. Approaches for Addressing Challenges
  - i. VA Alliance for Graduate Education and the Professoriate Grant Proposal
  - ii. Edward A. Bouchet Graduate Honor Society
  - iii. Mentoring Institute Expansion
  - iv. VA HBCU Pipeline Program
  - v. Diversity Recruitment Fellowship Funding

**5. Faculty Diversity Data - Gertrude Fraser, *Vice Provost for Faculty Recruitment and Retention***

- a. The five-year, \$3 million ADVANCE Grant aims to increase the representation and advancement of women in academic STEM fields.
- b. Three-year hiring data
  - i. Increase in faculty hiring at all levels over past three years.
  - ii. Representation in all racial/ethnic categories increased except for Native American.
  - iii. Increase in number of women faculty (also an increase in number of men.)
- c. There is now an opportunity given the increasing number of hires that will be made over the next several years.
  - i. There was a large volume of faculty retirements in 2011-2012, the majority of which were white males.
  - ii. There were six black faculty resignations in 2011-2012.
- d. Overall tenure/tenure-track faculty demographics
  - i. 74% male, 26% female; 83% white.
  - ii. Pattern: When we hire, we hire men.
- e. Comparison to AAU peers
  - i. U.Va. is a predominantly white institution, which means that white allies have to engage in the work of increasing faculty diversity.
  - ii. U.Va.'s diversity is increasing overall, but other institutions are outpacing us.

1. When U.Va. stalled hiring in 2007-2008, some of our peers kept hiring/kept commitment to increasing faculty diversity throughout the economic downturn.
- f. Future efforts
  - i. NSF ADVANCE
  - ii. Dashboard Indicator
    1. Track specific data/metrics
    2. Gives quick sense of how we are doing; Pro: build accountability; Con: not a solution to the problem/expensive.
- g. Group Comments
  - i. Maurice Apprey commented that over 30 years, it appears changes have been incremental.
    1. Reasons for turn-down: dual-career options, rank of department, salary
  - ii. Maria Chee asked about further training for search committees.
    1. Developing new strategies to disseminate best practices.
    2. Have to look at how the lack of faculty diversity at U.Va. affects us negatively as an institution.
    3. Perhaps it is time to have the broader conversation in the Faculty Senate about the commitment to diversity.

**6. Diversity and Inclusion Decisions Days** - Cassandra Caldwell, *Founder and CEO of the International Society of Diversity and Inclusion Professionals*

- a. Bio: <http://diversityandinclusionprofessionals.org/founder.html>
- b. ISDIP Website: <http://diversityandinclusionprofessionals.org/>
- c. International Society of Diversity and Inclusion Professionals started in 2009 as a Facebook page; website launch in 2011.
  - i. Vision: To be a leading professional association that increases competence and promotes excellence in the diversity & inclusion field globally.
  - ii. 450 members in 16 countries.
- d. Diversity and Inclusion Discovery Days
  - i. 1-2 day state/region-wide career exploration conference to expose undergraduate/graduate students to diversity/inclusion as a career option.
  - ii. Goals include: connecting students with members across the globe; building the talent pipeline.
  - iii. Host university is responsible for planning fees, etc.
  - iv. Timing: commit by April 1, 2013; tour launches in fall of 2013.

**7. Internal Supplier Diversity Council** - Les Haughton, *Director of Supplier Diversity*

- a. Les asked for volunteers to help develop an internal supplier diversity steering committee at U.Va.
- b. Responsibilities: quarterly meetings; advocate/spread the word.