

**Diversity Council Meeting Minutes**  
**August 18, 2011**  
**Newcomb Hall Commonwealth Room**

**Present:** Maurice Apprey, Debbie Berkeley, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Ashley Fleming, Gertrude Fraser, Jennifer Harmon, Leslie Haughton, Aaron Laushway, Connie Lee, Melvin Mallory, Debbie Mincarelli, Gary Nimax, Kate O'Varanese, Kellie Sauls, Erica Spangler, Adettra Thomas

**Guests:** Seth Kaye, Dominique Baker, Edward Strickler

**ODE Staff:** Marcus Martin, Gail Prince-Davis, Meghan Faulkner

**I. Introductions**

**II. Review of April 21, 2011 Meeting Minutes:** All changes or corrections should be sent to Gail Prince-Davis.

**III. Announcements:**

- a. Dr. Martin announced the Diversity Statement has been approved and is linked to President Sullivan's website and to various U.Va. Diversity websites. He encouraged council members to speak with their deans/department heads regarding linking the statement on their websites.
- b. Dr. Martin welcomed Les Haughton as a new Diversity Council member and the new Supplier Diversity Director at the University of Virginia. Mr. Haughton was hired 1 month ago. Mr. Haughton brings 28 years of corporate retail experience. Mr. Haughton will update the Diversity Council on SWaM spending at U.Va. at a later date.

**IV. Outreach Annual Report Summary:** Dominique Baker, Office of Undergraduate Admission, provided preliminary demographic data on entering undergraduate students. Final data will be available in September. A handout was provided with the breakdown of the past 5 years of undergraduate enrollment. Ms. Baker mentioned that total enrollment has increased. This has been credited to the common application. Survey data reveals the top 3 reasons for turn downs to U.Va. admission:

- a. Merit scholarships/financial assistance better at other universities
- b. Students being admitted to higher tier institutions
- c. Size (Some applicants fear that University's plan to increase class size will lead to a less personalized experience.)

Other discussion from Ms. Baker:

- a. Beginning fall 2011, a nonbinding early action plan will be implemented, allowing applicants to receive offers of admission before the April 1 national notification date. The early action application deadline will be Nov. 1, 2011. By Jan. 31, 2012, students will receive responses from the University's Office of Undergraduate Admission.

- b. As mandated by the federal government, a financial aid calculator will be available on the University's Office of Undergraduate Admission website by September 1.

**V. Faculty Hire Update:** Gertrude Fraser, Vice Provost for Faculty Recruitment and Retention, provided an overview of tenure track faculty hires from 2001-2011. The power point presentation is attached. A few highlights from the presentation are as follows:

- Race, gender and ethnicity data collected at U.Va., since 2001
- 179 faculty declined TTT offers from U.Va. from 2004-2010. There was no tracking prior to 2004.
- Dual career, department faculty, department rank, and salary were main reasons for declining offer
- 281 TTT faculty members left for employment elsewhere
- In 2003, U.Va. was in the 47<sup>th</sup> percentile amongst our AAU peers for percentage of African American faculty. Fifty-three percent of our AAU peers had a larger percentage of African American faculty. In 2009 only 17% of our AAU peers had a larger percentage of African American faculty.

**VI. LGBTQ Climate:** Edward Strickler presented information related to concerns of the LGBTQ community at U.Va. Diversity Council members were provided hard copies of documents to review. Attached is one document, "Implementing Domestic Partner Benefits at U.Va.," that was not available to council members during the meeting. Dr. Martin suggested that a subcommittee of the Diversity Council be created to address LGBT concerns. Connie Lee shared with the Diversity Council that a discussion in the School of Nursing recently took place around the need for more LGBTQ-related health education.

Meeting adjourned: 11:00