

Diversity Council  
March 20, 2014, 9:00--11:00  
Newcomb Hall South Meeting Room

Present

Martha Ballenger, Michael Blakey, Maria Chee, Sheila Crane, Peggy Dame, Sharon Davie, Tabitha Enoch, Ashley Fleming, Veronica Ford, Vicki Gist, Adrien Harraway, Anna Jones, Marcus Martin, Kristin Morgan, Mike Moxley, Janelle Peifer, Gail Prince-Davis, Rachel Spraker, Adettra Thomas, Rayshon Tibbs, Phil Trella, Carolyn Vallas, Sarah Wilcox-Elliot

Guests: Zakira Beasley, Evan Behrle

1. Introductions and review of February minutes
  - a. Dr. Martin welcomed all in attendance.
2. Announcements
  - a. Dr. Martin noted that the Disabling Normalcy symposium was quite successful, and that Disability Studies Minor has been discussed as possible in the future. He mentioned that the John T. Casteen III Award Luncheon will be held on March 21, to award Hajar Ahmed and Martin Davidson.
  - b. Phil Trella announced that Grad Days celebration will be held on March 27 from 10 a.m. to 12 p.m. The focus of the celebration will be Diversity and Excellence in Graduate Education. He is still looking for panelists and presentations on pursuing diversity and excellence.
  - c. Rachel Spraker discussed the creation of a new faculty and staff employee resource group for veterans on grounds. The group has about 100 members. The group has created a survey for veterans on grounds, available online through April 11. A luncheon for the group will be held on Veterans Day (Tuesday, November 11, 2014).
3. Evan Behrle, Honor Committee. Evan is a fourth year in the College of Arts and Sciences, and is the chair of the Honor Committee. He spoke at length regarding disproportionality in adjudication and reporting of academic honor offenses.
  - a. Some students are reported in higher numbers (though all students are found guilty at the same rates):
    - i. International students. He believes this may be due to different expectations of academic integrity between UVa and their pre-college schooling. Evan suggests that international student receive education before their classes begin regarding what UVa expects of its students.
    - ii. Students of color, and student athletes.
      1. Spotlighting: those outside of the mainstream draw more attention (he sees this as less of a problem)
      2. Dimming (more of a problem): this is often seen with passively observed acts of cheating (i.e. plagiarism and unfair

collaboration), and refers to the mainstream students being forgiven. The bigger problem is who isn't being reported.

- b. Broader role of Honor Committee:
  - i. Evan noted that disproportionality gives students and faculty a bad impression of the honor committee—that it's only there to serve certain people.
  - ii. He suggests two strategies to improve:
    - 1. Increase the diversity of the Honor Committee
    - 2. Look outside of the committee to include student groups
- c. Dr. Martin commented about the inconsistency in faculty reporting and the need for increased faculty education (i.e. letting them know what to report and how to do so).
- d. Mike Moxley addressed the idea of psychological barriers to reporting, and shared that the medical center deals with that by having a standardized reporting system. Evan noted that the Honor Committee is not trying to make reporting compulsory, and that the Committee does have an easy form on their website.
- e. Janelle Pfeifer who has experience as a TA noted that she was not given any training on reporting, and suggested that the next Honor Committee chair collaborate with the Graduate Affairs Committee.
- f. Maria Chee noted that instructors needed to be part of the equation, and need to be trained as well.
- g. Adrien Harraway spoke of the athletics department's use of academic proctors for athletes testing away from school. He mentioned that professors will call coaches and ask what to do regarding suspicions of an athlete cheating, a decision that the coach cannot be part of. He asked whether it was an honor violation to not report known cheating. Evan noted that with the students' elimination of the non-tolerance clause, the system of trust and accountability was somewhat eroded.
- h. Sarah Wilcox-Elliot noted a discrepancy in how the various schools handle honor. Some schools (like the law school) don't report honor violations through the Honor Committee. Evan said that they are attempting to get greater participation from all the schools in the Honor Committee.
- i. Dr. Martin asked about the composition of the Honor Committee. Evan said that the support officers apply and are then interviewed, while the committee is elected, and students choose to run. Occasionally the Honor Committee will reach out to individuals and ask them to run. Often, the committee members filter up from support officers.

4. Zakira Beasley, Coordinator, Festival of Cultures. Zakira Beasley spoke about the 11<sup>th</sup> Annual [Festival of Cultures](#) on May 10, 2014, from 10 a.m. to 4 p.m. in Lee Park. The Festival of Cultures began in response to the influx of refugees and immigrants, with the goal of making them more visible to the community and exposing Charlottesville to their cultures.

Events include:

- a. A performance schedule
  - b. Resource agencies (the library, Shelter for Help in an Emergency, voter registration)
  - c. Activities for children (i.e. a passport that they can get stamped at various tents, then present at the end for a book of their choice).
  - d. International food and cooking demonstrations
5. Maria Chee, Director of Program Quality, School of Continuing and Professional Studies (SCPS). Maria Chee presented her findings on the diversity of the School of Continuing and Professional Studies (SCPS). She credited Ashley Fleming with help creating the presentation. As the SCPS serves the adult population, the school demographics regarding age and gender are different from other UVa schools. SCPS has locations in Falls Church, Richmond, Newport News, Roanoke, Charlottesville, and Abingdon (both rural and metropolitan areas).
    - a. Faculty and Staff Diversity
      - i. The faculty are not tenure-track, and are often part-time
      - ii. A lot of the women work in administrative positions
    - b. Students' Ethnicity
      - i. Mostly white, mostly women, mostly ages 31-45
      - ii. The most popular graduate category was k-12 education
      - iii. BIS degree-seeks are often middle-aged mothers who had to interrupt their schooling and are beginning again
    - c. Veterans
      - i. There are a good number of veterans in their programs. SCPS is trying to work with other universities to offer services for veterans.
    - d. Geographic Diversity: Dishner Rural Health Care Scholarship
      - i. Post-Bac, pre-med program
      - ii. Underserved and rural areas
      - iii. Low-interest and forgiven loans with scholarship funds
      - iv. High med school acceptance rate
    - e. Socio-economic Diversity: Osher Reentry Scholarships
      - i. Based on financial need

- ii. Students face a gap of five years between their first attempt at college and their entry into the BIS program
- f. Dr. Martin asked about the low diversity of faculty
  - i. Occasionally faculty are pulled from other schools at UVA
  - ii. SCPS is aware of the discrepancy, and is trying to correct it
- g. Rachel Spraker asked about the tuition waiver given to UVA employees
  - i. The waiver can't be used if the course is being taken for credit, the employee would have to use their \$2,000 education credit.
  - ii. It was suggested increased advertisement to faculty about the opportunity to take SCPS classes
- h. Mike Moxley was interested in the Post-Bac Program. Dr. Martin suggested Bob Powers as a contact.
- i. Kristin asked about faculty, staff, or students with self-disclosed disabilities, and Maria noted that she didn't have that data available. She remembered a low-vision student in the BIS a few years ago, and a few faculty and staff with temporary disabilities.

Meeting adjourned at 10:45.