

# Diversity Council Minutes 2015

**Diversity Council Meeting**  
Newcomb Hall, South Meeting Room  
February 19, 2015, 9:00-11:00

**Present:** Marcus Martin, Leslie Walker, Gail Prince-Davis, Carolyn Dillard, Les Haughton, Tamara Sole, Rachel Spraker, Greg Townsend, Phillip Trella, Maria Chee, Brooke Coley, Jalen Ross, Peggy Dame, Sharon Davie, Michelle Sawwan, Tobiyah Morris, Adettra Thomas, Kritine Nelson, Marc Guzman, Kellie Sauls,

**Guests:** Karen Inkelas, Keisha John, Julie Caruccio, Jaronda Miller, and Blaire Cholewa

- I. Introductions**
- II. Review of November 20, 2014 Meeting Minutes-Minutes reviewed with some suggested changes.**
- III. Karen Inkelas, Associate Professor, Director Center for Advanced Study of Teaching and Learning in Higher Education, *Assistance Needed for a Diversity Project:***
  - The Alcoa Corporation, a mining and manufactory of aluminum based in Pittsburgh, is one of the largest employers of UVA graduates
  - Alcoa provides support for the Engineering School through research scholarships for students to facilitate academic success and career readiness
  - They provide funding for merit-based scholarships; funding for the Technology Leaders Program in which students come up with solutions to a problem and present their conclusions to Alcoa; funding for development of a course (including equipment, etc., not salary) for first and second year students through McIntire to

encourage more students to major in Commerce; and the Young Women Leaders Program through Curry, which is a leadership program partnering college women and middle school students

- Karen and Blair Cholewa are working on a planning project grant and need help identifying existing programs or those in development that could use funding from Alcoa
- They are most interested in partnering with business and technical schools, although other disciplines are applicable, including medicine
- There are 3 components to the planning grant: 1) identify UVA program exemplars that help recruit/retain diverse students and provide them with knowledge and skills for work in a global economy; 2) showcase best practices in diversity programming through a mini-conference held on April 13, 2015; and 3) develop a rubric to fund programming in the future using the exemplar programs as a model
- We need help to identify UVA exemplars to recognize as part of the mini-conference and to begin a partnership with Alcoa
- To identify a program, please fill at the form given or send an email to Blair or Karen and they will conduct interviews with each program representative
- Alcoa is looking for programs that increase diversity within the United States in terms of race/ethnicity, gender, socioeconomic status, etc., not including international students
- Programs could be research-based, internships, etc.
- The grant continues through the end of the semester

#### **IV. Julie Caruccio, Associate Dean of Students, *Community Engagement and Public Service*:**

- 81% of students are involved in some type of public service, which is high compared to peer institutions. This number reflects undergraduate student activities, community-based research, one time volunteer event participation like 5k's, weekly commitment to Madison House volunteer programs, service learning courses, CIO service work, etc.
- UVA students produce 315,000 service hours each year, which translates to \$7 million in estimated worth
- Learning in Action: An ODOS initiative developed from the Commission on the Future of the University. Many students wanted a centralized public service unit, which was not feasible. Instead, this website was created to house all public service related information on Grounds.

- 80% of courses can be considered service learning in that they teach the systems in place that bring about the need for service.
- Higher education institutions have an obligation to teach about these systems and address the issues that give rise for the need for service.
- SIS is not equipped to flag certain courses as service learning. The Learning in Action website lists these courses instead.
- The website also lists major public service events that are offered throughout the year.
- According to data from 2014, students that encountered a situation in which their views conflicted with those of someone else and had to defend their viewpoint were twice as likely to do so outside of the classroom as opposed to inside the classroom
- Julie disseminates information about the website through a sign-up table at orientation, speaking to student groups, Facebook page, and by many other means
- The information on the website is curricular and co-curricular. People can submit events to the website when volunteers are needed. Anyone who would like to add a course to the website should email Julie.
- Project SERVE: This 3 hour service event for first year and transfer students is held annually during the first few weeks of classes. 300-600 new students are sent to the community to serve.
- Public Service Advisory Board: The board was started in January 2015 and is similar to the model of the Cultural Programming Board. The board provides funding for student programs. We have already received requests from a group of students who volunteer at CHS and one at Jouett Elementary.
- More importantly than providing funds, the board wants students to assess their service opportunities. Julie is applying for a Jefferson Trust grant to conduct a social network analysis. The goal is to educate students on how to appropriately engage with the community through service.
- Public Service Committee of Student Council: Julie works with the committee to find out from students what should be on the website and to facilitate activity with students. There is an effort to use the Carnegie Community Engagement criteria to evaluate our public service, which will be helpful for answering questions related to the SACS evaluation.
- Jefferson Public Citizens: Directed by the Center for Undergraduate Excellence, the program funds between 14 and 18 community-based research teams.
- City of Promise: Similar to the Harlem Children's Zone project, City of Promise is part of a planning grant of \$500,000 that Charlottesville received in 2011 to improve outcomes for youth. The program focuses on the Westhaven, 10<sup>th</sup> and Page, and Star Hill neighborhoods. They look at educational engagement, health, etc.

- One City of Promise program pairs UVA students with Burnley-Moran students for monthly arts activities. More students apply to the program than we can manage. It targets diverse 3<sup>rd</sup> and 5<sup>th</sup> graders to give them more exposure to the arts before they decide (in 5<sup>th</sup> grade) which art elective to take. Each event provides the children with a meal since they are often food insecure. Often, the programs are held on Grounds so that the children feel comfortable here. This program provides a model for how to engage students with the community.
- Other projects include the STEAM Lab, Westhaven after school program and Westhaven community garden.
- Trainings on Public Service and leadership are offered by Julie to: L2K, Leadership on the Lawn, OAAA Peer Advisors, Madison House, Blueprint, and University Guide Service.
- Trainings focus on how to steward UVA privilege and understanding the history between UVA and the Charlottesville community.
- The philosophy on citizen leadership is based on the concept of “doing with” rather than “doing for”.
- An institutional definition of Public Service does not exist at UVA.
- In 2009, we tried to apply for the Carnegie Community Engagement award, but UVA does not have the necessary institutional data regarding public service.
- Each architecture, nursing and medical student has a community-based learning component to their curriculum. Students in all schools should be able to take 1, 2 or 3 community engagement courses if they would like to.
- P&T needs to be changed so that public service can be reflected on faculty’s annual report. Younger faculty, women faculty, and faculty of color are more likely to care about this type of scholarship.
- Sharon Davie added that every course taught through the Women’s Center has a community-based component.

**V. Keisha John, Director of Diversity Programs in the Office of Graduate Studies and Postdoctoral Affairs, *Introduction/new role:***

- After Cheryl Apprey retired about a year ago, the office focused on reorganizing and assessing needs.
- The office provides support for over 300 postdoctoral associates and fellows, but no diversity programming had been put in place for them.

- Keisha received her PhD in biology from Cold Spring Harbor in New York. Before joining UVA, she was the Assistant Dean for the Graduate School at Florida State University. She also began an Office of Postdoctoral Affairs at Florida State.
- Keisha has met with different individuals on Grounds within different schools to help identify where there are gaps. She is currently learning about where her services are most needed.
- If you have any suggestions, thoughts or ideas for Keisha, please contact her.
- The graduate affairs and student affairs committees of student council would be good resources to meet with Keisha.
- The annual dinner for graduate students of color will be held April 10, 2015.

**Diversity Council Meeting**  
Newcomb Hall, Kaleidoscope Room  
March 19, 2015, 9:00-11:00

**Present:** Marcus Martin, Leslie Walker, Gail Prince-Davis, Brooke Coley, Robert Glantz, Jack King, Michelle Packer, Susan Kools, Rebecca Leonard, Valerie Gregory, Maria Chee, Sharon Davie, Adettra Thomas, Keisha John, Jalen Ross, Kristin Morgan, Tabitha Enoch, Marc Guzman, Kellie Sauls, Phillip Trella, Kristine Nelson, Michelle Sawwan, Jennifer Harmon, Carolyn Vallas, Karen Ohen, Jaronda Miller, Peggy Dame, Meghan Faulkner, Scott Rheinheimer

**Guests:** Karin Evans, Andrea Iglesias, Karin Evans, Thomas Pilnik, Jackie Restrepo, Franco Villar, Justin Trinidad

- I. Introductions**
- II. Review of February 19, 2015 Meeting Minutes-Minutes reviewed.**
- III. Marcus Martin provided an update of the incident that took place UVA Corner March 18, 2015.**
- IV. Andrea Iglesias, CAPS Assistant Director for Outreach and Liaison Programming, Introduction/new role:**
  - Andrea joined U.Va. in her new position earlier this year. Her last position was at the University of Colorado Boulder.
  - Vision for CAPS is to expand beyond crisis/clinical to help with community issues, consultation on policies, inclusive classrooms, and expand outreach.
  - CAPS has developed Hoo's Talking, which are one hour drop-in satellite sites near residence halls, which may feel like safer spaces for students.
  - Students normally call and sign up for a phone screening, but students in a crisis can walk in without a call to minimize wait. Andrea is on-call every Thursday from 8am-12:30pm.
  - While at the University of Colorado, Andrea facilitated diversity and inclusion training. She conducted 50-60 trainings which discussed issues like implicit bias at the institutional level.
  - Students in a crisis can be seen same day. Standard intakes wait about 2 weeks to be seen in person and often are provided with outside referrals.
  - Students often minimize their experiences, so it is helpful to have input from faculty/staff who are familiar with their situation.
  - Workshops from CAPS can be tailored to specific needs of your department.
  - Referrals are given to and from CAPS to trauma counselors at the Women's Center.

- Maria mentioned that adult part-time students at the School of Continuing and Professional Studies are not eligible for CAPS services. She asked if she could tell her students to go to the Women's Center if they need to.

**V. Thomas Pilnik, Jackie Restrepo, Franco Villar and Justin Trinidad - Undergraduate Students, *Multicultural Student Center Initiative***

- The goal of the multicultural student center initiative is to create a central, safe space where students can promote multiculturalism.
- A town hall meeting was held last semester to gather student interest and create a vision for the project.
- The group consists of 40 students divided into five committees.
- They currently have a faculty advisory group and a student focus group. They are interested in feedback and different perspectives.
- The vision has three main components.
- First, to create a solid safe space for students of different backgrounds/ethnicities, since currently students feel that their differences are not appreciated, but rather seen as social barriers, and feel that U.Va. is place for white kids. First generation immigrant students particularly identify with their ethnicity and culture. In this space, differences can be embraced, students can find their niche, and the presence of faculty/staff will contribute to a safer and more welcoming environment.
- Second, to create a collaborative/innovative work space. It would not be limited to ethnic groups and would include students with disabilities. It would be similar to student activity centers. Students could work with different groups to bounce ideas off of each other and share strategies for overcoming barriers.
- Third, to create a centralization of resources where students could easily reach out to faculty/staff. It would not serve as a solution to diversity and inclusion issues, but would be a central source for dialog about issues.
- The five student committees are working to create a proposal to be submitted this fall and include: PR, Alumni Relations, Design, Marketing, and Research.
- The research committee, chaired by Tom, meets each week. Each member is assigned a few schools that already have multicultural centers to gather information about how they function. The majority of AAU schools have multicultural centers. A few students went to different schools and visited their centers.
- The PR committee strives to keep students informed about events related to the initiative.
- The marketing committee, chaired by Justin, is working to create a logo that promotes multiculturalism. Their goal is to keep students interested and informed.

- The design committee, chaired by Jackie, is working on what the space will look like within and will present different options to be used in the proposal.
- The alumni relations committee, chaired by Franco, sees alumni as an invaluable resource that could provide perpetual support through the process. The committee plans to reach out to student alumni groups and send them progress reports with opportunity for feedback.
- The space will be a resource center with offices for Michelle Sawwan and Scott Rheinheimer.
- The council suggested that the students reach out to the U.Va. IDEA fund, research the history of multicultural center initiatives at U.Va., and look into plans for new buildings that may have available space.

## **VI. Karin Evans, Executive Director of the Bicentennial, *UVA Bicentennial***

- The Bicentennial will launch on October 6, 2017, which is the date the first cornerstone was laid. The celebration will continue for eight years. The public campaign will begin July 1, 2019 and will lead to a grand celebration in March of 2025.
- The Bicentennial will celebrate U.Va.'s scholarship and history. It is at the beginning stages and suggestions are welcome for things that should be incorporated.
- Dr. Martin suggested collaboration with the President's Commission on Slavery and the University.
- Research will be done on milestone celebrations at U.Va. and other institutions.
- Carolyn suggested celebrating the first African American and female student milestones. Michelle suggested that the celebration should demonstrate that we're one university. The celebration should plant seeds in younger children to change the perception of U.Va.'s history. There is currently a scholarship in place for a local African American student. The intention is for the scholarship to be given to a descendent of a slave. Maria will send Karin a document with historical U.Va. milestones. Scott suggested including information about the oldest LGBT center.
- A planning commission will be formed this spring and begin work in the fall.
- A website will be created where you can submit ideas for the celebration.

## **VII. Announcements**

- a. Charlottesville Festival of Cultures
- b. 6th Annual John T. Casteen III Diversity Equity and Inclusion Leadership Award
- c. LGBTQ Center Internships



**Diversity Council Meeting**  
Newcomb Hall, Kaleidoscope Room  
April 16, 2015, 9:00-11:00

**Present:** Marcus Martin, Leslie Walker, Gail Prince-Davis, Susan Kools, Maria Chee, Sharon Davie, Kristin Morgan, Marc Guzman, Kellie Sauls, Phillip Trella, Michelle Sawwan, Jennifer Harmon, Scott Rheinheimer, Bob Diamond, Abraham Axler, Jon Bowen, Les Haughton, Tabitha Enoch, Carolyn Dillard, Adrienne Harraway, Adettra Thomas, Michael Blakey

**Guests:** Gertrude Fraser, Pam Norris, Donna Kauffman, Andrus Ashoo

- I. Introductions**
- II. Review of March 19, 2015 Meeting Minutes-Minutes reviewed.**
- III. Bob Diamond – Director & Clinical Psychologist, *Student Disability Access Center (SDAC) update:***
  - SDAC/LNEC’s last update to the Diversity Council was 2012. Since then the name changed from Learning Needs and Evaluation Center to Student Disability Access Center.
  - In 2012, SDAC served 496 students, which at the time was 3.4% of the undergraduate population. In 2014, SDAC served 615 students or roughly 4% of the undergraduate population, which is a 24% increase in numbers. We are still serving below the estimated 7.5% of disabilities students at four-year institutions.
  - SDAC has been sending representatives to talk with students in high schools, meeting with accepted students as part of our outreach, attending each orientation/welcoming event where we invite students for a consultation and discuss the pros and cons of disclosure.
  - Each SDAC team member is on at least one University committee, council or taskforce as part of our outreach.
  - Offers presentation on disabilities services to individual groups and schools.
  - Commitment to participate in as many student-focused events as we can to reach our goal of normalizing disability and to be more visible. Goal is to increase awareness of disability as a diversity issue and put a friendly face on disability.
  - Current initiative is to choose a new data base system. Moving to a social model of disability rather than a medical model.
  - Currently using an electronic health record system. We have support from the student health director to renew our systems.

- In fall 2014, SDAC opened a dedicated academic testing center. Our service numbers have increased every year and this year we will have proctored a record of over 1000 exams.
- Currently interviewing for an academic testing coordinator.
- The note taking assistance program has improved allowing volunteers to use Collab to share their notes with students freeing staff member's to interact with students.
- The Assistive Technology Coordinator moved from half time to fulltime. This has increased tech support for students. The coordinator is exploring more efficient universal design procedures that will be available to all students.
- Moving away from the doctor/evaluation focus with documentation to shift to a focus on access. Exploring options for provisional accommodations.
- SDAC has secured a gift through Margaret Grundy in Student Affairs.

#### **IV. Gertrude Fraser and Pam Norris – Co PI's U.Va. CHARGE, U.Va. CHARGE update:**

- The U.Va. CHARGE institutional transformation grant is focused on Science, Technology, Engineering and Math (STEM) and Social and Behavioral Sciences (SBS) faculty women.
- CHARGE is a five-year, 3.5 million dollar grant.
- There is a gap between the goals of the institution and the reality of women faculty numbers.
- In 2010, 13.7% of all STEM/SBS faculty were women. In 2013, 18.6% of all STEM/SBS faculty were women.
- Through surveys and focus groups, we have found that women faculty felt unrecognized and isolated; that gendered traditions were protected as normative behavior.
- In 2007, U.Va. ranked 52 out of 61 peer institutions in percentage of women faculty. In 2013, U.Va. ranked 47 out of 60 in percentage of women faculty.
- The first goal of the grant is Departmental Diversity; to create a positive environment for all faculty with a focus on women. This is implemented through structured dialogues, training for chairs and deans, P&T policy review, mentoring, and the creation of advocates and allies.
- The second goal is Recruitment and Hiring; to increase the gender diversity of STEM/SBS departments through equity consultants, academic search portal, faculty search seminars, and candidate meetings.

- The third goal is a Tournament of Ideas; to generate grassroots ideas related to solving equity issues.
- The fourth goal is establishment of Enhancement Grants for women faculty which support hiring, recruiting, retention and professional development.
- The fifth goal is Voices and Visibility; to increase a sense of belonging for STEM/SBS women faculty among their departments.
- A survey indicated that 55% of female faculty and 60% of female students have concerns about safety. Forty percent of female faculty and 42% of female students felt the Grounds were too dark.
- If female faculty and students feel unsafe, they are less likely to use public spaces like labs. More lights have been added to Grounds and research is building to measure the impact of these extra lights.
- The Academic Search Portal includes interactive content about implicit bias, dual careers, etc.
- Faculty Search Seminars are open to all faculty. Of respondents surveyed, 78% believed the seminar would help their search.
- Enhancement Grants provide up to \$5,000 for career development and advancement of women STEM/SBS faculty. Women who have received the grants have stated that they feel more valued and visible by the institution because of the grants.
- Oral histories of STEM/SBS women faculty have been taken about their careers. The results show that their risk taking and exploration drive their commitment to science.
- Equity consultants were implemented in 14 searches within 7 departments. The College will have a faculty equity consultant for each search committee.
- The 2014 focus for the Tournament of Ideas was dual careers.
- Through structured dialogues, we have found that some faculty find discussions about department culture to be difficult and highly political.
- A photography exhibit will be created to show photos of women STEM/SBS faculty.
- We have had less women applicants than the pool in the PhD/postdoc pipeline. The postdoc pipeline is 33% women while the applicant pool was only 27% women.
- Data will be provided to every department regarding pipeline demographics.
- Future plans include partnering with multiple offices to institutionalize the work of the grant.

**V. Donna Kauffman – Recruitment Manager, *Human Resources Diversity Recruitment Efforts*:**

- Due to time constraints, Donna will present next session.

**VI. Abraham Axler – UVA Undergraduate Student, *Student Council*:**

- The diversity of student council is almost identical to that of U.Va. undergraduates.
- Student Council wants to engage more diverse students.
- Abe has emailed students different cultural groups on Grounds to encourage them to participate. He hopes to send University-wide emails to reach graduate students and other students who are not represented on Student Council.
- 2014-2015 Student Demographic is attached. Abe did not have time to review this data during the meeting.

**VII. Marcus Martin announced Sharon Davie’s retirement from UVA. Sharon served in many roles including the following:**

- Founder and Director, Women’s Center, 1989-2015
- Director, Women’s Studies Program, 1980-1989
- Lecturer, Department of English, 1978-1989

**Diversity Council Meeting**  
Thursday May 21, 2015  
Newcomb Hall Kaleidoscope Room

**Present:** Susan Kools, Brian Gittens, Bob Diamond, Tonia Duncan-Rivers,, Vicki Gist, Kristine Nelson, Rayshon Tibbs, Emma Candelier, Adrien Harraway, Greg Townsend, Keisha John, Leslie Haughton, Michelle Sawwan, Peggy Dame, Phil Trella, Gary Nimax, Willie Williams, Maria Chee, Jennifer Harmon, Donna Kauffman, Jaronda Miller, Marcus Martin, Leslie Walker and Gail Prince-Davis

**I. Introductions**

**II. Review of April 16, minutes. Minutes were reviewed without changes.**

**III. Announcements: Marcus Martin**

- a. Dr. Martin announced that the Black Faculty and Staff ERG held an award luncheon May 20. One recipient received the Armstead Robinson Faculty Award and another recipient received the Lincoln V. Lewis Staff Award.
- b. Dr. Martin mentioned that there has been a decline in Black faculty recruitment and retention at the University of Virginia. A letter and a table indicating the current African American faculty status was sent to all deans this past April. Dr. Martin mentioned that one of the University's goals as stated in the Cornerstone Plan is to assemble and support a distinguishing faculty. To achieve that we must broaden the pool of high-quality potential prospects and diversify. During the next 5 years there will be an opportunity to hire more African American faculty. A copy of the charts shared with all deans is attached. Dr. Martin will report to the Diversity Council with updates in the future.

**IV. Susan Kools – Professor, School of Nursing, *What is the Big IDEA: Dean's Initiative on Inclusion, Diversity and Excellence Achievement***

Susan reported that Dean Fontaine gave the School of Nursing (SON) a C- to D+ on diversity efforts in the school. When Dean Fontaine came to UVA 7 years ago, she staked her leadership on three priorities: Interprofessional Education, Healthy Work Environment, and Diversity. This is her three-pronged approach to *excellence* in the SON at UVA. Significant gains have been made in the first two areas, but diversity has been elusive.

### **Student Race/Ethnicity:**

The School of Nursing is dominated by a white population of students. Total student body is 75% white. The SON largest minority population is African American (AA) at 8%; US population = AA 13%, Multi 7%; As/Pa 6%; His 2%; Ha/Pa <1%, Na <1%, Un 3%.

Doctoral programs – 10-15% AAs, but negligible other URMs

### **Student Gender**

91% Women, 9% men

### **Faculty Race/Ethnicity**

Of 63 full-time (FT) faculty, 6 are African American, 2 Asian American, 1 identifies as multiracial and 57 are white. 14% minority, About 10% URM.

### **Staff Race/Ethnicity**

Of 37 FT staff, 5 are African American and 2 are Asian American; that is 19% minority and 14% URM.

During the past year Susan has been involved in cultural assessment in the SON by meeting, listening, observing, thinking and getting a sense of the culture here and our strengths and limitations in inclusivity.

What areas need improvement? Superficial Diversity Efforts, Lack of Representation, Stereotypical Portrayals, Feelings of Exclusion

Given this cultural and climate assessment, the Dean's Diversity Initiative is taking shape in the way of a big IDEA: the **I**nclusion, **D**iversity and **E**xcellence Achievement Initiative.

A broader perspective on diversity—Value diversity in its richness – gender, race, ethnicity, sexual orientation, gender identity, physical ability, socioeconomic status, spirituality. It also encompasses the breadth of individual ideas, perspectives and life experiences. Promoting a culture of inclusivity and respect makes a place for excellence and understanding to happen.

Overarching goal:

The overarching goal of IDEA is to contribute to the building of a dynamic nursing workforce and leadership that are diverse, sustainable, and meet the needs of local regions and our global community, of which we are a part.

## **V. Donna Kauffman –University Human Resources Recruitment Manager**

### *Human Resources Diversity Recruitment Efforts*

Donna provided a power point presentation (attached) which identified 4 focused demographics: minorities, females, veterans, individuals with disabilities. Donna provided a list of resources and collaborations within the University of Virginia, the Charlottesville community and statewide to recruit diverse staff. Additionally, Donna provided information on HR recruitment efforts through courses, training, workshops, job fairs, websites, listservs and advertising.

Meeting adjourned at 11:00.

**Diversity Council Meeting**  
Wednesday October 28, 2015  
Harrison Institute Byrd Seminar Room (318/318A)

**Present:** Sheri Winston, Caitlin Murtaugh, Maria Chee, Vicki Gist, Les Haughton, Rachel Spraker, Willie Williams, Adrien Harraway, Tabitha Enoch, Kerry Abrams, Carolyn Vallas, Bob Diamond, Brian Gittens, Susan Kools, Keisha John, Marcus Martin, Leslie Walker, Kellie Sauls, Kristin Morgan, Meghan Faulkner, Jennifer Harmon, Jaronda Miller, Gail Prince-Davis

**Guest:** Tom Katsouleas, Executive Vice President and Provost

**I. Introductions**

**II. Faculty Recruitment Plan – Provost Tom Katsouleas**

Marcus Martin shared an article from UVA Today titled “Faculty Plan Puts a Premium on Hiring Top Multidisciplinary Scholars.”

1. Tom Katsouleas shared three priorities for this year. His first priority is moving the needle on diversity. The dean of each school will provide a diversity plan for the school and with input from the school by the end of the year.
2. His second priority is a university-wide charrette. This charrette will be a design exercise aimed at developing an environment and culture at U.Va. that is welcome, diverse, safe, and inclusive. The charrette will be an all-day event including a discussion of the state of the University and brainstorming in groups with the goal of presenting 3-5 action items. In addition to faculty, students, and staff, the event will also bring together police officers, firemen, members of the media, parents, and BOV members.
3. His third priority is faculty recruitment/retention. Diverse students will benefit from mentoring provided by diverse faculty. This year, there is a push for hiring 55-70 Black faculty, target of opportunity hires, and cluster hires.

**III. UVA Charge Update – Vice Provost Kerry Abrams**

As Chair of the Internal Advisory Board to UVA Charge, Kerry Abrams is working to institutionalize the work of the UVA Charge grant.

1. One project that the grant worked on was the Academic Search Portal, which is a resource to help run more inclusive/diverse searches. The Academic Search Portal will be moved to the Provost Office website when the grant is over. The plan is to link it to Collab.



2. The Faculty Search Seminar that is held each fall will be planned by a committee outside of UVA Charge next year. Kerry Abrams is working with UVA Charge to find out why certain decisions were made during the planning process.
3. The grant has also focused on Dual Career Hiring. They planned a tournament of ideas to solve the dual career hiring problem. The winning idea evolved around telecommuting. There is already space in the research park allocated for telecommuters that is not being used. This space will be available as needed.
4. The grant also conducted a lighting study in response to a survey showing that women were less likely to feel safe going to their labs at night than men. As a result, trees were cut back and more lighting was added on pathways to labs. Data collected from card swipe usage is being collected and will be studied.
5. Demographic Data Sheets were created that show the demographics of the pool of post-docs in certain fields compared to the state of the department. They also include demographic information on peer institution departments. The data has been expanded from just STEM/SB departments to the College. It will be expanded again next year.
6. As a result of the Faculty Equity Study, 100 equity adjustments were made. A 2.7% equity gap was found in the study originally. Due to the issue of compression, salary adjustments were made to both men and women. They continue to study what causes the differences in salary. For example, all labs were measured to see if there is a difference in lab size between men and women. No significant differences were found. They are currently studying gender bias in course evaluation questions.

#### **IV. Announcements**

1. Flyers and stickers were distributed for Diversity Dialogues.
2. Flyers were distributed for Black Stories at UVA Wikipedia Edit-A-Thon.
3. Marcus Martin updated the group on the success of the Gibbons House Reception.

Meeting adjourned at 4:00.

**Diversity Council Meeting**  
December 10, 2015  
Newcomb Hall Kaleidoscope Room

**Present:** Susan Kools, Jaronda Miller –Bryant, Adetra Thomas, Leslie Walker, Marcus Martin, Gail Prince-Davis, Tonia Duncan-Rivers, Phil Trella, Peggy Dame, Keisha John, Tabitha Enoch, Vicki Gist, Ben Raske, Sheri Winston, Gary Nimax, Maria Chee, Jennifer Harmon, Carolyn Vallas, Kellie Sauls

**Guests:** Sarah S. Robinson and Lois Myers

**I. Introductions**

**II. Announcement**

Dr. Martin shared a graph from a FiveThirtyEight article *What Do Student Protestors Want*. The article discussed the most common demands at 51 schools with student protests. Number one on the list was increase diversity of professors followed by require diversity training. The full article can be found at this link: <http://fivethirtyeight.com/features/here-are-the-demands-from-students-protesting-racism-at-51-colleges/>. Dr. Martin shared that he recently made comments during a BOV meeting indicating that there is an opportunity at UVA for a wave of faculty hiring. Additionally he mentioned to the BOV that our aspiration should be to double minority faculty. There are hiring opportunities for 105 new tenured and tenure track faculty each of the next five years, an additional 20 new faculty each year to accommodate enrollment growth, and target of opportunity searches for 11 highly sought after top scholars and researchers. These figures don't include hiring of non-tenure-track faculty, which is additional.

The second demand from students regards diversity training. Dr. Martin mentioned the [Diversity Dialogues](#) that were held November 5 and 6, 2015. He indicated that Kristin Morgan is on a project team for the HR Cornerstone Program working on institutionalizing diversity training (alias diversity dialogues).

**III. The Student Experience in the Research University (SERU) Survey – Lois Myers and Sarah S. Robinson, Office of Institutional Assessment and Studies**

**A. Survey Overview**

1. All undergraduate students are invited to complete the SERU each spring. Data are currently available for years 2012-2015. The 2016 administration will begin in February. Response rates are ~30%.
2. A core module of questions are presented to every respondent. One of four additional modules of questions is randomly assigned to each respondent. One of the additional

modules is designed by and for UVA only. Two dozen research institutions participate in the SERU, which allows for peer comparison.

3. Climate for Diversity Questions can be found in the Core and in the Student Development module. Further questions can be added to the UVA-specific module.
4. Some results from the climate for diversity questions from 2015 are found in the attached Powerpoint presentation.

B. Survey modification requested

1. Diversity dialogue training question
2. Gender identity question
3. How prepared are your faculty to teach in a diverse and multicultural community?
4. How supportive are your faculty of you as a person? How supportive are your peers of you as a person?
5. When discriminatory incidents happen at UVA, how responsive are: administrative leaders, faculty, fellow students?
6. I have had opportunities to engage in positive interactions at the University with students from other ethnic/cultural backgrounds
7. There is sufficient opportunity provided by the University to interact outside of classroom with students from other ethnic/cultural backgrounds.

C. Council members requested further analysis of data collected 2012-2013 and 2013-2014 including a breakdown of answered based on race and sexual orientation.

**IV. Proposal: DC Small Working Groups - Keisha John, Office of Graduate and Postdoctoral Affairs**

Keisha John shared an idea to establish small groups to continue discussions from the council; share best practices and compare notes; and problem solve individual challenges that may not rise to the level of the council.

The group in attendance was receptive. Some requested topical groups, while others would like groups with people they may or may not know. A group formation meeting will be held in January to allow for interested individuals to form groups based on their needs.

Meeting adjourned at 10:00 AM.