

Diversity Council Meeting Minutes
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.