

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

Present: Susan Kools, Jaronda Miller –Bryant, Adettra 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.