

**Diversity Council Meeting Minutes**  
**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 programing 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.