

# Diversity Council Minutes 2008

## Diversity Council Meeting

January 17, 2008

Newcomb Hall Commonwealth Room

Present: Lynn Hamilton for Adelaide King, Dawn Waller, Alfred Sapienzo for Diane Walker , Kristin Pickering, Brett Schnell, Kelli Palmer; Ricardo Padron; Carolyn Vallas, Leonard Perry, Marcus Martin, Ashley Fleming for Andrea Bachman, Melvin Mallory, Maureen Wellen, Dahlia French, Richard Handler; Gail Prince-Davis

Guests: Connie Lee, Jon Overdevest, Martin Davidson

### I. **Update on the activities of the Honor Committee Diversity Advisory Board – Jon Overdevest, School of Medicine Honor Committee Representative.**

Jon distributed a pamphlet on the Honor System and International Students: He also handed out material on common questions and a case scenarios related to honors issues . Jon provided an overview of the Honor System at UVa which included the following subjects:

The philosophy of the honor system:

- Provides a community of trust
- Student self governance
- Single sanctions

The scope of the Honor System

- An intentional act of lying, cheating or stealing
- Criteria for an honor defense: act; intent; no-triviality
- Common honor offenses: plagiarism, multiple submission, false citation, false data

Diversity Issues Facing Honor:

- Minority participation

The Support Officers for Diversity 2007-2008 consists of 77% Caucasian; 12% Asian/Asian –American, 5% other, 4% African-American and 2% Hispanic. The Honor Committee 2007-2008 has no students of color serving (of 25 seats).

Dr. Martin asked Jon to expound on why he thought there is so little representation of students of color on the committee. Jon stated that he was reporting statistics that were given to him and did not have a reason for the lack of student of color representation. Jon reports that this dearth of minority participation is in spite of outreach events. The support officers are a pipeline to the honor committee so if outreach is unsuccessful at the support officer level then minority participation will continue to be low at the committee level. If the demographic of support officers was reflective of the student body there would be at least 10% African American support officers.

- Rate of reporting (spotlighting and dimming)  
Findings from a 2004 report led to widespread conclusion of “spotlighting and dimming” which are terms used to describe a situation in which certain groups are brought up on honor charges more often and other groups are brought up on honor charges less often. In the overall 1998-2003 student data, the proportion of international students who had an honor case initiated against them was greater than the proportion of domestic students who had an honor case initiated against them (**4.99 to 1**); of athletes compared to non-athletes (**4.27 to 1**); of African-Americans compared to Caucasians (**3.38 to 1**); and of males compared to females (1.89 to 1).

Once a formal accusation was made, rates at which students were found guilty of an honor offense were *statistically indistinguishable* among sub-groups of students (...**27%**for majority students and **24%**for African American students).

Dr. Martin discussed that these rates reflect racial disparities. In addition many students and families unnecessarily face the anguish, psychological effects and the embarrassment associated with an honor charge. There is great concern surrounding this disparity of reporting which targets minority groups (i.e., African American students in general and African American male athletes).

Leonard Perry discussed the psychological and sociological ripple effects. Jon acknowledged that in addition to the psychological effects preparation of a defense is a difficult experience to endure.

There was a discussion surrounding whether or not Caucasian students use the psychological evaluation pathway as a loophole since they tend to use it much more frequently than African American students. If African American are aware of it why don't they use it to their advantage? It was suggested that possibly cultural factors may play a part and that a sense of shame in relation to the psychological evaluation pathway may prevent African American students from choosing this course.

The question was raised whether or not African American students were being advised equally about their full range of options including the psychological evaluation.

It was commented that racial/ethnic/gender biases exist in the system during the front end reporting by faculty and TA's. Student reporting is at an all time low; faculty members are reporting most cases. Changing the culture of faculty, who in the majority of cases initiate honor investigations disproportionately against minorities and male athletes, is an area deserving much work.

Suggestions from the Council:

- Create faculty workshops and an on- line information/training module for instructors/faculty to educate anyone who instructs in a classroom about on-going bias on campus in particular in relation to use of the Honor System. (Leonard

Perry had a previous discussion with Jon Overdeest regarding training sessions for faculty.

- Increased awareness among minority students with an emphasis on the importance of a more diverse composition of the honors committee and subcommittees is needed. There are a number of issues minority students at UVA face regarding the honors process (ie need for equitable advising about the process, assistance, and information about the psychological evaluation pathway). A council member inquired whether faculty were aware of the concepts of spotlighting and dimming. Jon replied that the concepts are widely known but there is not direct communication about the concepts with faculty. Jon acknowledged that the study which he based his report needs to be updated so that the Diversity Advisory Board (DAB) can determine if the trend is continuing. If so, reformation needs to occur. Jon presented information from a 2002 random student survey which showed that 70% of students expressed positive feelings about the Honor System. Although no formal survey of minority populations has occurred, anecdotal evidence shows that minority communities do not have the same perception. Instead they perceive spotlighting and poor trial outcomes. The question was raised whether this directly decreases minority participation as support officers in the honor system.

Further Discussion of Issues: Jon clarified the role of the Diversity Advisory Board (DAB) which is a standing subcommittee of the Honors Committee since 2000:

- Promote understanding, solve problems, explore opportunities and provide advice for the Honor System and its governing body, the Honor Committee, on all issues related to race, ethnicity, culture, nationality, gender, sexual orientation, and other forms of diversity”
- Establish a continuous proactive dialogue between the multifaceted community and the Honor Committee

Jon would like to see tangible changes in the process of initiation of an honor charge to eliminate bias. Dr. Martin sees the biggest issue as bias among faculty/instructors.

Ricardo Padron shared his perception that there exists ignorance and cynicism regarding the Honor System and a lack of participation. He points out that this larger issue regarding the Honor System needs to be addressed in order for effective change to occur regarding bias.. He suggested that the on-line training for all faculty and instructors be mandatory and as comprehensive as possible.

The council suggested Jon consult with his peers at UJC about issues that may be common to both honors and UJC as he begins to develop the training module for faculty. .

Council members discussed further the issue of the psychological evaluation pathway and raised important issues. Carolyn Vallas asked if advisors to minority students raise the possibility of the psychological evaluation route. It was pointed out that students who have access to a lawyer or a counselor are at an advantage. Jon described the process of advising as a private conversation between the accused student and the advisor and there is no checklist for the

advisor to use. The concern about the psychological evaluation is how to prevent it from becoming an escape mechanism.

The single sanction nature of the Honor System evoked strong opinions. One council member suggested that the injustice of single sanction is what discourages students from participation in the Honor System. Even faculty members abdicate. Jon described the debate regarding single sanctions as polarized. He said that the Honor Committee is aware of the difficulty with single sanction but is also aware of the fact that UVA has a model Honor System with one of the lowest rates of cheating among universities. Jon pointed out that there is an element of self-selection with juries because if a potential juror cannot uphold single sanctions then they will not serve as a juror. He has heard anecdotally that minorities more often are not willing to uphold single sanctions. How can students be encouraged to participate in a system they perceive as unjust?

**II. Martin Davidson, *Being Strategic about Doing Diversity***

Mr. Davidson has spent 20 years working with diversity-related concerns at for-profit, nonprofit organizations, and universities. He has completed extensive research on fairness and justice and has spent the last several years on broader models of diversity globally. Martin Davidson would like to be a resource to the Diversity Council.

As an introduction to his concept he described a worldview frame through which people see things differently; they have multiple perspectives. He prefers to use the word *difference* rather than diversity. He asked the Diversity Council members how they feel doing diversity work. There were various responses. Mr. Davidson mentioned often people working on issues related to diversity feel a draining of energy so he suggests reframing it.

Leveraging Difference – taking actions that reveal how using a variety of differences helps. An organization has to start by examining their goals.

- Organizational goals
- Organizational effectiveness over time

He distinguishes the difference between managing diversity and leveraging diversity – very different → different outcomes

	Managing Diversity	Leveraging Differences
Leadership Perspective	Diversity is a problem to be solved	Difference is an opportunity to be capitalized upon
Strategic Focus	H/R--people focused only	Business strategy focused
Scope of Differences Engaged	Only 7 or so kinds of differences count	All relevant differences count
Impact	Short lived increase in numbers of minorities Pushback builds among those who don't have a clear stake	Sustained increases in numbers of minority and women Lower levels of pushback because more people see their stake

		Tactics are learned for dealing with new kinds of differences
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- In leveraging, all differences, goals, issues are on the table. He gave a few examples of differences beyond the usual seven: height, work ethic, intelligence, and personality. There is a process of fleshing out issues so that everyone feels heard. Then the organization’s leaders can begin to prioritize; and employees experience more commitment to the organization’s priorities. Leaders can see what differences to put the most energy into promoting in relation to the organization’s goals and context. The social milieu and the geographic region are critical to consider in any organization. For UVA, race is a significant issue, so then diversity leaders should become strategic about mobilizing energy and action related to race. Leaders do need to drive this process. Leveraging differences gives leaders the courage they need to stand up and say, “this is why we are doing this.” The leveraging differences process probes deeply into the rationale for diversity work and moves beyond political correctness. This process cannot be done without the consensus process.
- In managing differences one is prevented from seeing the other types of differences.
- Mr. Davidson described a bell curve for bias in which there are very few at one end of the curve who have a destructive viewpoint. Most people are in the middle; their viewpoints should be fleshed out so they do not feel their voices are suppressed. They may even have something to offer that the leaders ought to consider.

Comments from council members:

- What happens to the concept of justice in the context of leveraging differences?
- Will access decrease?
- What about institutional racism?
- Dr. Martin asked Mr. Davidson if he would be willing to come back to a future Diversity Council meeting to continue the discussion. Professor Davidson agreed to return to a future meeting.

### **III. Leonard Perry- Ralph Bunche Societies.**

Dean Perry distributed a flyer for the upcoming Ralph Bunche Societies presentation January 24, 2008. Dean Perry encouraged those in attendance to get this out to students and encourage them to attend.

Meeting adjourned at 11am.

**Diversity Council Meeting**  
Newcomb Hall Commonwealth Room  
February 21, 2008, 9:00-11:00 AM

Present: Vincent Jones, Melvin Mallory, Dawn Waller, Diane Walker, Sherri Winston, Brett Schnell, Gary Nimax, Gertrude Fraser, Cheryl Evans, Adelaide King, Jean Collier, Rose Markey, Richard Handler; Martha Ballenger, Andrea Backman, Terry De Guzman, Taylor Reveley, Leonard Perry, Carolyn Vallas

ODE Staff: William Harvey, Kristin Pickering; Gail Prince-Davis

Guests: Russ Federman, Warrenetta Mann, Connie Lee

Mr. Harvey opened the meeting by asking all in attendance to give a brief introduction since there were a couple of new council members.

**I. Counseling and Psychological Services (CAPS) Diversity Action Plan** – Russ Federman, Director of Counseling Services and Warrenetta Mann, Multicultural Coordinator, provided an overview of CAPS programs and the Diversity Action Plan.

Mr. Federman gave a brief introduction stating that CAPS is staffed with approximately 23 staff members serving graduate and undergraduate students from diverse backgrounds for psychological services. Last year CAPS served 8-9 % of the student body, approximately 1885 people. Staff at CAPS has noticed a trend towards more severe and acute cases. CAPS is part of the Health System and Student Health. CAPS staff and trainees provide a wide range of outreach programs to the University community. The OAAA mentorship program and Project Rise are 2 of the most notable.

Ms. Mann discussed the CAPS Diversity Action Plan. In October 2007 a discussion emerged from a workshop identifying 3 areas of need for CAPS:

Need to better educate the University regarding current activities surrounding diversity efforts

Need to clarify CAPS role in relation to diversity work, specifically mental health mission

Need to revise the CAPS diversity statement

An internal committee of six full-time CAPS staff was created to work on the diversity plan. The committee met approximately 8 times to discuss numerous topics pertaining to diversity. The committee considered the context in which CAPS operates, the theoretical orientation of the training here at the university is a psycho-dynamic model. Dr. Mann brings a sociocultural

training to her work. The committee generated 9 recommendations from their meetings. Those recommendations are listed below in abbreviation:

1. revise/modernize the current CAPS Diversity Mission statement; take into account the changing face of diversity;
2. develop staff liaison functions with different UVa departments
3. increase integration of multicultural training (how does the caregiver's and recipients identities affect each other?)
4. write an article for the Parents as Partners to make clarifying CAPS role
5. create a new staff position focusing on clinical services and outreach in support of the Asian student population
6. creation of one or two post-doctoral positions focusing on clinical services and outreach programs to underserved populations
7. develop a description of the CAPS University Mental Health model
8. revise the CAPS Mission statement
9. implement ongoing methodology to evaluate success of the various initiatives

CAPS aims to ensure that mental health services are available without shame and without guilt.. Several aspects of CAPS' diversity plan address cultural factors inhibiting students from seeking services.

Mr. Federman reported that through the committee, the following documents were created as part of the diversity plan:

1. Description of University Community Mental Health Model
2. CAPS Diversity Mission Statement
3. Description of CAPS liaison program
4. Organization of data depicting diversity efforts over the last years
5. List of possible liaison connections with contact information.

The floor was opened for questions/comments

1. Are faculty aware that CAPS is available and do faculty members utilize CAPS to assist students? Note: faculty can call CAPS and ask how to respond to a particular situation involving a student.

2. Is there a list of feelings/behaviors that helps students to recognize the need for help?
  - a. First year students live on campus, thus RAs attend to the emotional wellbeing of students on their floor
  - b. Once a semester an email is sent out to all UVA students alerting them of CAPS services with an on-line index of indicators.
  - c. Staff at CAPS are exploring high quality, on-line, psychological education options which focus on lifestyle and stress management. It will have CAPS contact information on it.
3. Darden is raising awareness of mental health by working with CAPS to develop a required session for all first year students to educate them about coping mechanisms and recognition of mental health issues/distress.
4. Project RISE: CAPS partnered with OAAA in 2006-2007 and developed this student initiated, peer counseling program for African American students. Students conducted a needs assessment and discovered that friends in distress talk to friends first. They concluded that a peer counseling program would be appropriate. Dean Perry and Dr. Mann meet and train the peer counselors. Students can email, phone or walk-in. If a student requires more than peer support the peer counselors refer them. Dean Perry noted that natural peer situations are more helpful than the office hours.

II. **An overview of administrative and managerial positions at UVa** by Mr. Harvey was listed as the next agenda item but Mr. Harvey did not present this material at this meeting. This discussion will take place during a future meeting.

III. **Art museum programs for the spring** – Jean Collier, University of Virginia Art Museum

Jean Collier reported on upcoming displays and events at the museum such as Landscape of Slavery: The Plantation in American Art and the Exhibition Symposium. Jean encouraged the council to visit the UVA Art Museum website for more details.

IV. **Other discussions:**

- a. Melvin Mallory, Office of Equal Opportunity Programs distributed a flyer on an upcoming event on March 17 presented by Melvin Patrick Ely regarding the story of free blacks in Farmville. Mr. Mallory invited all to attend this event.



- b. Martha Ballenger announced that a renewal pledge had recently been signed by over 500 students in support of all students being treated fairly regardless of race, gender, sexual preference. The initial pledge which was student driven went into effect after an offensive incident at Fox Field Races 2 years ago against 2 gay law students. This year over 500-600 t-shirts were distributed to students to wear to support this pledge. Even though the renewal pledge was not in connection to a particular event, as the pledge was last year, the response has been tremendous. Mr. Harvey asked Sherri Winston to see if she could get the press to cover this initiative. Sherri indicated that she would try to do so.
  
- c. Gary Nimax announced the scholarship for students of UVA faculty and staff March 31 deadline. The application can be found at the student financial services website.
  
- d. Leonard Perry announced a reception and photo exhibit, Family Portraits Virginia Indian Community Tribe. The event will be February 22 at 6:00. Dean Perry will send an email invitation to the council.

Next Meeting  
March 20, 2008  
Newcomb Hall Commonwealth Room

**Diversity Council Meeting**  
Newcomb Hall Commonwealth Room  
March 20, 2008, 9:00-11:00 AM

Present: Ashley Fleming for Andrea Backman; Martha Ballenger, Ricardo Padron, Dawn Waller, Connie Lee, Adelaide King, Sherri Winston, Richard Handler, Diane Walker, Brett Schnell, Gary Nimax, Taylor Reveley, Leonard Perry, Kelli Palmer, Vincent Jones, Melvin Mallory, Aaron Laushway

ODE Staff: Marcus Martin and Gail Prince-Davis

Guest: Susan Carkeek, Vice President and Chief Human Resource Officer

Dr. Martin opened the meeting by welcoming everyone. He then announced that Connie Lee will serve as the new representative to the Diversity Council for the School of Nursing replacing Courtney Lyder who is leaving the University for a position as Dean of the School of Nursing at UCLA. That announcement bridged the discussion that followed. Dr. Martin introduced Susan Carkeek. Dr. Martin mentioned that workforce data presented to the Special Committee on Diversity during the Feb BOV meeting by Mr. Harvey showed that UVa's administrative leadership positions are approximately 90% occupied by whites and 10% by minorities. The national data for higher educations shows 83% administrative positions occupied by whites and 17% by minorities. Mr. Harvey and Ms. Carkeek were asked by President Casteen to make a presentation at the April BOV meeting related to plans and recommendations on how to improve diversity in leadership at U.Va. Ms. Carkeek was invited to share information with the Diversity Council about plans to improve workforce diversity in leadership positions and to obtain feedback from the Diversity Council on their recommendations.

**I. Susan Carkeek, Vice President and Chief Human Resource Officer**

1. Ms Carkeek opened a discussion about new ideas and opportunities to diversify the University's senior administrative staff. She mentioned that the Office for Institutional Assessment data on 296 executive/administrative/managerial U.Va employees as reported in the IPEDS Human resources Survey indicates 11.5% minorities and 48.6% women in these positions which does not include the health system. The data presented by Mr. Harvey to the BOV in Feb included the health system and the academic side. Since that data presented in Feb included the hospital, the total numbers were larger and so they have been trying to look at academic divisions versus the hospital as two different kinds of organizations because there will be different solutions and different comparison groups that would utilized as plans moves forward. Ms. Carkeek mentioned also that American Association of Universities (AAU) data was reviewed to see what our peers were doing and how we looked in relationship to our peers. That broader higher education data includes everything from community colleges (2 year schools) to

baccalaureate degrees. Ms. Carkeek stated that UVa ranks about midway among the American Association of Universities. The goal is to be in the top percentile. Ms. Carkeek mentioned two caveats by way of background that are important to keep in mind as we look at these opportunities. One difference is that the employment arena diversity work is different than student enrollment. Another difference is the public sector versus the private sector. The public sector rules are very different than the private sector rules. Companies can have explicit diversity programs they are very different from the public sector. In the public sector the employment opportunities are in essence fall under the 14<sup>th</sup> Amendment. The equal opportunity concepts would apply more to the public citizens in general. That's why the University advertises all of our positions. In the private sector you will see a lot of targeted succession planning. Private companies will pick a person and they are slotted for a future position. This includes private colleges and universities. In the public sector in each of the positions there is an expectation of open access to opportunities. Ms. Carkeek mentioned that this doesn't limit our creativity but we need to be aware of these things as the plans to improve diversity moves forward. Ms. Carkeek distributed a handout of about 20 recommendations to improve diversity in senior administration at the University. Of those recommendations, her goal is to choose three things to focus on that will really make a difference. She is asking the group to provide input and/or experience from other institutions which could be helpful in focusing our efforts. After reviewing the recommendations council members discussed the following at length and suggested follow up on these issues:

- i. Expand executive coaching services
  - ii. Create resume data bank
  - iii. Focus on faculty hiring
  - iv. Develop recruitment materials
  - v. Bring professional conferences to Grounds
- b. Overview of HR restructuring – Ms. Carkeek discussed the restructuring that is taking place in human resources. The current classified system is over 120 years old. One of the biggest concerns with the classified system is that there is limited ways to advance within a department. Often to be promoted employees leave one job and move to another department. New ideas include creating opportunities within the current department and defining career paths. Over 280 U.Va employees in various task forces/committee have been involved in this restructuring process. Expected changes include the following:
- i. Career development
  - ii. Performance management

- iii. Compensation
- iv. Employment policies
- v. Other benefits policies

Other minor changes include leave and grievance policies.

Ms. Carkeek provided a handout with the timeline starting with formation of the task forces and ending with the implementation and enrollment in the new HR structure. For more information on HR restructuring please visit the following websites:

<http://www.virginia.edu/restructuring> (overall UVA restructuring homepage)

<http://www.hrs.virginia.edu/restructuring> (HR restructuring homepage)

**II. Other discussion.** Richard Handler suggested a symposium in the fall to discuss issues relating to the diverse nature of the pool of political candidates for the upcoming presidential election.

Next Meeting  
April 17, 2008  
Newcomb Hall Commonwealth Room

**Diversity Council Meeting**  
Newcomb Hall Commonwealth Room  
April 17, 2008, 9:00-11:00 AM

Present: Andrea Backman; Allen Groves, Martha Ballenger, Dawn Anderson, Connie Lee, Taylor Reveley, Leonard Perry, Vincent Jones, Melvin Mallory, Rebecca Leonard, Brett Schnell, Bill Cooper, Richard Handler, Kelli Palmer, Ryan McElveen, Dahlia French

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

Guest: Angela Davis, Associate Dean of Students and Director of Residence Life

Mr. Harvey welcomed the group and asked each member to introduce themselves. After introductions, Mr. Harvey introduced Dean Davis.

- II. **Angela Davis -- Resident Hall assignment update.** Beginning fall 2008 first year students will have the following 2 programmatic residence options available to them:
- a. First year housing, which includes Alderman Road, McCormick Road and Weedon and Malone Houses.
  - b. Residential Colleges which include Brown College, Hereford Residential College and the International Residential College.

The impact of this change is that beginning this summer first year students will no longer have the option of choosing between Alderman Road or McCormick Road residences as their first preference. Students may state a preference for a specific residential college and they can still request a roommate. The option for single housing is still available (limited).

The residential planning committee, chaired by VP Pat Lampkin is the group that made the decision to institute this change following many years of discussion. The planning committee consists of representatives from the Provost Office, Students Affairs, Housing Division and Academic Deans.

Dean Davis provided some history on how housing has been established in the past and why the change is needed. A bit of history is as follows: There is the perception of a traditional location for ethnic and legacy populations. Legacy students want to live in residence halls where their parents, grandparents etc, lived. The McCormick area became a traditional residence for white students. During spring fling weekend African American students were traditionally hosted on grounds in the Alderman Road residences. Over a period of time this area became the choice of

housing for African American students and Asian students. Latino students are not particularly in the mix of this first year housing issue.

The University already requires all first year students to live on grounds with few exceptions such as nontraditional age, marriage, or something very unique in their circumstances. This requirement provides the student with a year long transition and it is intended to expose students to a diverse environment in which they learn how to negotiate differences. The new residence housing selection is random and there should be a nice mix of students throughout the residence housing. With this new policy in place it is hoped that students adapt to a more diverse climate in terms of guiding principles U.Va's educational objectives. It is noted that students are not required to live on grounds after the first year.

Dean Groves mentioned that there has not been much discussion thus far from parents nor students of potential problems. VP Harvey mentioned that he has heard from individuals in the past that the Alderman residences provides a sense of a safe environment for minority students where they can choose to be together through the current self selection process. It is hoped that when the housing selection process is truly randomized a much more diverse climate will evolve. Dean Davis shared a handout that summarizes these changes and indicated that she would send the document electronically so we can share in spreading this information.

Several questions were raised and discussed following the presentation by Dean Davis. Then a lengthy discussion took place whether fraternities and sororities will ever adopt changes that will make for a more diverse climate. It was mentioned that fraternities and sororities provide networks and programmatic opportunities that may serve individuals beyond the college years. It was indicated that fraternities and sororities are private organizations and they choose who is accepted. The concern with fraternities and sororities would be if individuals are never offered an opportunity to engage intentionally because of what they look like then we have to ask the question are those values consistent with our education mission.

### **III. VP. Harvey – An overview of administrative and managerial positions at U.Va**

Mr. Harvey provided a follow up to Susan Carkeek's presentation last month to the Diversity Council. During the February Board of Visitors meeting Mr. Harvey presented data to the BOV Special Committee on Diversity. Following that presentation, President Casteen asked that Mr. Harvey and Ms. Carkeek make a presentation at the April BOV meeting related to plans and recommendations on how to improve diversity in leadership at U.Va. That presentation was made to the Board of Visitors Special Committee on Diversity on April 10. Mr. Harvey provided the following update:

U.Va is one of 61 American Association of Universities (AAU) institutions. The office of Institutional Assessments narrowed down the data to 45 selected AAU peer institutions to see where UVA ranks among those institutions as far as diversity in the executive/administrative/managerial positions. U.Va ranks about midway among this cohort.

Recently, there have been 8 senior level administrative open positions with active search committees established. Mr. Harvey shared slides that provided the following data:

- National availability data on women versus UVa candidate pool. In 50% of its candidate pools U.Va has more women competing for top ranking positions than the national availability data.
- National availability data on minorities versus U.Va candidate pool. In 75% of its candidate pools U.Va has more minorities competing for top ranking positions than the national availability data.

A few questions raised by council members were as follows:

- Does the female data include females of any race?
- What is the definition of minority?
- Does this data include administrative positions?

During the March 20, DC meeting, Ms. Carkeek distributed a handout of about 20 recommendations to improve diversity in senior administration at the University. Of those recommendations, the goal was to choose 3 priorities. Mr. Harvey provided those priorities today as follows:

- Enhance support to search committees through a network of search advisors and search coordinators
- Increase expectations and tracking around managerial accountability
- Create an institute for faculty advancement to improve leadership opportunities for academic faculty

#### **IV. Other Announcements:**

- a. Kelli Palmer announced a university-wide exercise in celebrating diversity, and is meant to provide an opportunity for the U.Va community to celebrate diversity. The “Privilege Walk” will take place on April 25th from 12-2pm in the Amphitheater.

Next Meeting  
May 15, 2008

Auditorium of the Harrison Institute Small/Collections Library

**Diversity Council Meeting**  
Auditorium of the Harrison Institute Small/Collections Library  
May 15, 2008, 9:00-11:00 AM

Present: Andrea Backman; Martha Ballenger, Dawn Anderson, Connie Lee, Bob Covert, Janet Turner-Giles, Taylor Reveley, Leonard Perry, Vincent Jones, Melvin Mallory, Valerie Gregory, Rebecca Leinen, Brett Schnell, Debbie Mincarelli, Ryan McElveen, Kelli Palmer, Dawn Waller, Carolyn Vallas, Julie Caruccio, Diane Walker, Sharon Davie, Erica Spangler, Sherri Winston, Edmund Kitch

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

Guest: Deborah McDowell, Director, Carter G. Woodson Institute  
Erika H. James, Associate Dean for Diversity, Darden Business School

- I. **Introductions:** Mr. Harvey welcomed the group and asked each member to introduce themselves. After introductions, Mr. Harvey introduced Professor McDowell to lead her discussion.
  
- II. **Professor McDowell** provided a background of the Carter G. Woodson Institute stating that it was founded by Armstead Robinson in 1981 to develop an African-American Studies program at the University of Virginia similar to the program that he helped develop at UCLA. The Institute is named after Carter Woodson, to honor the Buckingham County, Virginia-born founder of African and African-American Studies who also inaugurated Black History Week (now Black History Month). Professor McDowell was named the Director of the Carter G. Woodson Institute April 23, 2008. Professor McDowell discussed her vision and goals of the institute in the following areas:
  - a. Broaden the African American Studies curriculum by reviewing the current curriculum and identifying areas of need.
  - b. Secure more funds to support the institute mission
  - c. Hire more faculty members to further the curriculum. The current plan calls for hiring 1-2 faculty members per year over the next 5 years with a total of 6 new hires. The current faculty status is 1.25 faculty divided between 3 faculty members. Professor McDowell explained that the hiring practice of the Institute is essentially ad-hoc, meaning that in order to hire new faculty members it has to have the approval of another department. If that department does not see the value of that appointment then the hire will not happen.

Professor McDowell discussed the Woodson Institute fellowship program with pre and post doctoral fellowships. The fellowship program has doubled this past year from 5 fellows to 10. By the year 2009 the program should reach its goal of 12 fellows. During the 20 years that



Professor McDowell has been here, 4 fellows from the Woodson Fellowship moved into faculty positions at U.Va.

Additionally, Professor McDowell spoke of the community outreach of the Institute's involvement such as the "Currents in Conversation" forum which aims to bring together members of the University and the broader community to discuss a topic from current events. The first program followed Democratic presidential candidate Sen. Barack Obama's speech in March 2008 about the campaign, "A More Perfect Union."

Mr. Harvey mentioned the important role that the Woodson institute plays in hiring African-American faculty. He mentioned that the Woodson Institute is a major pipeline for African American faculty hires. He also mentioned that there is a current report in circulation, which was written by students called the "Audacious Faith II" report. It identifies a goal of having the Woodson Institute become a department and is named after a report written 20 years ago, "Audacious Faith" which mandated that same goal. To date this has not been achieved.

Professor McDowell reiterated the importance of the Woodson institute at UVa in the recruitment of new faculty members. For instance, this year she has been involved in 6 hires within the University. Each of those interview processes included Professor McDowell interviewing or meeting with 3 candidates for each of those positions.

Questions from the Council:

What are your critical requests that you will present to the new Dean of the School of Arts and Sciences? Professor McDowell stated that her critical requests for the new Dean would be to increase the number of hires to 10 not 6, to accelerate the pace of hiring, and to enhance the curriculum in areas of African studies and African languages.

How can Curry School of Education help in partnering with Woodson? Professor McDowell is willing to meet with faculty members who can lend assistance. She will be happy to make arrangements with individuals and department chairs.

Do you plan to utilize visiting faculty to further your curriculum in the area of African studies? Professor McDowell stated that utilizing visiting faculty members is on the top 5 items of her agenda. She is hopeful to utilize at least 1 visiting faculty member per year.

Have you thought about general faculty appointments as an option to help with the curriculum? Professor McDowell mentioned that there has been a discussion and this point was originally part of her negotiation discussions. However, it was one of the things she had to remove in order to forge ahead with more important issues.

- III. Update on the 2008 Symposium on Race and Society** – Erika H. James, Associate Dean for Diversity, Darden Business School. Dean James discussed the upcoming 2008 Symposium on Race and Society that will be held October 24 and 25 at Darden. Currently the committee is courting 2 prominent speakers for the symposium. Melodie Hobson, President of Ariel Capital Management and American Express CEO

Ken Chenault. The format will include a Friday night reception and keynote and Saturday will include two sessions running simultaneously.

The theme of the symposium is Race and Wealth: Avenues to Equality. Dean James stated that the symposium will focus on 4 areas:

- a. Entrepreneurship
- b. Community Development
- c. Home Ownership
- d. Wealth Management

The purpose for selecting this theme and topics was to find tangible opportunities where Darden and the community could come together to dialogue and take action in bridging the gap between the various racial groups in this country, and perhaps even abroad.

Dean James mentioned this is not the first symposium of this type of in Charlottesville and that these are ongoing discussions in the Charlottesville community. The symposium would serve to continue that dialogue and that engagement by galvanizing those people who have been pursuing this concern for quite some time.

Dean James mentioned that the symposium will have a local focus, within in the context of what is happening around the country. She indicated that even though Charlottesville may not appear to be as generalized as other cities, it really is. Charlottesville is similar to other cities of its size in urban and metropolitan areas, Charlottesville has a large percentage of underrepresented minorities, there is the structure of the very wealthy to the very poor and everything in between, there are differences in education and income and homeownership, etc. Therefore, a central feature of this year's symposium will be a Charlottesville case study. The outcomes of this study will be disseminated the case to registered participants prior to the symposium so that background information available.

Dean James mentioned 5 tangible outcomes of the symposium

1. Charlottesville case study
2. Blog about the symposium
3. Compilation of summary notes from sessions
4. Podcast of interviews
5. An academic product

Questions from the Council:

Will Charlottesville elected officials be involved in the development of the case study? Yes. There is someone from Darden who is very much involved in the Charlottesville and Albemarle community and is networking with members of the city council, school board, etc.

Will undergraduates be invited to attend and will there be a fee? The audience is opened for all to attend and there will be no fee.

Will the location be sufficient for attendees such as parking accommodations? All the events will take place at Darden and Darden has 2 parking lots.

**IV. Other Announcements:**

Mr. Harvey announced that there will not be a meeting in June. The next meeting will be held July 17 in the Auditorium of the Harrison Institute Small/Collections Library.

Next Meeting  
July 17, 2008  
Auditorium of the Harrison Institute Small/Collections Library

**Diversity Council Meeting**  
Auditorium of the Harrison Institute Small/Collections Library  
July 17, 2008, 9:00-11:00 AM

Present: Andrea Backman, Dawn Anderson, Connie Lee, Kelli Palmer, Dawn Waller, Martha Ballenger, Janet Turner-Giles, Taylor Reveley, Vincent Jones, Melvin Mallory, Rebecca Leinen, Carolyn Vallas, Julie Caruccio, Diane Walker, Sharon Davie, Edmund Kitch, Martin Davidson, Sarah Wilcox Elliott, Shuretone Lee, Rick Netemeyer, Kellie Sauls

ODE Staff: William Harvey and Gail Prince-Davis

- I. **Guest:** Franklin Dukes, Director, Institute of Environmental Negotiation – University Community Reconciliation Project
  
- II. **Introductions:** Mr. Harvey welcomed the group and asked each member to introduce themselves. Following introductions, Mr. Harvey presented Martin Davidson for his discussion.
  
- III. **Martin N. Davidson** – Effective July 1, 2008 Martin Davidson took on the role as Associate Dean for Diversity and Chief Diversity Officer of Darden. Dean Davidson mentioned that during the 1990s Darden had a strong representation of Black faculty and women. Currently the number is lower than it has been in the past. Dean Davidson would like to create an ongoing system to make a cultural shift and to maintain diversity at Darden in the student body, faculty and staff. He would like to see quality and diversity become the norm at Darden. The challenge is how to accomplish this, and Dean Davidson mentioned two directions or elements he would like to give focus:
  - a. Build and strategize – Usually diversity efforts get started in the midst of a crisis. The challenge with this type of situation is that you work without a strategy. The result is that the change does not create sustainability. Dean Davidson is looking to increase the capability of dealing with people who are different and dealing with different organizations so that we learn how to bring in new people, take in new ideas and build relations with people of who are different in the working environment.
  - b. Increase minority representation – diversity cannot be achieved if you don't have more representation of faculty, staff and student body of color.

Dean Davidson also mentioned other issues and goals for Darden as follows:

1. Last year 40% of the faculty was 50 or older. Issue of creating youth among the faculty and how to successfully draw on the wisdom of senior faculty.
2. Becoming more competitive internationally and enhancing international studies

3. Sexual Orientation
4. Gender make up and quality of staff

Dean Davidson also shared Darden data with the council as follows:

1. Darden is a leader among its peers in terms of percentage of underrepresented faculty (4 out of 75)
2. Every minority faculty member is tenured. (3 African American and 1 Hispanic)
3. New PhDs tend not to be successful at Darden
4. Darden has a 30% female student body. The national average is about 25%.
5. African American student body is 4% (12 )
6. Hispanic student body is about 5% (15)
7. One third of the class is international

The above numbers for students are for the incoming class.

Questions from the Council:

1. Do you have colleagues across grounds or other schools who hold this same administrative position? Yes, Curry and Medicine. The titles may be different but pretty much the same role.
2. Was this position created during the time of a crisis on grounds? Yes, this was during the time that the Office for Diversity and Equity was established and it coincided with the new Dean at Darden, which was about 3 years ago.

A brief discussion took place regarding the KPMG PhD Project: The goal of The PhD Project is "to increase the diversity of business school faculty by attracting African-Americans, Hispanic-Americans, and Native Americans to business doctoral programs and providing a network of support during their doctoral programs. Since its beginning in 1994, the number of under-represented minority professors has significantly increased from 294 to its current high of 889 out of a total of 26,000 business professors nationwide.

- IV. Franklin Dukes, Director, Institute of Environmental Negotiation** provided the council an overview of the University Community Reconciliation Project. Please see attached power point presentation and recommendations from Diversity Council members.
- V. Connie Lee** provided distributed a flyer on the Charlottesville Community Health Fair in conjunction with the 19<sup>th</sup> Annual African American Cultural Arts Festival to be held July 26, 2008 at Booker T. Washington Park. Ms. Lee encouraged council members to attend this health fair and to pass this information on to others.

Next Meeting  
August 21, 2008  
Auditorium of the Harrison Institute Small/Collections Library

## **Diversity Council Meeting**

Auditorium of the Harrison Institute Small/Collections Library

August 21, 2008, 9:00-11:00 AM

Present: Judy Pointer, Cheryl Apprey, Sherri Winston, Vincent Jones, Martha Ballenger, Gary Nimax, Connie Lee, Ashley Fleming, Diane Walker, Dawn Waller, Ann Hamric, Adetra Thomas, Richard Netemeyer, Sean Jenkins, Rose Markey, Ingrid Karaboyas, Sharon Davie, Carolyn Vallas, Peter Martin, Janet Turner-Giles, Bill Cooper, Elizabeth Fortune, Clay Hysell, Payvand Ahdout, Brett Schnell, Carolyn Dillard, Richard Handler

ODE Staff: William Harvey, Marcus Martin, and Kristin Pickering

Guest: Dr. Arthur Garson, Executive Vice President and Provost; Justin Rose, Doctoral Intern

I. **Introductions:** Mr. Harvey welcomed the group and asked each member to introduce him or herself, then presented Arthur Garson.

II. **Arthur Garson, Executive Vice President and Provost**, described his discussion of diversity goals at the recent Dean's retreat, including input that he received from the general counsel cautioning him that some of the language in the diversity goals was too explicit. He outlined the two primary reasons why faculty do not come to U.Va., particularly minority faculty, as being "spousal hires and little old Charlottesville."

Bill Cooper raised the topic of supplier diversity as crucial to include in diversity discussions with the deans. Commitment from the top will spur supplier diversity. Rather than only paying attention to high level candidates, Cooper advised that attracting more minority businesses to Charlottesville through diversifying university spending would serve as one means of recruiting and retaining high level candidates.

Garson asked the Diversity Council for concrete several suggestions regarding, "What can the university and Charlottesville do to make the community more welcoming?" A subcommittee under Bill Cooper's leadership was formed, including Connie Lee and Carolyn Dillard.

III. **Cheryl Apprey, Director for Graduate Student Diversity Programs**, agreed that a welcoming community is necessary, and discussed some of the particular concerns surrounding recruitment of minority graduate students. For example, there is not a critical mass of minority, graduate students and not a strong community. U.Va.'s funding level for this group is not on a par with its counterparts. In addition, some graduate students struggle with childcare issues. This is a competitive pool of students who can be a challenge to attract without being able to offer some of the enticements that the competing institutions can present. In 2006, there was an increase in applications and offers, and a slight increase in acceptances, but the yield needs to improve. Apprey requested units to hold separate events for graduate students of color.

One strategy for increasing the yield is the First Annual Diverse Graduate Student Visitation Weekend. Potential graduate students will be familiar with the academic strengths of U.Va., but still need to become acquainted with other aspects of the university, as well as what Charlottesville has to offer. Other universities offer cultural or academic recruitment events; this event will include both. An academic conference will be part of the weekend agenda. Because there is not a critical mass, the students need to see other minority graduate students from other departments; thus, this activity will be interdisciplinary. The doctoral intern with the Graduate Student Diversity Programs, Justin Rose, spoke about the weekend and emphasized that it targets the students who have been accepted and now need to say yes. Departmental buy-in is needed to have a strong showing at the potluck function. Departments will recommend people for the weekend. The majority of the funding for the event will come from Apprey's office. It was noted that alumni are less committed to graduate school recruitment than they are to undergraduate recruitment.

Discussion ensued regarding coordination of the timing of this event, with recruitment events occurring within the same time frame through the professional schools. Rose pointed out that the decentralized nature of U.Va. makes coordination challenging. Apprey's office will communicate the date to the various schools. Potentially, if there is overlap, diverse applicants attending one event could join in an aspect of another event, such as a potluck. Carolyn Vallas expressed appreciation for an event such as this and said it is difficult to attract African Americans to Engineering.

- IV. **Next, Apprey explained the new Mentoring Institute**, a three-year, pilot study funded by the Council of Graduate Schools, which encourages students to connect with mentors outside of their discipline and beyond their ethnicity. She has already identified the first cohort, participating faculty and will have faculty coaches (third and fourth year students). The mentees will be incoming students who apply to participate. Harvey referred to the emphasis on graduate education in the Report of the Commission on the Future of the University of Virginia, and stated that Apprey's work fits well within this focus. Research shows that graduate students and faculty would rather be in a diverse institution than not.
- V. **Harvey said the final undergraduate recruitment numbers** will be available in September, and indications are that the numbers are below where we want them to be. U.Va. needs to determine how to consistently attract a diverse student body. Harvey directed council members' attention to the advertisement in Black Enterprise magazine and explained that the idea behind such efforts is to raise the university's recognition regionally and nationally, particularly in larger population centers. If any council members know of particular outlets for promotional efforts they were asked to let him know.
- VI. **The student representative asked what the level of engagement was for minority alumni.** It was suggested that the President of the Alumni Association speak to the Diversity Council.

Next Meeting  
September 18, 2008  
Newcomb Hall Commonwealth Room

**Diversity Council Meeting**  
Newcomb Hall Commonwealth Room  
September 18, 2008, 9:00-11:00 AM

Present: Brett Schnell, Cheryl Apprey, Connie Lee, Dawn Waller, Dawn Anderson, Vincent Jones, Martha Ballenger, Rick Netemeyer, Erica Spangler, Carlos Oronce, Sheri Winston, Valerie Gregory, Carolyn Dillard, Julie Caruccio, Melvin Mallory, Elizabeth Fortune, Richard Handler,

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

- I. Mr. Harvey asked if there were any changes or revisions to last month's minutes. There were no changes noted. Mr. Harvey then introduced Valerie Gregory as the first presenter.
  
- II. **Dean Gregory is Assistant Dean in the Office of Undergraduate Admissions and the Director of the Outreach Office.** Dean Gregory works with underrepresented students, high school students and their parents in preparation for college. Dean Gregory provided a summary of the undergraduate enrollment as follows:
  - i. This was the first year without early decision admission process. This decision was made to equalize the process ensuring that all applicants were allowed an opportunity to compete for admission.
  - ii. During the 2007-2008 academic year the total number of applications increased by 596.
  - iii. The overall number of applicants for each racial/ethnicity group with the exception of African Americans and Native Hawaiian/Pacific Islanders increased.
  - iv. The total number of applications for African Americans was down 47 compared to last year.
  - v. 105 fewer offers were made to African Americans this year than were made last year.
  - vi. Dean Gregory mentioned that even though there is a guaranteed acceptance of transfer students from local community colleges to the College of Arts and Sciences, there has not been an increase in the enrollment of minority and low income students through this route. The Admissions Office is trying to find ways to increase these enrollments.
  - vii. Dean Gregory mentioned that surveys will be sent to applicants who turned down UVA as well as to students who accepted enrollment. This is an effort to find what entices students and what deters applicants. Dean Gregory did mention that through anecdotal conversations she thinks that two main reasons for turndown are as follows:
    - viii. Acceptance to top tier schools such as Harvard, Princeton, Yale etc.



- ix. Merit scholarships and/or financial aid are more lucrative at some other institutions.

Another reason for turndown seemed to be economic in nature. People were turned down for loans at a higher rate than in the past. Dean Gregory will share the survey information with the Council when this information becomes available.

- Dean Gregory also offered information on why the Native American enrollment number may be small. She stated that some Native American students are concerned about how others will use data (if they identify themselves as Native American). Others want to know if there is an advantage to identifying themselves as Native American. These factors may affect the overall accuracy of current Native American enrollment numbers.

Dean Gregory discussed outreach activities of the Admissions Office:

- Virginia Alumni Admissions Network (VAAN). Through VAAN, volunteer alumni reach out to prospective students through person-to-person interaction. This engagement is currently taking place in 5 cities across the country.
- College fairs: Another outreach activity is hosting small parties for prospective students before or after college fairs.
- High school visits. Dean Gregory mentioned that her office is challenged with budget cuts this year and she will visit fewer high schools this year as a result..

Briefly, Dean Gregory discussed a couple of changes in the Office of Admissions:

- The office will now use a paperless system.
- A universal application system has been implemented.

Questions from the Council:

3. Does the marching band attract African American students to apply to UVa?  
Answer: No. Athletics is a bigger recruiting attraction.
4. What age group of students do you reach out to?  
Answer: As early as 8<sup>th</sup> grade.
5. Who takes advantage of AccessUVA?  
Answer: The highest percentage are Asian students and the second highest are African American.

**III. Update from Cheryl Apprey on the 2008 Graduate Enrollment:** Ms. Apprey outlined the presentation objectives in three areas: Office of Graduate Student Diversity Programs; Graduate Enrollment Data, and Recruitment and Retention update. Ms. Apprey provided handouts with charted data in the following areas:

- a. 2008 Graduate Admissions Data
- b. Applications for admission (as a percentage of total applications)
- c. Offers of Admission (as a percentage of total offers)
- d. Acceptances of Offers of Admission (as a percentage of total acceptances)
- e. Enrollments (as a percentage of total enrollments)
- f. Additional handouts included 2008 graduate admission data by school and tables

Ms. Apprey allowed the opportunity for everyone to review the data and then opened the floor for questions and comments. She noted that the data for applications, offers and acceptances did

not include the school of medicine. Ms Apprey invited Dr. Martin to comment on the Med School numbers. Dr. Martin said although he did not have exact numbers with him to report to the Diversity Council that the number for African American and Hispanic students accepted into the Med School significantly increased for 2008.

**Question:**

What accounts for the McIntire School of Commerce success in attracting a higher number of diverse graduate students? Rick Netemeyer, council member representing McIntire commented as follows: “our three grad programs (MS-Accounting, MS-Management of Information Technology (MS-MIT), and MS-Commerce) have fairly high criteria for admittance (GMAT scores and undergraduate GPA) that are clearly stated/communicated when candidates apply. So, we basically get candidates of all races/ethnicities that meet or come very close to these criteria. Then, we make the offers with a focus on achieving diversity, such that we make sure that diversity candidates that meet the criteria get offers. Thus, all 8 of our offers last year accepted.”

“On another note, what helps us in getting all 8 of the African-American candidates to attend is the strength of our programs. Our MS-MIT has been recently ranked as a “Top 10” IT program by ComputerWorld magazine, a highly-regarded and highly circulated IT publication. Our MS-Accounting program is also highly regarded. Though our MS-Commerce is brand new this year, McIntire was recently ranked 2<sup>nd</sup> by Business Week magazine just behind Wharton as the best undergrad business school in the country. With such credentials, getting top minority/diversity candidates to accept offers once they apply is made easier for us.”

**Comments:**

Conversation took place regarding how Ms. Evans can get information in the hands of Graduate Directors or the right people in the various departments. One suggestion made was to send emails; another suggestion was to coordinate efforts through the Office of the VP for Research. Ms. Apprey mentioned that there will be an information session on October 29. Conversation also took place regarding updating/renovating the website that is used for graduate student recruitment.

Next Meeting  
October 16, 2008  
Newcomb Hall Commonwealth Room

**Diversity Council Meeting**  
Newcomb Hall Commonwealth Room  
October 16, 2008, 9:00-11:00 AM

Present: Brett Schnell, Bill Cooper, Connie Lee, Dawn Waller, Vincent Jones, Taylor Reveley, Carolyn Vallas, Michelle Packer, Carlos Oronce, Adettra Thomas for Rebecca Leinen, Carolyn Dillard, Julie Caruccio, Melvin Mallory, Martin Davidson, Richard Handler, Sean Jenkins, Ashley Fleming, Ricky Patterson, Alfred Sapienza

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

Guests: Christine Thach, Justin Watkins, Special Assistant to the Honor Committee, Ed Strickler, Claire Kaplan, Kathy Gerber, George Sampson

**I. Brief introductions.**

**II. Update on the Activities of the Honor Committee**

Julie Caruccio, Curry School of Education

Julie shared a power point presentation which highlighted the following:

1. Main areas identified by Honor Committee (March 2008):
  - Who joins honor committee (minority participation)
  - Who is affected by honor – rate of reporting (spotlight and dimming)
  - Communication
2. Racial/ethnic Diversity in Honor.

The data is the same as last year. New data is currently being collected. The data currently available is:

  - Support Officers for Diversity 2007-2008 consists of 77% Caucasian; 12% Asian/Asian –American, 4% African-American, 2% Hispanic and 5% other
  - The Honor Committee 2008-2009 has 4 students of color serving (of 25 seats)
3. Current Recruitment Initiatives:
  - Broadening roles for support officers
  - Targeted outreach
  - Data collection
  - Diversity training with Angela Davis
4. Rate of Reporting

Same data from Diversity Advisory Board (DAB) report of last year  
Findings from a 2004 report led to widespread conclusion of “spotlighting and dimming” which are terms used to describe a situation in which a group of minority students stand out while the similar situation for the students in the majority is dimmed.
5. Recent progress on International Student Orientation. The sessions have been revamped to a case study format. This new format has been well received.
6. Honor Diversity Module
  - Suggested as a way to address bias in reporting

- Originally conceived to focus on faculty- 3 out of 4 offenses are reported by faculty. Only 16% faculty report honor offenses.
- A viable solution to spotlighting/dimming?

**Discussion/questions from Council:**

1. Q. What is the definition of conscientious retraction? A. The opportunity for a student to admit to a faculty member the offense before anyone else is aware of the offense.
2. Q. What is the committee meeting schedule? A. DAB meetings are on 3<sup>rd</sup> Tuesday monthly 7: PM; Faculty Advisory committee meeting 1<sup>st</sup> Thursday monthly 4 PM; Honor committee meets weekly on Sundays 8 PM. All meeting times are posted on the Honor Committee website.
3. Q. How many times have DAB met this school year so far? Carlos Oronce mentioned that he has not received any information regarding these meetings, and this comment was echoed by another individual. A: Two times since the second week of school.
4. Q. How is the jury of the honor committee selected? A. 2 students are selected from a computer process and then the students are asked to complete a questionnaire to ascertain whether they would be able to serve on the jury without prejudice.
5. Carlos Oronce voiced concern that the African American and Hispanic/Latino student community does not agree with the single sanction policy in general. Therefore, it is difficult for them to serve on a jury because the community is small and close.
6. Vince Jones suggested that the Honor Committee use the jury selection process where the defendant is given the chance to help decide the judges/jurors.

**IV. Student Council Update from Christine Thach.** The student council is comprised of 12 committees. This year's approach is a streamline of initiatives.

Current initiatives:

- Echols Scholar Research
- Laptop and Textbook Initiative
- Co-Sponsorship of the various Heritage Months

Future Initiatives:

- Financial literature for incoming students to make UVA a more viable competitor. This packet will be put together working with HOOS for Open Access that will be distributed at Days on the Lawn

Bill Cooper suggested that Christine contact the Supplier Diversity office regarding the laptop initiative.

**V. Working Group on Inclusion, Respect and Fairness:** Recommendations of concerned faculty and staff of the University – Edward Strickler, Claire Kaplan and Kathy Gerber. Mr. Strickler noted that the Serpentine Symposium will be held November 1. The UVA Pride group has been meeting and working with various committees at UVA since 1991 without much progress. The group would like ongoing constituent advocacy from the Diversity Council. A handout guiding principles was disseminated to the council for review and feedback. Suggestions from the Council included having conversations with HR, attorneys, EOP and Student Life. Melvin Mallory mentioned that the reference to the EOP policy under goal 2, recommendation 3 is old data and should be revised on the guiding principles

document. The question was also raised by council members as to the identity of the group that is distributing the document. Please see attachment.

- VI. **Bill T. Jones Residency** – George Sampson, Department of Drama. Mr. Sampson announced that the Bill T. Jones/Arnie Zane Dance company will provide a collaborative workshop and residency at the University of Virginia November 9-16, 2008. Please see attachments for more information regarding the residency.
- VII. **Cavalier Daily.** Mr. Harvey asked the Diversity Council members their thoughts on having the Cavalier Daily present for future DC meetings. A few comments were made. However, the overall thought was to discuss this at the next Diversity Council meeting as the first agenda item.

Next Meeting  
November 20, 2008  
Newcomb Hall Commonwealth Room

**Diversity Council Meeting**  
Newcomb Hall Commonwealth Room  
November 20, 2008, 9:00-11:00 AM

Present: Melvin Mallory, Cheryl Apprey, Kelli Palmer, Alfred Sapienza, Dawn Waller, Connie Lee, Dawn Anderson, Shurtone Lee, Janet Turner-Giles, Edward Warwick, Payvand Adhout, Kellie Sauls, Julie Caruccio, Bill Cooper, Richard Netemeyer, Andrea Backman, Richard Handler, Eleanor Wilson, Adetra Thomas, Sheri Winston, Sharon Davie, Taylor Reveley, Carolyn Vallas, Shayla Givens

ODE Staff: Marcus Martin and Gail Prince-Davis

Guest: Thomas Skalak, Vice President for Research

**I. Brief introductions.**

**II. Cavalier Daily article:** The Diversity Council discussed the article “Diving into Diversity” that appeared in the Cavalier Daily November 18, 2008. There was consensus that the article was well done and provided an overview of the function of the Diversity Council.

**III. Discussion regarding media presence at regularly scheduled DC meeting:** Dr. Martin mentioned that Mr. Harvey met with members of the Cavalier Daily staff about 2 months ago. A point of discussion during that meeting was the possibility of the Cavalier Daily’s presence at the Diversity Council meetings. Dr. Martin asked the Council members their thoughts about having media attend Diversity Council meetings. The following points were made:

- concern that the media would misrepresent or misstate comments made at the meetings by council members
- concern that the media presence would restrict council members from speaking as freely as they otherwise would if press was not present
- few Council members are not to speak with the press because of offices that they represent
- suggestion to have someone from the Council to meet with press members before or after the DC meeting to inform them of the agenda and outcome of discussions
- suggestion to invite press or media to some meetings but not all meetings

**IV. University Judiciary Committee Update:** Payvand Adhout, University Judiciary Committee Counselor and Social and Issues Subcommittee member, shared the UJC spring 2008 demographic information with the Diversity Council. The report indicated that 21 complainants reported 104 cases. The office of the Dean of Students submitted the majority of the reports. Please see the table on page 4 for demographics of the cases. Please note that all demographic information including race and gender is provided on a voluntary basis.

Next Payvand shared statistics on the gender and ethnicity make up of the UJC as follows:

[University Judiciary Committee \(i.e., support officers and judges\)](#)

Gender/Ethnicity				
	UVA		UJC	
Male	9,845	47%	82	43%
Female	11,212	53%	108	57%
Caucasian American	13,038	62%	134	71%
African American	1,525	7%	13	7%
Asian American	2,008	10%	24	13%
Hispanic American	777	4%	4	2%
Native American	46	0%	0	0%
Non-Resident Alien	1,732	8%	3	2%
Other	1,931	9%	8	4%
Student Athlete	722	3%	3	2%
International Student	1,674	8%	5	3%
Greek Organization	3,870	18%	55	29%

Eighty-eight percent (88%) of support officers filled out the demographic survey as of November 9, 2008.

Additionally, Payvand discussed UJC's efforts to achieve better diversity:

- An online reporting system was used for the first time this past year. The next couple of years will determine whether this system is successful.
- UJC will meet with and attend more minority group meetings to discern their concerns.
- UJC would like to change the University perception of its function by focusing more attention on the standard of conduct during orientation and convocation ceremonies.

V. **VP Skalak discussed his role as the University's new vice president for research.** He is charged with establishing the University as a leading competitor in science and technology. He will work closely with the deans of the schools to differentiate the University from peer universities both nationally and globally. Mr. Skalak will lead the development and promotion of institutional research priorities, assist faculty members to develop new research areas, encourage investment in research infrastructure, and help faculty members to pursue creative scholarship as individuals and in small groups, as well as major center grants. Mr. Skalak's vision is that U.Va. can become known as the global ideal in research-based education, and further can become known as the global ideal in linking research-based education to the professional community and to society.

VP Skalak also briefly discussed the all university retreat on science and technology. He stated that the retreat held October 31, 2008 was one dialogue session in a series between schools. Additionally, Mr. Skalak discussed a few diversity initiatives such as our graduate mentoring program, sponsorship of the Bill T. Jones dance series, recruitment efforts for the Ron Brown Scholars and faculty recruitment. Dr. Martin added that the Office for Diversity and Equity and the Office of the Vice President for Research co-sponsored the Virginia Junior Academy of Science Career Symposium which was held at UVA Nov 8. One hundred twenty students, 5<sup>th</sup> graders to high school seniors from around the state attended the Science Careers

Symposium. These students represent the STEM pipeline. Dr. Martin thanked Mr. Skalak for his support

VI. **Next Diversity Council meeting date:** January 15 or 22. An email will be sent to the Council with a decision on the next meeting date.

**UJC Spring 2008 Statistical Report – Demographic Information**

<b>Demographic Item</b>	<b>University</b>	<b>Accused</b>	<b>Complainant</b>	<b>UJC</b>
Number Of Cases		104	104	104
Number Of Persons	20,834	104	21	167
Gender Male	48%	71%	38%	43%
Gender Female	52%	29%	57%	57%
Gender Other*			5%	
Caucasian American	62%	63%	43%	68%
African American	7%	10%	10%	5%
Asian American	9%	13%	24%	12%
Hispanic American	4%	7%	5%	2%
Native American	0.2%	0%	0%	1%
Non-Resident Alien	8%	4%	0%	4%
Other	9%	9%	0%	12%
Student Athlete	3%/5%	7%	0%	1%



International Student	8%	9%	0%	3%
Greek Organization	18%/28%	36%	24%	39%

\*Gender Other includes both unspecified and omitted genders. Student Athlete and Greek Organization are given as percentages of the whole University population/undergraduate population