

**UNIVERSITY OF VIRGINIA
BOARD OF VISITORS
MEETING OF THE
SPECIAL COMMITTEE ON
DIVERSITY
FEBRUARY 21, 2014**

SPECIAL COMMITTEE ON DIVERSITY

Friday, February 21, 2014

9:45 - 10:15 a.m.

Board Room, The Rotunda

Committee Members:

Allison Cryor DiNardo, Chair

Helen E. Dragas

Kevin J. Fay

Frank E. Genovese

William H. Goodwin Jr.

Stephen P. Long, M.D.

Edward D. Miller, M.D.

Linwood H. Rose

Blake E. Blaze

George Keith Martin, Ex-officio

George M. Cohen, Faculty Consulting
Member

AGENDA

PAGE

- | | | |
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| I. | REPORTS BY THE VICE PRESIDENT AND CHIEF OFFICER FOR DIVERSITY AND EQUITY (Dr. Martin) | |
| | A. Report on the President's Commission on Slavery and the University (PCSU) | 1 |
| | B. Report on the Community 2014 Martin Luther King Jr. Celebration | 3 |
| II. | FACULTY SALARY STUDY REPORT (Dr. Martin to introduce Ms. Sarah Turner; Ms. Turner to report) | 8 |

UNIVERSITY OF VIRGINIA
BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: February 21, 2014

COMMITTEE: Special Committee on Diversity

AGENDA ITEM: I.A. Report on the President's Commission on Slavery and the University (PCSU)

ACTION REQUIRED: None

DISCUSSION: The Vice President and Chief Operating Officer for Diversity and Equity will report on the founding, charge, and activities of the President's Commission on Slavery and the University (PCSU).

At a meeting of the President's Cabinet on April 9, 2013, Dr. Martin made a presentation on slavery at U.Va. and proposed that a commission be formed to further explore the topic. President Sullivan appointed a commission of faculty, students, alumni, and local residents to provide advice and recommendations on the commemoration of the University of Virginia's historical relationship with slavery and enslaved people. From the early 19th Century until the Civil War, slavery was an integral component of the University. Enslaved people terraced the lawn, cleaned up after cadaver dissections, served the students and faculty, and built much of the University.

Considered the "original labor force" of the University, slaves were nonetheless vulnerable to abuse. Several memorials have been dedicated to the work and lives of enslaved people on Grounds, including a plaque at the Chapel for Henry Martin, who served as U.Va.'s bell-ringer, and a slate marker at the Rotunda honoring the service of free and enslaved workers in the construction of U.Va.'s original buildings. In the fall of 2012, 67 grave shafts likely belonging to enslaved and/or free African Americans were discovered adjacent to the northern wall of the University Cemetery. While there is no plan to excavate the graves in an attempt to gather more information, a newly-formed Gravesite Commemoration working group will make a recommendation about how to memorialize the site. The commission is chaired by Mr. Kirt von Daacke and Dr. Marcus Martin.

A symposium is planned at U.Va. for October 2014 focusing on the work of the commission at U.Va. and that of similar institutions of higher learning.

PCSU working groups include:

Architecture

Richard Wilson, Chair, Department of Architectural History
Dorrie Fontaine, School of Nursing
Ben Ford, Rivanna Archaeological Services
Mary Hughes, Office of the Architect
Deborah McDowell, Department of English and Carter G. Woodson
Institute of African-American and African Studies

Collaboration with External Partners

Tierney Fairchild, Chair, U.Va. IDEA Fund
Gary Gallagher, Department of History
Walt Heinecke, UCARE and Curry School of Education
Matt Reeves, Montpelier Foundation
Susan Stein, Thomas Jefferson Foundation
Liz Varon, Department of History

Daily Life

Tamika Richeson, Chair, Ph.D. Student in History
Alex Johnson, School of Law
Ervin Jordan, University of Virginia Library
Maurie McInnis, Office of the Vice Provost for Academic Affairs
Kirt von Daacke, Department of History

Gravesites/Commemoration

Marcus Martin, Chair, Office of the Vice President and Chief
Officer for Diversity and Equity
Derrick Aldridge, Curry School of Education
Andrea Douglas, Jefferson School African American Heritage Center
Ben Ford, Rivanna Archeological Services
Gertrude Fraser, Department of Anthropology
Mary Hughes, Office of the Architect

Memorialization

Patrice Grimes, Chair, Office of African-American Affairs and
Curry School of Education
Ishraga Eltahir, 2011 U.Va. alumna
Petrina Jackson, Albert and Shirley Small Special Collections
Library
Khalifa Lee, U.Va. alumna
Edna Turay, undergraduate student and member of Memorial for
Enslaved Laborers

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BOARD MEETING: February 21, 2014

COMMITTEE: Special Committee on Diversity

AGENDA ITEM: I.B. Report on the Community 2014 Martin Luther King, Jr. Celebration

ACTION REQUIRED: None

DISCUSSION: The Vice President and Chief Officer for Diversity and Equity will report on the Martin Luther King celebration activities that occurred in January.

Community Martin Luther King, Jr. Celebration
January 2014

Prior to President Sullivan's arrival to Grounds in August 2010, she asked that the Office for Diversity and Equity develop a community-based strategy for celebrating the life and legacy of Dr. Martin Luther King, Jr.

During the past four years, the Community MLK Celebration has provided a unique opportunity for the University to publically illustrate its commitment to community partnerships around diversity and equity.

The Office for Diversity and Equity engages a broad range of community and University representatives over several months in a collaborative planning process. The Community MLK Celebration Planning Committee is comprised of University representatives from many areas of U.Va., most of whom are appointed by their deans, as well as community members representing a wide array of organizations. Overall, more than 100 individuals, including members of student, academic, and civic organizations, participate in planning the celebration.

The theme for the 2014 Community MLK Celebration was "Looking Back, Moving Forward." More than 25 events were held over the course of two weeks in January, encouraging reflection upon King's advocacy for Civil Rights and his efforts to serve mankind widely.

Events included panel discussions, workshops, lectures, film screenings, shadowing opportunities in the Health System

for local high school and college students interested in health care careers, and musical and theatrical performances.

The list of events and pertinent information can be viewed at the following website: www.virginia.edu/mlk.

2014 Community MLK Celebration Calendar

Friday, January 17	Teaching Resource Center; Curry School of Education; and the Office for Diversity & Equity	<u>"Potent Learning Partnerships: Getting Beyond Information-Only Teaching and Learning"</u>
Sunday, January 19	Charlottesville Community Celebration Committee	<u>29th Annual Martin Luther King, Jr. Community Celebration</u>
Monday, January 20	School of Medicine; School of Nursing; and the Medical Center	<u>Day in the Life of a Healthcare Professional</u>
Monday, January 20	School of Medicine; School of Nursing; and the Medical Center	<u>"Diversity in Health Care Education and Practice"</u>
Monday, January 20	Verbs and Vibes	<u>"Creative Nonviolence"</u>
Tuesday, January 21	The Virginia College Advising Corps and the U.Va. IDEA Fund	<u>FAFSA Completion Night</u> *Cancelled Due to Inclement Weather
Wednesday, January 22	University Library	<u>"Life@UVA: On-Grounds Experiences of People of Color"</u>
Wednesday, January 22	School of Law and the JAG School	<u>"The Civil Rights Act: 50 Years Later, and Lest We Not Forget, Brown v. Board of Education: 60 Years Later"</u> <u>Justice John Charles Thomas</u>
Thursday, January 23	The Miller Center	<u>"A Turbulent Tenure" U.S. Attorney General Eric Holder</u>

Thursday, January 23	Office for Diversity & Equity	<u>"Dr. King in the 21st Century" Keynote</u> <u>Speaker: Michael Eric Dyson</u>
Friday, January 24	Office of African American Affairs	<u>Gospel Concert</u>
Saturday, January 25	The Virginia Film Festival and the Office for Diversity & Equity	<u>Film Screening of King: A Filmed Record ... From Montgomery to Memphis</u>
Sunday, January 26	Area faith communities and the University of Virginia	<u>Interfaith Worship Service</u>
Monday, January 27	School of Architecture and Cville Central	<u>"That World is Gone: Race and Displacement in a Southern Town"</u>
Tuesday, January 27	the Black Student Alliance and the Black Studies Reading Group	<u>"King and Kwanzaa: How Dr. King Engaged the Principles of Kwanzaa"</u>
Tuesday, January 28	School of Nursing, the Women's Center, and Beta Kappa	<u>"Compassionate Care in an Uncaring Environment: Nursing Care of Japanese-American Evacuees at War Relocation Centers"</u>
Tuesday, January 28	School of Nursing; the Women's Center; Women, Gender, & Sexuality Studies; the School of Law's Human Rights Program; the Cultural Programming Board; the American Indian Student Union; and the Gender Violence Working Group	<u>"Jessica Lenahan and Her Long Fight for Justice"</u>
Tuesday, January 28	Phoenix Theatre, PVCC Theatre, and the Office	<u>I Shall Not Be Moved</u>

and Wednesday, January 29	for Diversity & Equity	
Wednesday, January 29	College of Arts & Sciences	<u>"No Geographical Boundaries: King, Africa, and the Global Struggle for Freedom"</u>
Wednesday, January 29	Curry School of Education	<u>"Growing Leaders of Tomorrow: Mindsets, Diversity, and the Dream"</u>
Wednesday, January 29	Black Graduate and Professional Student Organization	<u>"Black.White / Rich.Poor / Male.Female: The Roadmap for Me to Pursue My Dreams"</u>
Thursday, January 30	Center for Diversity in Engineering	<u>"Educating the Next Generation"</u>
Thursday, January 30	Jefferson School African American Heritage Center and the U.Va. IDEA Fund	<u>"Reflections on a Movement: Albemarle- Charlottesville NAACP, the Civil Rights Act, and Beyond"</u>
Friday, January 31	Office for Diversity & Equity; Lifetime Learning, Alumni & Parent Engagement; and the Department of English, College of Arts & Sciences	<u>Honoring Rita Dove: An American Poet</u>

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BOARD MEETING: February 21, 2014

COMMITTEE: Special Committee on Diversity

AGENDA ITEM: II. Faculty Salary Study Report

ACTION REQUIRED: None

DISCUSSION: Dr. Martin will introduce Sarah Turner, University Professor of Economics and Education in the Curry School of Education. Ms. Turner will report on the Faculty Salary Study.

Sarah Turner holds the title of University Professor. She has appointments in the Department of Economics and the Curry School of Education, in addition to an affiliation as a Research Associate with the National Bureau of Economic Research. Professor Turner's research makes extensive use of the models of labor economics and the tools of econometrics in the analysis of higher education markets. Among her publications in highly regarded peer-reviewed journals in economics and education are papers examining the underrepresentation of low-income students at selective institutions, the impact financial aid has on college enrollment and attainment, and the effects of high-skill immigration on wages and employment in science and engineering occupations.

Professor Turner's research has been supported by numerous grants from private foundations and federal sources, including the Spencer Foundation, the Andrew W. Mellon Foundation, the Bill & Melinda Gates Foundation, and the National Science Foundation. Professor Turner holds an undergraduate degree from Princeton University and a PhD in economics from the University of Michigan.