

Commission on Equal Opportunity and Diversity
Monday, May 4, 2009 – The Inn
Meeting Minutes

Present: Kim Beisecker, Craig Brians, Jean Brickey, Ross Edmonds, Pat Hyer, Kathy Lloyd, Aditya Johri, Anna Lomascolo, Maxine Lyons, Yolanda Machado-Escudero, Kevin McDonald, Sue Ott Rowlands, Ray Plaza, Daphne Rainey-Wittich, Rick Shingles, Guy Sims, Mikhelle Taylor

Absent: Carson Byrd, Virgilio Centeno, Shirley Cline, Hal Irvan, Stevan Jackson, Brad Klein, Anna Lomascolo, Jonathan Moore, Deborah Morgan, Taris Mullins, Ingrid Ngai, Ashley Smith, Patricia Smith, Elisa Sotelino, Tamim Younos, Dennis Welch

Guests: David Travis, Natalie Hart, Peggy Layne, Elizabeth Creamer, Maggie Sloane

I. Call to Order

Guy Sims called the meeting to order at 10:05am. Minutes for the previous meeting were approved.

II. Vice Chair Nominations

Nominations for Vice Chair were requested. Ross Edmonds was nominated by Jean Brickey and was the only nomination presented. It was determined that an opportunity for e-mail nominations would be accepted for the week after the meeting.

III. Task Force Reports

CEOD Public Relations suggested that the incoming Vice Chair be the Chair of the Communications Committee.

The LGBT Taskforce has researched and laid the ground work for an LGBT Resource Center. The LGBT Taskforce is also working to set up meetings with the Alumni Association and University Development on creating more formal structures for communicating with alumni and potential donors. A Lavender Ceremony has been developed and the first ceremony will be held this year. The Ally of the Year award and a student scholarship award will be presented at the Lavender Ceremony.

The Implementation Team reported that Curriculum Transformation is moving forward. Susanna will be pulling together an assessment later this summer.

IV. Natalie Hart – Presentation on Athletic Diversity Initiatives and NCAA Review Process

Natalie Hart presented on diversity efforts in the athletic department as part of the NCAA Certification Process. Natalie reported that the NCAA is concerned with diversity beyond ethnic minorities, though the use of the term “minority” does follow NCAA guidelines. Natalie reported that the Athletic Department’s diversity plans are overseen by a committee that includes a broad spectrum of individuals. Responding to a question on LGBT issues in athletics, Natalie reported that there is a heavy focus on student life and student development, though there is not a specific push on this particular issue. The report is based on eight areas defined by the NCAA. One recommendation to Natalie was to include more cultural activities in programming for athletes.

V. AdvanceVT Presentation – Peggy Layne and Elizabeth Creamer

Peggy Layne and Elizabeth Creamer provided an update on the work of AdvanceVT. AdvanceVT, which began in 2003 with a grant from the NSF, has been an effort to increase the number and success of women faculty in the sciences and engineering.

In their presentation, Peggy and Elizabeth provided an overview of the results of AdvanceVT's second Faculty Work-Life Survey, a follow up to an initial survey completed in the spring of 2005. The purpose of both surveys was to assess faculty perceptions of their overall job satisfaction and of various attributes of the work environment at Virginia Tech. The primary focus of the survey was on full-time instructional faculty. In particular the survey sought to determine if differences existed between various groups as defined by gender, tenure status, race/ethnicity, college, and department.

In comparison with the 2005 survey, the 2008 survey respondents were similar in college, gender and ethnic breakdown with a slightly higher proportion of pre-tenure faculty in 2008.

A key conclusion from this survey was that perceptions of diversity were slightly, but significantly more positive in 2008 than in 2005. However, Women, Blacks, and Hispanics generally have less positive views than men and Caucasian faculty.

VI. Announcements

Ray thanked everyone for their attendance and assistance with the recent Latino Conference.

Changes to the International Student orientation were announced, the Cranwell Center is inviting participation from cultural groups and language groups. Kim also invited professors and administrators to help meet/shuttle students as part of an errand shuttle to assist international students.

Daphne thanked everyone for their support to her as she has chaired the CEOD for the past year.

Meeting was adjourned at 11:46am.

Respectfully submitted,

Perry D. Martin
Secretary to the Commission on Equal Opportunity and Diversity