Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, February 23, 2021
Via Zoom: https://virginiatech.zoom.us/j/93403020845

Attendance

Menah Pratt-Clarke
Ellen Banks
Sarah Leftwich
Ellington Graves
Kelly Oaks
Pam Vickers
Anthony Scott
Shaila Mehra (for Laura Belmonte)
Anthony Wright de Hernandez
Sally Shupe
Latanya Walker
John Gray Williams
Gabby McCollum
Mae Hey
Christa Miller
Nina Ha
Annabelle Fuselier
Tamara Allen
Martina Svyantek

Guests

April Myers
Jeff Cumberland
Lori Buchanan
Sandy Martin
Whitney Abraham
Patricia Simpson
Christine Luketic

Absent

David Clubb (with notice)
Maia Greene-Havas (with notice)
LaTawnya Burleson (with notice)
Tamara Cherry-Clarke (without notice)
Dani Chowen (with notice)
Courtney Swanson (without notice)
Banks Blair (with notice)

Acknowledgements

We acknowledge the Tutelo/Monacan people, who are the traditional custodians of the land on which we work and live, and recognize their continuing connection to the land, water, and air that Virginia Tech consumes. We pay respect to the Tutelo/Monacan Nations, and to their elders past, present, and emerging.

We further acknowledge all those Native peoples whose tribal territory in the Trans-Mississippi West (in what became California, Colorado, and other western states) the U.S. government seized in the years before the Morrill Act of 1862. Sales of those lands funded the land-grant system of higher education both in Virginia and throughout the nation.

We also acknowledge the university's historical ties to the indentured and enslaved whose labors built this institution. We pay respect to these people for their contributions to Virginia Tech

We also acknowledge that Virginia Tech's Blacksburg campus was previously the site of the Smithfield Plantation. At any point from 1774 to 1865, the Preston family enslaved 40 to 100 African men, women, and children on this land. We pay respect to those souls and

acknowledge that Virginia Tech is undeniably tied to this legacy.

We also acknowledge that Virginia Tech's Blacksburg campus was previously the site of the Solitude Estate which enslaved at least 30 African men, women and children on this land. We acknowledge the contributions of the Fraction's and other enslaved persons in the creation and emergence of Virginia Tech as a major land-grant university, and in accordance with the university's efforts to transform an historic location into a site for the interpretation of the African-American experience on campus and the region.

Agenda

1. Welcome and Introductions
    a. Ally Spotlight
        i. Black History Month
    b. Principles of Community Award Announcement
        i. Nominations are finished.
2. Second Reading - CEOD membership resolution 2020-21A
3. Presentation
    a. Dr. Christine Luketic on Workforce Demographics Report and how it is being used to support diversity initiatives and decision making
    b. Ellen Banks updates on HR Diversity Working Groups
4. Updates from University Council

Minutes

1. Welcome and Introductions
    1. Ally Spotlight
       Black History Month
    2. Principles of Community Award Announcement
       Nominations reported the POC awards nominations closed on Monday and as of Tuesday morning there were 15 individual nominations and 4 groups.
2. Second Reading - CEOD membership resolution 2020-21A
    1. The goal of this resolution is to update one ex officio membership role, Cultural and Community Centers transitioned from the Division of Student Affairs to the Office of Inclusion and Diversity.
    2. No feedback from staff senate, faculty senate, GSA
    3. From the commission: Suggested updating the name of the LGBT Caucus, Asian and Asian American Caucus and the Black Caucus.
    4. Motion to amend resolution-Christa Miller and second – Dr. Pratt-Clarke, passed with majority approval
    5. Motion to approve the amended resolution - Christa Miller and seconded, passed by majority approval
3. Presentation
    1. Dr. Christine Luketic on Workforce Demographics Report and how it is being used to support diversity initiatives and decision making
        1. PowerPoint to be forwarded.

        2. Went over the Employee population for the last 5 years and the last 12 months.
        3. Staff, GA and part-time Faculty numbers have not changed in 5 years
        4. During the last 12 months, Staff has gone down, GA's has gone up and Wage/Student wage was hardest hit.
        5. Overview of differences by race and gender for workforce categories
    2. Ellen Banks et. al. updates on HR Diversity Working Groups
4. Updates from University Council
    1. Shared governance resolution passed

Adjournment at 2:30 p.m.

CEOD Meeting

Employee population and demographics

- Christine Luketic, PhD /February 2021

HUMAN RESOURCES

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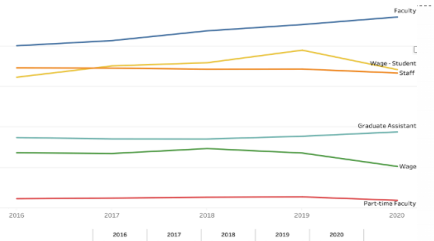
Overall Employment: past 5 years



	2016		2017		2018		2019		2020	
	Count	%	Count	%	Count	%	Count	%	Count	%
Staff	3,470	24.7%	3,463	24.0%	3,436	23.1%	3,440	22.5%	3,342	22.9%
Faculty	4,017	28.6%	4,144	28.7%	4,385	29.5%	4,541	29.7%	4,728	32.4%
Part-time Faculty	231	1.6%	247	1.7%	267	1.8%	277	1.8%	191	1.3%
Graduate Assistant	1,745	12.4%	1,711	13.9%	1,709	11.5%	1,777	11.6%	1,884	12.9%
Wage	1,368	9.7%	1,355	9.4%	1,472	9.9%	1,292	8.9%	1,030	7.1%
Wage - Student	3,238	23.0%	3,518	24.4%	3,596	24.2%	3,997	25.9%	3,426	23.5%
Total	14,069	100.0%	14,433	100.0%	14,866	100.0%	15,304	100.0%	14,601	100.0%

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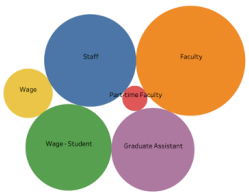
Overall Employment: Past 12 Months

Overall Employee Distribution



	Jan 20	Feb 20	Mar 20	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21
Staff	3,503	3,496	3,504	3,458	3,493	3,465	3,341	3,350	3,394	3,382	3,374	3,376	3,369
Faculty	4,735	4,744	4,742	4,720	4,736	4,734	4,730	4,717	4,748	4,746	4,760	4,774	4,769
Part-time Faculty	252	367	384	359	375	216	190	193	322	342	332	346	252
Graduate Assistant	2,247	3,390	3,444	3,440	3,441	1,814	1,883	1,884	3,339	3,385	3,385	3,380	2,758
Wage	996	1,026	1,038	980	976	1,019	1,039	997	977	930	875	1,013	959
Wage - Student	4,551	4,704	4,855	4,594	4,542	4,013	3,432	3,090	3,446	3,335	3,413	3,122	2,948
Total	16,284	17,727	17,967	17,551	17,563	15,261	14,615	14,231	16,226	16,120	16,139	16,011	15,055

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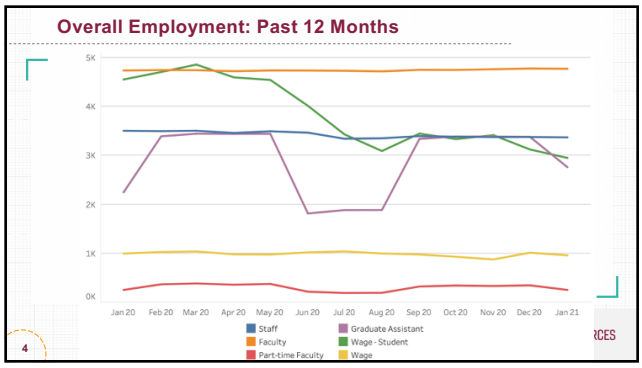
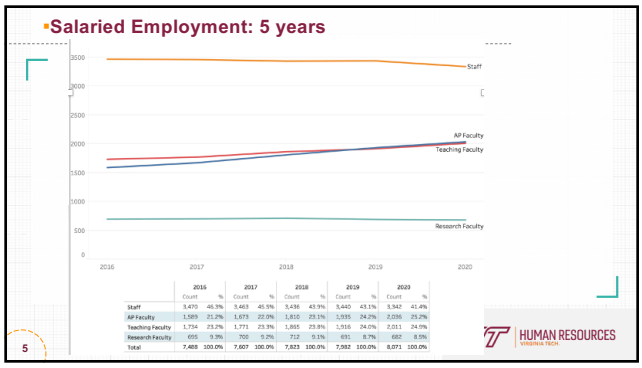

Overall Employment: Past 12 Months
5K
4K
3K
2K
1K
0K
Jan 20
Feb 20
Mar 20
Apr 20
May 20
Jun 20
Jul 20
Aug 20
Sep 20
Oct 20
Nov 20
Dec 20
Jan 21
Staff
Faculty
Part-time Faculty
Graduate Assistant
Wage - Student
Wage
4

4


Salaried Employment: 5 years
Staff
AP Faculty
Teaching Faculty
Research Faculty
2016
2017
2018
2019
2020
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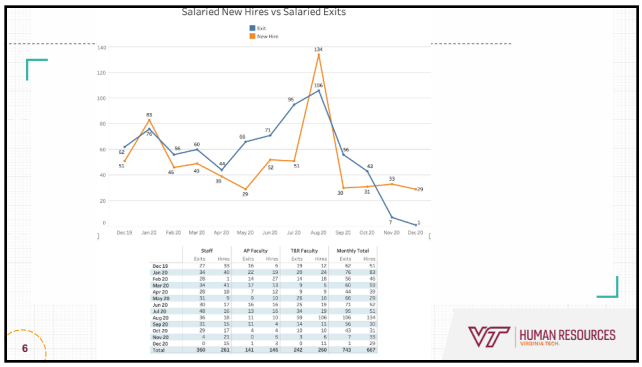
Salaried New Hires vs Salaried Exits
Exit
New Hire
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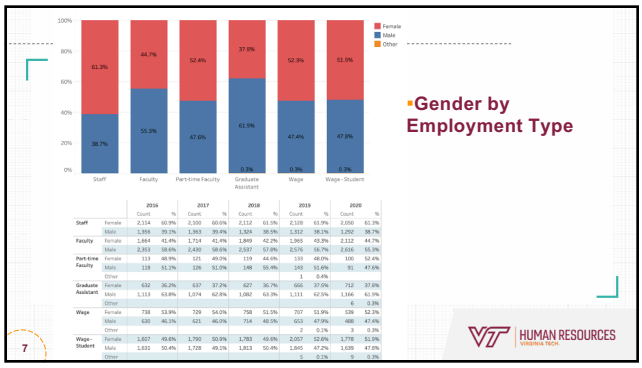

		2016		2017		2018		2019		2020	
		Count	%	Count	%	Count	%	Count	%	Count	%
Staff	Female	2,114	60.9%	2,100	60.6%	2,112	61.9%	2,120	61.9%	2,050	61.3%
	Male	1,356	39.1%	1,363	39.4%	1,324	38.9%	1,312	38.1%	1,292	38.7%
Faculty	Female	1,664	41.4%	1,714	41.4%	1,949	42.2%	1,965	43.3%	2,112	44.7%
	Male	2,353	58.6%	2,430	58.6%	2,537	57.8%	2,576	56.7%	2,616	55.3%
Part-time Faculty	Female	113	48.9%	121	49.0%	119	44.6%	110	48.0%	100	52.4%
	Male	118	51.1%	126	51.0%	148	55.4%	143	51.6%	91	47.6%
	Other							1	0.4%		
Graduate Assistant	Female	632	36.2%	637	37.2%	627	36.7%	666	37.5%	712	37.6%
	Male	1,113	63.8%	1,074	62.8%	1,082	63.3%	1,111	62.5%	1,166	61.5%
	Other									6	0.3%
Wage	Female	738	53.9%	729	54.0%	758	51.5%	707	51.9%	539	52.3%
	Male	630	46.1%	621	46.0%	714	48.5%	653	47.9%	488	47.4%
	Other							3	0.2%	3	0.3%
Wage - Student	Female	1,607	49.6%	1,790	50.9%	1,783	49.6%	2,057	52.6%	1,778	51.9%
	Male	1,631	50.4%	1,728	49.1%	1,813	50.4%	1,845	47.2%	1,639	47.8%
	Other							5	0.1%	5	0.1%

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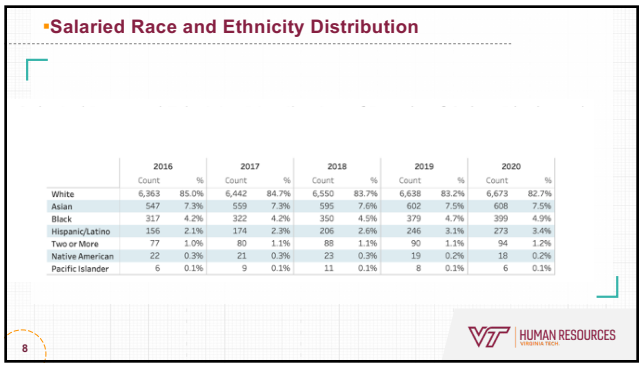

	2016		2017		2018		2019		2020	
	Count	%	Count	%	Count	%	Count	%	Count	%
White	6,363	85.0%	6,442	84.7%	6,550	83.7%	6,638	83.2%	6,673	82.7%
Asian	547	7.3%	559	7.3%	595	7.6%	602	7.5%	608	7.5%
Black	317	4.2%	322	4.2%	350	4.5%	379	4.7%	399	4.9%
Hispanic/Latino	156	2.1%	174	2.3%	206	2.6%	246	3.1%	273	3.4%
Two or More	77	1.0%	80	1.1%	88	1.1%	90	1.1%	94	1.2%
Native American	22	0.3%	21	0.3%	23	0.3%	19	0.2%	18	0.2%
Pacific Islander	6	0.1%	9	0.1%	11	0.1%	8	0.1%	6	0.1%

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Reinventing Diversity Recruiting – Phase 1

- Ellen Banks, HR Compliance and Policy Office
- Jeff Cumberland, Talent Acquisition Manager
- Whitney Abraham, Technical Recruiter
- Tricia Simpson, Sr. Project Manager, Process Improvement Specialist

Feb. 23, 2021

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Our Team

- Ellen Banks – HR Compliance and Policy
- Renee Byrd – Office of Equity and Accessibility (OEA)
- Erica Cooper– Office for Inclusion and Diversity (OID)
- Jeff Cumberland/Whitney Abraham – Talent Acquisition
- Roslyn Garrison – College of Architecture and Urban Studies Recruiting
- Susan Hughes – HR Strategic Engagement
- Curtis Mabry – HR Initiatives and Partnerships*
- Leah Taylor – Executive Vice President and Provost Recruiting
- Tricia Simpson/Sue Teel – HR Project Management and Process Improvement

* transitioned to honorary/extended team member

The Journey: Continuous Improvement Phases

- Initiative launched: April 2020
- Review of current state: May 2020
- Process mapping: June/July 2020
- Phase 1: Faculty focused
  - Scoping and design: Aug.–Dec. 2020
  - Pilot: Jan./Feb. 2021
  - Target release: March 2021
- Phase 2:
  - Scoping: Feb./March 2021
  - New Team Members:
    - Michael Williams, Assistant Director, Student Success Initiatives
    - Greg Beecher, Human Resources for Division of Student Affairs

Diversity in Faculty Recruiting

- Driven by a passion for building diverse high performing teams
- Focused on reaching all available and qualified candidates
- Enabled by both short term (open position) and long term (relationship) elements building best-in-class talent pipeline

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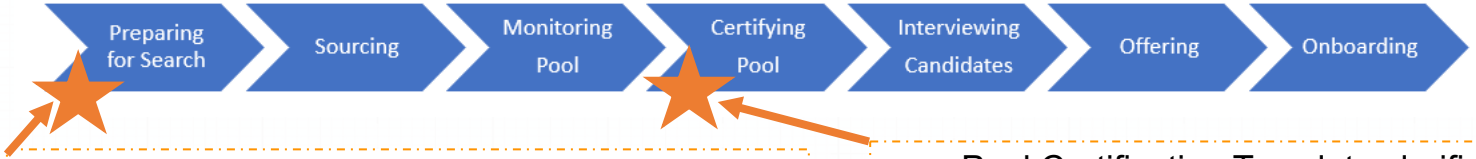
Phase 1 Launch Content: Faculty Focused



- Early identification of diversity goals via FAAPs
- Directory of Diversity sourcing paths
- Search Committee Training links
- Recruiting Strategy Guide provides help to hiring managers

- Pool Certification Template clarifies process
- PageUp enhancement for certification status clarity and reporting

PLUS

- Bi-annual reports for each Senior Management Area will provide diversity data and other metrics throughout recruiting processes.
- New website resource outlining the recruiting process, guidelines, and helpful tools.

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Sourcing Path Details

Reviewed and updated as part of Phase1. Working together to maintain/update is key to strong diversity recruiting channels.

- Where Jobs are posted (Automatic) – 12 channels
  New Channel added Feb 17 : Higher Ed Military

- Additional Diversity Advertising Options
  Recruitment Resources by Professional Area – 100+ Channels
  Recruitment Resource by Target Group – 50+ Channels
  Additional General Recruitment Resources – 20+ Channels

Suggestions and updates: recruiting@vt.edu

Pilot Details

Duration: Six Weeks (Jan 18 - Feb 28)

Position Title	Pilot Contact(s)	Phase	Senior management	Work type
Director, Tidewater AREC	Stephanie Brown, April Wood, Saied Mostaghimi	Sourcing	Agriculture & Life Sciences	Teaching & Research Faculty
Extension Agent, ANR , Page Co	Stephanie Brown, April Wood, John Thompson	Certifying Pool	Agriculture & Life Sciences	Administrative & Professional
Postdoctoral Associate	Stephanie Brown, April Wood, Song Li	Sourcing	Agriculture & Life Sciences	Research Faculty
Assistant Professor	Monica Crouse, Cory Thompson	Monitoring Pool	College of Engineering	Teaching & Research Faculty
Hospital Administrator	Lynett Cruise, Terry Swecker	Sourcing	College of Veterinary Medicine	Administrative & Professional
Equity Manager	Leah Taylor, Julie Weaver, Harrison Blythe, Kelly Oaks	Certifying Pool	Senior VP & Chief Business Officer	Administrative & Professional
Digital Content Specialist	Mike McCoy, JMahl Stewart, Barndi Barnett, Susan Gill	Certifying Pool	Vice Pres Advancement	Administrative & Professional
Staff Counselor - Black/African American Focus	Leslie Hubble	Certifying Pool	Vice President for Student Affairs	Administrative & Professional
Associate Director for Housing	Leslie Hubble	Certifying Pool	Vice President for Student Affairs	Administrative & Professional
Systems Technician	Rob Glenn, Minh-AN Pence, Alicia Eaton	Sourcing	VP Campus Planning and Facilities	Administrative & Professional
Employee Relations Consultant	Julie Weaver, Rodney Irvin	Monitoring Pool	VP of Human Resources	Administrative & Professional
Java Developer	Sandra Burks	Sourcing	OVPRI	Administrative & Professional
Compensation Director	Julie Weaver, Susan Hughes	Certifying Pool	VP of Human Resources	Administrative & Professional

Expected Go-Live: March 24