1. CALL TO ORDER & WELCOME  
   Mr. Keith Parker, Chair  
   2:30 p.m. – 2:35 p.m.

2. PUBLIC COMMENT PERIOD  
   Ms. Chelsea Gray, Assistant  
   Secretary & Board Liaison  
   2:35 p.m.

3. FACULTY & STAFF DIVERSITY  
   Dr. Aashir Nasim, Vice President  
   for Institutional Equity, Effectiveness and Success  
   Dr. Fotis Sotiropoulos, Provost and  
   Senior Vice President for Academic Affairs  
   Dr. Meredith Weiss, Vice President for Administration  
   2:35 p.m. – 3:15 p.m.

4. STRATEGIC PARTNERSHIPS  
   Dr. Fotis Sotiropoulos, Provost and  
   Senior Vice President for Academic Affairs  
   Dr. Tomikia LeGrande, Vice President for Strategy, Enrollment Management and Student Success  
   3:15 p.m. – 3:45 p.m.

5. BOARD RETREAT PRIORITIES UPDATE  
   Dr. Fotis Sotiropoulos, Provost and  
   Senior Vice President for Academic Affairs  
   3:45 p.m. – 4:00 p.m.

6. ADJOURNMENT  
   Mr. Keith Parker, Chair  
   4:00 p.m.

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1 The start time for the Board of Visitors meeting is approximate only. The meeting may begin either before or after the listed approximate start time as Board members are ready to proceed.
Advancing DEI through Human Resources

1. Setting the tone
2. Recruitment & onboarding
3. Learning, development & well-being
4. Performance Management
5. Retention & continuous improvement
Percentage of Asian Staff at VCU and Peer Institutions

Percentage of Black or African-American Staff at VCU and Peer Institutions

Percentage of Hispanic or Latino Staff at VCU and Peer Institutions

Percentage of White Staff at VCU and Peer Institutions
Percentage of Male and Female Staff at VCU and Peer Institutions
Appendix

Definitions and data sources

VCU staff

- All full-time and part-time University and Academic Professionals and Classified employees. Faculty, hourly, student workers, work study, post docs, and grad assistants are not included.
- Information is from Banner, VCU’s employee system of record.

Peer data for GMU, UVA, VT

- Information is from the Integrated Postsecondary Education Data System (IPEDS), the primary federal entity for collecting and analyzing data related to education in the U.S.
- Using IPEDS definitions, staff is defined as non-instructional full-time staff.
Faculty Report

BOV Strategic Task Force

Fotis Sotiropoulos, Ph.D.
Provost and Senior Vice President for Academic Affairs
Overview of Faculty Groups
5 year trend

One Year Change

Overall: +2.7%
Tenured Faculty: +0.5%
Tenure Track Faculty: -11.8%
Term Faculty: -2.1%
Adjunct Faculty: +21.0%

Five Year Change

Overall: -1.1%
Tenured Faculty: +9.6%
Tenure Track Faculty: -12.5%
Term Faculty: +5.3%
Adjunct Faculty: -14.4%

Source: VCU Census 2
Note: a) Fall 2021 includes 1 faculty with an unknown faculty status;
b) Includes Librarians
Overview of Faculty Demographics
5 year trend

One Year Change

Non-Minority: +0.8%
Black/African American: +14.8%
Hispanic/Latino: +7.8%
Asian: +2.9%

Five Year Change

Non-Minority: -6.3%
Black/African American: +29.6%
Hispanic/Latino: +20.7%
Asian: -12.1%

Source: VCU Census 2
Non-Minority: White, Unknown, International
Other Minority: Hawaiian/Pacific Islander, American Indian/Alaskan, Two or More Races
Growth Rates for Minority Faculty
By Faculty Groups

One year change: Fall 2020 vs Fall 2021
Five year change: Fall 2017 vs Fall 2021

<table>
<thead>
<tr>
<th>Tenure &amp; Tenure Track Faculty</th>
<th>Term Faculty</th>
<th>Adjunct Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>One Year Change</strong></td>
<td><strong>One Year Change</strong></td>
<td><strong>One Year Change</strong></td>
</tr>
<tr>
<td>Black/African American:</td>
<td>Black/African American:</td>
<td>Black/African American:</td>
</tr>
<tr>
<td>-6.6%</td>
<td>+11.0%</td>
<td>+36.8%</td>
</tr>
<tr>
<td>Hispanic/Latino:</td>
<td>Hispanic/Latino:</td>
<td>Hispanic/Latino:</td>
</tr>
<tr>
<td>+9.8%</td>
<td>-2.4%</td>
<td>+23.8%</td>
</tr>
<tr>
<td>Asian:</td>
<td>Asian:</td>
<td>Asian:</td>
</tr>
<tr>
<td>+2.6%</td>
<td>-3.5%</td>
<td>+56.0%</td>
</tr>
<tr>
<td><strong>Five Year Change</strong></td>
<td><strong>Five Year Change</strong></td>
<td><strong>Five Year Change</strong></td>
</tr>
<tr>
<td>Black/African American:</td>
<td>Black/African American:</td>
<td>Black/African American:</td>
</tr>
<tr>
<td>+14.5%</td>
<td>+50.0%</td>
<td>+22.7%</td>
</tr>
<tr>
<td>Hispanic/Latino:</td>
<td>Hispanic/Latino:</td>
<td>Hispanic/Latino:</td>
</tr>
<tr>
<td>+45.2%</td>
<td>+2.6%</td>
<td>+18.2%</td>
</tr>
<tr>
<td>Asian:</td>
<td>Asian:</td>
<td>Asian:</td>
</tr>
<tr>
<td>+17.6%</td>
<td>+9.1%</td>
<td>+5.4%</td>
</tr>
</tbody>
</table>

Source: VCU Census 2
### Percent of minority Instructional Staff among VA institutions

#### IPEDS 2020: Percent of minority Full-time Instructional Staff

<table>
<thead>
<tr>
<th>Institution</th>
<th>Minority (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>VCU</td>
<td>26.2%</td>
</tr>
<tr>
<td>ODU</td>
<td>25.4%</td>
</tr>
<tr>
<td>GMU</td>
<td>23.7%</td>
</tr>
<tr>
<td>VT</td>
<td>20.9%</td>
</tr>
<tr>
<td>Mary Wash.</td>
<td>20.5%</td>
</tr>
<tr>
<td>UVA</td>
<td>19.9%</td>
</tr>
<tr>
<td>W&amp;M</td>
<td>15.9%</td>
</tr>
<tr>
<td>JMU</td>
<td>14.1%</td>
</tr>
<tr>
<td>Radford</td>
<td>13.0%</td>
</tr>
<tr>
<td>CNU</td>
<td>10.5%</td>
</tr>
<tr>
<td>Longwood</td>
<td>7.20%</td>
</tr>
</tbody>
</table>

**Source:** IPEDS

Instructional Staff has two functions: 1) Instruction only and 2) Instruction combined with research and/or public service. Minority: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or more races.
Minority Tenure and Tenure Track – Comparing to VA R1s
VCU is above the average and increasing the gap

Source: IPEDS; Full-time Instructional Staff with Faculty & Tenure Status
VA R1s: GMU, UVA, VCU, VT, ODU