

May 8, 2015

Hampton Roads

Dear Advisory Community Members:

National Capital Region

Richmond

Roanoke

Southwest Virginia

President Sands and Provost McNamee have charted an ambitious agenda for InclusiveVT with the aspiration to become an inclusive university and to be known as such. To be successful, we will need to recruit, retain and graduate students (undergraduate, graduate, professional) as well as to recruit and retain staff and faculty who share this aspiration who will help us achieve inclusion and diversity. The university will need to set high expectations for current employees and students in alignment with the VT Principles of Community. And we will need to focus our attention to efforts in the following four areas: policy, personnel/people, pedagogy and programs. Thus, it follows that our ongoing efforts and recent initiatives submitted by senior leaders and managers will play a significant role in moving toward inclusion.

Feedback from our constituency groups is critical and we invite you to review and comment on initiatives and provide input on the following:

1. Themes, commonalities, duplication and areas of synergy. Identifying these will help us consider multi-unit and university-wide initiatives.
2. Significance of the initiatives relative to their impact upon making VT a truly inclusive university. We will need both unit level and institution-level efforts.
3. Gaps and areas which are not addressed in the current listing of initiatives. To be effective, we need to ensure that we address not only programs and people but policy and climate issues. Please analyze the gaps in terms of the initiatives and ongoing inclusion/diversity efforts.

In addition, we really want to know how we can make Virginia Tech more inclusive and welcoming to you.

To provide feedback, please go to the website to review the initiatives and complete the survey - <http://www.inclusive.vt.edu> . Please visit this site for more information about InclusiveVT.

I'm excited about the possibilities and look forward to working with you and reading your input.

Thank you.

Sincerely,



Karen P. DePauw, Ph.D.
Vice President and Dean for Graduate Education
Project Leader, InclusiveVT Initiatives

cc: David Travis
Cheryl Peterson

Invent the Future