

**InclusiveVT: A New Approach to Inclusion and Diversity**  
**Initial Appointments 2014 - 2015**

President's Inclusion and Diversity Executive Council

- Timothy Sands, President
  - Mark McNamee, Senior Vice President and Provost
  - Dwight Shelton, Vice President for Finance and Chief Financial Officer
  - Sherwood Wilson, Vice President for Administration
  - David Travis, Interim Vice Provost for Inclusion and Diversity
  - Elizabeth Spiller, Dean, College of Liberal Arts and Human Sciences
  - Dick Benson, Dean, College of Engineering
  - Karen DePauw, Vice President and Dean for Graduate Education
  - Patty Perillo, Vice President for Student Affairs
  - Guru Ghosh, Vice President for Outreach and International Affairs
  - Jack Finney, Vice Provost for Faculty Affairs
  - Rachel Holloway, Vice Provost for Undergraduate Academic Affairs
  - Hal Irvin, Associate Vice President For Human Resources
  - Karen Eley Sanders, Chief Diversity Officer, Virginia Tech Carilion School of Medicine
  - Inclusion Coordinators (6)
- The council supports the university's overall vision and framework for inclusion and diversity and oversees accountability for achieving strategic goals.

Inclusion Coordinators

- Juan Espinoza, Undergraduate Education
  - Danette Gomez Beane, Graduate Education
  - Maria Elisa Christie, International Affairs and Outreach
  - Ellen Plummer, Office of the Senior Vice President and Provost
  - Lori Baker-Lloyd, Human Resources
  - Tricia Smith, Student Affairs
- Coordinators will advocate for inclusion and diversity within their areas, serve as university resources, and will assess and recommend policy, evaluate progress, identify opportunities, and address areas of concern.

**Advisory Committee**

An advisory committee will be comprised of individuals and groups who will provide guidance and information to the provost and to Inclusion Coordinators. The committee will provide a mechanism for key stakeholders to participate in the monitoring of progress of inclusion and diversity efforts.

**Provost's Office**

The provost's office will serve as the administrative home for supporting inclusion and diversity efforts. The interim vice provost will report to the provost and have an advisory reporting line to the president. The office of the provost will provide administrative support and coordination including budget, personnel, web and marketing support, assessment, and liaison functions with governance and other university units.