

ORGANIZATIONAL STRUCTURE

The University of Massachusetts Dartmouth (UMass Dartmouth) is a publicly supported campus founded by the Massachusetts Legislature in 1895. In 1991, the campus became an integral part of the five-campus State University system with campuses at Amherst, Boston, Dartmouth, Lowell, and Worcester. The President of the University system is responsible to the University's Board of Trustees. Each of the five campuses is governed by a Chancellor, who is the Chief Executive Officer of the campus.

The Chancellor of UMass Dartmouth delegates Vice Chancellors and Assistant Chancellors to oversee specific educational and business/fiscal functions of the University such as labor relations, academic development, student services, fiscal services, academic affairs, UMass Dartmouth Foundation/Advancement, and the Office of Equal Opportunity, Diversity and Outreach (hereafter, EODO). Deans of the six colleges within the institution (College of Arts & Sciences, Charlton College of Business, College of Engineering, College of Visual & Performing Arts, College of Nursing, and the School for Marine Science and Technology (SMAST) are responsible for managing the academic and administrative functions of their colleges. The deans have been delegated significant responsibility for the academic and administrative functions of the colleges and schools. (*See Appendix E for a summary of the organizational charts for the University of Massachusetts Dartmouth*).

The Chancellor has delegated the responsibility for Equal Education Opportunity/Equal Employment Opportunity/Affirmative Action to the Office of Equal Opportunity, Diversity & Outreach. The EODO works with various constituencies of the University of Massachusetts Dartmouth to ensure that anti-discrimination laws and institutional policies are implemented.

The Chancellor's Affirmative Action Advisory Committee, constituted of members representing all collective bargaining units and administration, is charged with advising the Chancellor on strategies and actions that the campus should undertake to effectively accomplish its aspirations to be an inclusive diverse community of learners.

The majority of employees at the University of Massachusetts Dartmouth are represented by one of five unions. Union contracts currently in existence contain nondiscrimination clauses which commit the parties to equal opportunity. In addition, these contracts contain language upholding Equal Employment Opportunity/ Affirmative Action. The unions include:

- American Federation of Teachers, Local 1895, AFL-CIO Faculty Federation (**AFT**)
- American Federation of State, County, and Municipal Employees, AFL-CIO, Council 93, Local 507 (**AFSCME**)
- International Brotherhood of Police Officers, Local 399, Dartmouth (**IBPO**)
- American Federation of Teachers, Local 1-245, (formerly NAGE/SEIU) (**AFT**)
- American Federation of Teachers Local 1895, AFL-CIO Educational Services Unit (**ESU**)