

Reports From Chancellor's & Vice Chancellors' Areas

Senior administrators at the University of Massachusetts Dartmouth were offered an opportunity to report on activities related to equal opportunity and affirmative action during 2003-2006, including recruitment and retention efforts for women and minority faculty, staff, and students, and future plans for the enhancement of cultural diversity within their departments at the University. Their responses are listed below.

Vice Chancellor for Administrative and Fiscal Services

The executive area of Administrative and Fiscal Services is comprised of four divisions and is responsible for the development, stewardship and enhancement of its human, fiscal, and physical resources. It supports the University's commitments to diversity and multiculturalism through activities that foster a climate which respects differences.

Accounting and Finance

- Continue to seek qualified members of underrepresented groups for job openings within the department.
- Continue to work with Human Resources to provide employment opportunity/affirmative action training to all managers.

Auxiliary/Administrative Services

- Continue to actively solicit and encourage procurement of services from minority- and women-owned businesses and utilize a variety of minority and small business directories as a means of locating sources of supply.
- Continue to utilize vendor information forms with all new vendors to identify minority and women-owned vendors.
- Continue to supply faculty and staff with information about minority and women-owned vendors.
- Continue to seek qualified members of underrepresented groups for job openings within the department.

Facilities and Physical Plant

- Continue to adhere strictly to the affirmative action guidelines for contracting services.
- Continue to monitor contractors' staffing to ensure proper representation of protected classes on all renovations projects.
- Continue to make efforts to hire protected class individuals to fill employment openings by advertising in minority community publications and related resources.
- Continue to upgrade physical plant to improve accessibility for wheelchair users and to implement fully all of the requirements of the Americans with Disabilities Act.

Human Resources

- Continue to provide high quality services by using 'best business practices,' technological innovation, timely responses along with accurate information to help people in their day-to-day interactions with the University.

- Continue to treat all persons who come to Human Resources with dignity and respect.
- Director of Human Resources serves on the Affirmative Action Advisory Committee.
- Director of Human Resources is a member of the University of Massachusetts system-wide committee of HR Directors and Equal Employment/Affirmative Action Officers from each of the 5 campuses, which purpose is to meet regularly to discuss issues of mutual concern and identify areas for training and policy development.
- Attend workshops on increasing diversity and pluralism in Public Higher Education.
- Meet regularly with Assistant Chancellor for Equal Opportunity, Diversity & Outreach to discuss issues of concern and/or complaints raised and to develop short-term and long-term strategies for educating managers and employees on their responsibilities for promoting diversity and ensuring the fair treatment of the employee and student populations.
- Provide continuous one-on-one equal employment opportunity/affirmative action training to managers and search & screen committees who are involved in hiring new employees.
- Continue to recruit minorities and women in under-represented groups.
- Continue to work with the EODO Office in providing training and awareness to EEO/AA issues.
- Continue to make special efforts to assist in the recruitment of qualified members of under-represented groups
- Continue to promote and foster an atmosphere of tolerance and diversity.

Vice Chancellor for Advancement

The University of Massachusetts Dartmouth Advancement Office was assigned in 2005 and its two divisions, University's Foundation Office and the Alumni Office are under the Advancement Office entity. The Vice Chancellor for Advancement position was filled in 2005 therefore; a report of activities will be documented in the 2007 Equal Employment Opportunity/Affirmative Action Plan.

Advancement continues to recruit, mentor and retain minority staff members at all levels of the organization and fully supports the University's commitment to diversity.

Vice Chancellor for Student Affairs

The Division of Student Affairs is an integral part of the educational process and offers programs and services that assist students in achieving their fullest potential at UMD. As administrators, educators, advisors and advocates, we strive to provide an environment that holistically promotes personal growth, leadership development, social responsibility, student empowerment, involvement and well-being in the intellectual, social, cultural, spiritual, emotional, career and physical realms.

Every effort is made to employ a diverse group of employees and students in the Division of Student Affairs. The success of the division is shown with almost half of employment equal between males and females. The Office of Residence Life has the largest population of staff employees, which includes the

largest number of minorities and women. The number of hires slightly decreased within the years 2003-2005 due to budget constraints, thus hindering recruitment efforts across the Student Affairs Division.

Student Affairs hires on an on-going basis at entry and professional levels in its various departments (Athletics, Public Safety, Campus Center, etc.) with progress being made toward hiring minorities and women. Most of the student services staff has participated in on-going diversity training, both on and off campus. Topics on women's issues, racism and civility have been well attended by both student staff and employees.

Departments that need attention to promote an increased awareness in diversity and develop initiatives will work closely with the EODO Office prior to the next Affirmative Action Plan Update, projected in 2007.

Affirmative Action Programs/Services/Initiatives:

- Co-sponsored the March for Women's Lives, Chancellor's Outstanding Women Awards with International Women and the Rock the Vote campaign, 2003, 2004 & 2005.
- Co-sponsored the Students of Color Conference to the African American Writer's Conference in New York City, 2004.
- Facilitated hiring of women and persons of color to diversify Housing & Residential Life staff.
- Participated in the Disabled Student Services Transition Committee, 2003.
- Participated in the African/African American Studies Committee, 2004.
- Continued participation and attendance in various student and staff activities.

Future Affirmative Action Goals & Strategies:

- Increase under-represented staff through new hires.
- Keep staff informed on University non-discrimination policies and procedures.
- Advertise positions in Diverse Issues in Higher Ed, Hispanic Outlook and the Affirmative Action Division of HigherEdjobs.com.
- Develop and execute staff development activities focusing on the issues of inclusion, non-discrimination and diversity for all staff at all levels.

Athletics

Affirmative Action Programs/Services/Initiatives:

- Continue to be involved in workshops, conferences and seminars that focus on strategies to recruit women and minorities.

Future Affirmative Action Goals & Strategies:

- Create positions that will be attractive to the under-represented populations.
- Develop strategies for retention of the current positions to gain some stability for the department.

Campus Center

Future Affirmative Action Goals & Strategies:

- Develop a staff that is diverse and meets the goals of the University community.
- Promote staff development via seminars, conferences and trainings.
- Ensure facilities are ADA compliant.
- Create opportunities for qualified candidates, including underutilized groups.

Career Resource Center (CRC)

Affirmative Action Programs/Services/Initiatives:

- Attended the Annual Career Expo in Boston, Massachusetts, 2003-2005
- Co-sponsored a "Career Exploration Day", a diversity job fair for state employees, 2005.
- Continue to work collaboratively with the Frederick Douglass Unity House, Women's Resource Center and Disabled Student Services in presenting workshops and information relative to career development and employment/internship opportunities.

Future Affirmative Action Goals & Strategies:

- Continue to provide resources to all students and alumni regardless of race, gender, age or sexual orientation.
- Work closely with EODO Office in providing resources to Disabled Student Services, Women's Resource Center, Pride Alliance and the Frederick Douglass Unity House.

Children's Center for Learning

Future Affirmative Action Goals & Strategies:

- Request International students to volunteer information about their customs to the children to support the Division's strategic initiatives.
- Continue to uphold policy of non-discrimination for admitting applicants, as printed in the Parent Manual and publicity pamphlets.
- Continue hiring women and people of color.
- Incorporate curriculum that stresses civility and fair treatment of others.
- Incorporate Black history and Women's history into early childhood curriculum.
- Incorporate materials in the classroom depicting people with disabilities, people of color, and women in non-traditional roles: books, posters, toys, music, art materials, puzzles, etc.

College Now

Affirmative Action Programs/Services/Initiatives:

- Continue with the Freshmen Orientation Course
- Offer financial assistance (course awards, book awards, scholarships)
- Recruitment, enrollment and retention initiatives
- Participate and host various events on campus such as Discovery Days, Open House and Share the Dream Banquet.

Future Affirmative Action Goals & Strategies:

- Continue to provide advancement opportunities and professional development to the department staff.
- Increase staff within College Now with focus to target female counselors.
- Enhance recruitment/outreach efforts from K-12 population in areas of high percentage of students of color.

Counseling Center

Future Affirmative Action Goals & Strategies:

- Maintain gender (recruit males) and ethnicity diversity in interns.
- Replace retiring psychologist and actively recruit male candidates.

Disabled Student Services

Future Affirmative Action Goals & Strategies:

- Meet the needs of the students on campus with disabilities, regardless of race, ethnicity, religious beliefs, age or disability.
- Become fully staffed by qualified individuals, identifying positions of opportunity.

Housing of Residential Life

Future Affirmative Action Goals & Strategies:

- Promote equal opportunity and achieve a workplace that is free of discrimination.
- Ensure opportunities for all qualified applicants, including members of under-represented groups.
- Hire the most qualified applicants using a fair and nondiscriminatory process.
- Make career development and promotional opportunities available to interested and qualified employees, including minorities and women.

International Student Center

Affirmative Action Programs/Services/Initiatives:

- International Student Orientation, 2003-2005.
- Co-sponsored with Women's Resource Center "The Annual International Women's Day," 2003 & 2004.
- Co-sponsored or supported a variety of events with student groups and organizations.

Future Affirmative Action Goals & Strategies:

- Support programs that challenge the campus community to "think globally and act locally."
- Support any international recruitment efforts and international student organizations.
- Continue to act as a resource to campus community regarding issues related to international students, Department of Homeland Security and other relevant areas.

Public Safety

Affirmative Action Programs/Services/Initiatives:

- Guest speaking on issues dealing with race and the police.
- Conduct Rape Aggression Defense Programs.
- Outreach to students of color at the Frederick Douglass Unity House.

Future Affirmative Action Goals & Strategies:

- Continue in the development of meeting the community needs via exposure and training of Public Safety staff.
- Continue to attract and hire women and minorities to positions of opportunity within the department.
- Work in collaboration with the EODO staff to identify positions of opportunity and equitable hiring practices.

Student Life Office/Judicial Affairs

Affirmative Action Programs/Services/Initiatives:

- Co-sponsored numerous events with student organizations and departments that provide diversity programming, training, etc.

Future Affirmative Action Goals & Strategies:

- Encourage staff to attend diversity programming across campus.
- Begin to formulate plans to create a LGBT center on campus.
- Continue to attract and hire women and minorities to positions of opportunity within the department.
- Work in collaboration with the EODO staff to identify positions of opportunity and equitable hiring practices.

Women's Resource Center

Affirmative Action Programs/Services/Initiatives:

- Director serves on the Affirmative Action Advisory Committee, Committee for Women and the Women's Studies Steering Committee.
- Co-sponsored "The Gay Agenda" with Pride Alliance and Environmental and Labor Issues with Mass Pirg and Labor Education Center.
- Sponsored the 21st National Young Women's Day of Action, Women's Funny Shorts: A Festival of New plays By Women, International Women's Day and the 5th Annual Chancellor's Awards for Women.
- Sponsors and co-sponsors numerous programs on campus that focus on women's issues and diversity.

Future Affirmative Action Goals & Strategies:

- Develop an Assistant Director position who will work half time on WRC programming and half time as the university GLBT liaison.
- Continue to hire a diverse staff and offer diverse programs.
- Encourage empowerment and self-esteem in women.
- Increase awareness of women's issues and opportunities.
- Stop violence against women on campus.
- Encourage positive working relationships between men and women.
- Promote projects that increase awareness on issues of sexism, racism, and heterosexism.

Vice Chancellor for Academic Affairs

The University is challenged by the limited number of minority applicants, despite the distribution of job openings to a wide range of employment sites in addition to advertising in minority-owned publications and contracting with employment consultants. Under these limited circumstances, there has been an increased hire of minorities and women than recent years. The college deans are active in efforts such as the following to increase numbers of minority and female applicants. Efforts are also made with the consultation of the EODO Office to target positions of opportunity within the various departments.

- Develop and provide funds for scholarships and scholar programs to support visiting faculty and enhance diversity.
- Increase attendance and University visibility at conferences to recruit minorities and women.
- Continue to appoint search and screen committees for fair and equitable employment practices.

The Division of Continuing Education was renamed to the Division of Professional & Continuing Education (PCE) in 2005. In addition to the main campus, New Bedford and Fall River have been added as sites for students to attend classes. Off-site locations also include Cape Cod and Martha's Vineyard.

College of Arts & Sciences

Affirmative Action Programs/Services/Initiatives:

- African/African-American Studies Program
- Chancellor's Scholar Development Program
- Women's Studies Program

Future Affirmative Action Goals & Strategies:

- Continue the recruitment of minority and female faculty, including positions of opportunity in Education and Crime and Justice Studies.
- Continue searches for Chancellor's Scholar Development Program and complete the final version of specifications for the Chancellor's Scholar Development Program.
- Continue to work closely with the College Now program to recruit more minority students.
- Develop and offer the first two-year sequence of courses in Cape Verdean Creole.
- Continue to offer General Education courses in the areas of global awareness and diversity.
- Continued cooperative initiatives with the Women's Resource Center, Women's Studies to promote conferences and events relevant to Women's Studies
- Develop academic and cultural programs with the African and African American Studies Program to bring more exposure of such activities to the campus.
- Collaborate with the faculty search committees to investigate methods to improve the recruitment of minorities and women.
- Encourage department chairs to identify qualified minority graduate students for nomination for the Chancellor's Scholar Development Program.

Earle P. Charlton College of Business

Affirmative Action Programs/Services/Initiatives:

- Continued support for a hearing impaired administrator to research hearing impaired employees in the workplace.

- Continued support for a hearing impaired administrator to attend local Self Help for the Hard of Hearing (SHHH) meetings.
- Continued support for a Black, Non-Hispanic Associate Professor to instruct, mentor, and tutor students in the University's alternative admission program, College Now.

Future Affirmative Action Goals & Strategies:

- Continue to provide training sessions for faculty and staff.
- Continue to seek to diversify faculty with new hires when positions are available.
- Continue to support the College Now program and minority placements in internships/co-ops.
- Continued search for Affirmative Action Faculty and Staff hires.
- Continued support for internship opportunities for minority students.
- Continued efforts to attract and retain minority students to Charlton College of Business.
- Train additional faculty and administrators to further understand EEO issues and/or become EEO Liaisons.
- Attract Affirmative Action hires to faculty/staff through appropriate advertising and recruitment activities.

College of Engineering

Affirmative Action Programs/Services/Initiatives:

- Continue to work with the EODO Office to identify positions of opportunity.
- Continue efforts to increase women and minorities to the College of Engineering by attending conferences and meetings to seek such individuals.

Future Affirmative Action Goals & Strategies:

- Efforts to hire one to four faculty and one staff person.
- Increase the number of minorities and women as faculty members within the College of Engineering.

College of Nursing

Affirmative Action Programs/Services/Initiatives:

- The College will identify realistic Equal Employment Opportunity/Affirmative Action initiatives.

Future Affirmative Action Goals & Strategies:

- Increase number of minority applicants for both tenure-track and FTL/PTL positions in the College of Nursing.
- Continue to integrate diversity as a focus within various courses taught in the College of Nursing.
- Collaborate on publications and areas of research with minority faculty members at other schools or colleges of Nursing.
- Invite minority faculty scholars to the University of Massachusetts Dartmouth to participate in on-campus seminars, symposia, or visiting professorships.
- Target recruitment of minority candidates for faculty positions by establishing and maintaining contact w/colleges/schools of nursing that have high enrollments of minorities.

- Continue to advertise in national and professional journals/newsletters that are designed to promote advancement of minorities.
- Increase efforts to recruit minority graduate students.
- Post announcements of faculty vacancies on websites of various minority associations.

College of Visual and Performing Arts

Affirmative Action Programs/Services/Initiatives:

- Continue to host and attract visiting artists from diverse cultures and continue to recruit graduate students from Jamaica.
- Continue to sponsor guests/lecturers and consultants in specialization of Art Therapy, Art Education/Special Needs, etc.
- Hosted, Exhibited Culture from Aboriginal art collections and problems of repatriation, art and colonialism, and issues of gender, race and ethnicity in contemporary art.
- Continue to create a culturally diverse music performance and to bring in artists from various world cultures as part of our world music emphasis in the program.

Future Affirmative Action Goals & Strategies:

- Continue to make every effort in advertising and attracting minorities and women for positions.
- Continue to work with search committees to recommend qualified women and minorities.

Professional and Continuing Education (PCE)

Affirmative Action Programs/Services/Initiatives:

- Partner with community leaders on mentoring programs for at-risk youth
- Expand community outreach programs working with schools, children, parents and community groups.
- Developed and graduated first Leadership SouthCoast Program group to diversity leadership in the area.

Future Affirmative Action Goals & Strategies:

- Continue to increase diversity of staff and support professional development that enhances the perspectives and experiences of current staff.
- Continue to diversify faculty staff in PCE and expand use of direct mailing to diverse audience to share opportunities and increase network.

School for Marine Science and Technology (SMAST)

Affirmative Action Programs/Services/Initiatives:

- A science program was held in the summer of 2003 for 35 inner city school children.

Future Affirmative Action Goals & Strategies:

- Continue to seek qualified members of under-represented groups.

- Continue to work closely with the EODO Office and Human Resources to identify positions of opportunity.

Information Resources and Technology/Computing and Information Technology Services

Affirmative Action Programs/Services/Initiatives:

- Continue to help students acquire IT skills and IT experience that are attractive to future employers upon graduation.

Future Affirmative Action Goals & Strategies:

- Continue to hire and promote IT professionals that include representation from the protected classes.
- Continue to hire students of diversity to ensure that CITS student employees are representative of the diverse student population.

Library

Affirmative Action Programs/Services/Initiatives:

- Hired several diverse student assistants that will support the diversity goals of the University.
- Developed public displays for Black History, Women's History, Holocaust Education and Mental Illness Awareness.
- Continue to enhance library collections that explain and foster diversity and ethnic history.

Future Affirmative Action Goals & Strategies:

- Continue to diversify the Library staff when positions are available.
- Continue to sponsor workshops and training sessions on diversity.
- Continue to develop library collections that explain and foster diversity and ethnic history.
- Continue to support and create displays that highlight diversity understanding and cooperation.
- Encourage staff to attend and participate in training on diversity.
- Ensure that positions are advertised in media to target a diverse group population.

Advanced Technology and Manufacturing Center (ATMC)

Affirmative Action Programs/Services/Initiatives:

- Included protected class candidates in hiring processes for all positions.

Future Affirmative Action Goals & Strategies:

- Maintain and increase diversity of intern population.
- Continue to target under-represented groups in recruiting.
- Continue participation in diversity-focused groups: Society of Women Engineers, Cape Verdean & Asian Student Associations.