EXECUTIVE SUMMARY

PERIOD COVERED
April 1, 2015 through March 31, 2016

“Excellence Through Inclusion”

Peyton Helm
Chancellor

Deborah Majewski
Associate Vice Chancellor for Diversity, Equity & Inclusion
EXECUTIVE SUMMARY

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Chancellor’s Statement on Equal Employment Opportunity/Affirmative Action

Chancellor’s Statement on Equal Employment Opportunity/Affirmative Action

The University of Massachusetts Dartmouth (UMass Dartmouth) proudly welcomes members of every race, culture and gender, of every school of thought and from every walk of life into our community.

UMass Dartmouth, as a public research university, is dedicated to engaged learning and innovative research. The strength of our university rests in our ability to attract the best students and faculty from across the world; as the strength of our university is directly linked to our diverse community of faculty, staff, and students and to our shared engagement in creating and transmitting knowledge that enhances lives.

Our commitment to diversity drives our commitment to meeting our goals in Equal Employment Opportunity and using Affirmative Action. While we have made progress in achieving our diversity goals, we still have much to do. Because our work is not yet done, the University will continue to implement a broad range of EEO/Affirmative Action programs through the Office of Diversity, Equity and Inclusion.

As Chancellor, I am responsible for ensuring the achievement of our diversity goals while holding our senior leaders accountable for their efforts. However, our success in creating the strong and diverse community we strive to be will not come from any one person; we can achieve our goals only by working together, and I encourage every colleague in every college, division and department to embrace diversity goals and strategies.

This Equal Employment Opportunity/Affirmative Action Plan on EEO/AA actions at the University of Massachusetts Dartmouth reflects past achievements, and it demonstrates the ongoing progress of our diversity efforts. Lastly, it is a sign of our commitment to the idea that all who come here to work and study deserve to do so in a community that both recognizes the value of diversity and leaves no place for intolerance, discrimination and harassment.

Peyton Helm, Chancellor
Associate Vice Chancellor for Diversity, Equity and Inclusion
Statement on
Equal Employment Opportunity/Affirmative Action

A vital part of the University of Massachusetts Dartmouth's mission is to foster an inclusive community within which all individuals are treated with dignity, respect, recognition and encouragement. The University of Massachusetts Dartmouth is committed to Equal Employment Opportunity, Equal Educational Opportunity, Affirmative Action and Inclusion. The University works with students, faculty and staff as well as the surrounding community to better understand the full intent of equal opportunity and inclusion for all.

Although significant progress has been made over the years by the University to fully accept and embrace the goal of equal opportunity and inclusion, there is continuous work to be done. I believe we can achieve our goals by working together to succeed in making our community diverse. The Office of Diversity, Equity & Inclusion (ODEI) works and collaborates with students, faculty, as well as staff on a broad range of initiatives throughout the University to foster inclusion. The goal is to promote awareness, understanding and appreciation of relationships among people of various backgrounds. As the Associate Vice Chancellor for Diversity, Equity & Inclusion, I will continue to look forward to working with the University community to achieve equal opportunity and inclusion for all.

This Equal Employment Opportunity/Affirmative Action Plan at the University of Massachusetts Dartmouth is a report that reflects the current workforce and spotlights some of the University's initiatives, achievements, as well as challenges, on this important topic. The following pages will present data on how the University of Massachusetts Dartmouth has made progress in meeting its diversity and inclusion goals through its EEO/AA programs. Our goal at the University of Massachusetts Dartmouth is to be proactive in promoting diversity and inclusion; it is the right action towards continued growth, excellence, and creating a vibrant community.

Deborah Majewski, Associate Vice Chancellor
Office of Diversity, Equity and Inclusion
INTRODUCTION

It is the policy of UMass Dartmouth to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status, gender identity, or sexual orientation. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all UMass Dartmouth-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by UMass Dartmouth where appropriate.

As part of UMass Dartmouth’s equal employment opportunity policy, UMass Dartmouth will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, protected veterans, and qualified disabled persons are introduced into our workforce and considered as promotional opportunities arise. Peyton R. Helm, Interim Chancellor, fully supports UMass Dartmouth’s equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

UMass Dartmouth will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer or (c) consistent with UMass Dartmouth’s legal duty to furnish information 41 CFR 60-1.35(c)
ORGANIZATIONAL STRUCTURE

The Chancellor of UMass Dartmouth delegates the Provost, Deans, Vice Chancellors, Assistant Chancellors, Associate Vice Chancellors, and Assistant Vice 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 Diversity, Equity & Inclusion (hereafter, ODEI). Deans of the seven schools and colleges within the institution (College of Arts & Sciences, Charlton College of Business, College of Engineering, College of Visual & Performing Arts, College of Nursing, School for Marine Science and Technology (SMAST), and the School of Law 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

(Organizational charts located at https://my.umassd.edu/group/human-resources/manager-resources)

The Chancellor has delegated the responsibility for Equal Education Opportunity/Equal Employment Opportunity/Affirmative Action to the ODEI. ODEI works with various constituencies of the University of Massachusetts Dartmouth to ensure that anti-discrimination laws and institutional policies are implemented.
CURRENT WORKFORCE REPRESENTATION

The workforce representation is a list of job titles by the EEO-6 enumeration system and ranked from the lowest paid to the highest paid personnel within each EEO-6 as required by Title 41 Code of Federal regulations (CFR) 60-2.11 (a). The EEO-6 classification system contains seven categories as follows:

1. Executive/Administrative/Managerial (EAM)
2. Faculty
3. Professional Non-Faculty
4. Secretarial/Clerical
5. Technical/Paraprofessional
6. Skilled Crafts
7. Service/Maintenance

Within each EEO-6 category, the number and percentage of incumbents in each protected group is represented. The workforce was analyzed for its representation of women and minority group members within each vice chancellor, major budgetary (school/college or division), department and program unit.
WORKFORCE UTILIZATION ANALYSIS

Table One: Workforce Representation – Statistical Representation of Protected Classes by IPEDS Staff Category

The following table presents data by job category on women and minorities (Blacks, Asians, Native Americans and Hispanics) at the University of Massachusetts Dartmouth as of March 31, 2016.

- As of March 2016, UMass Dartmouth’s total staff was 21.35% minorities and 55.59% women.
- Leadership positions consisted of 21.28% minorities and 40.43% women. This group represents the Provost and Vice Chancellors, Academic Deans, Associate Vice Chancellors, and Major Directors (Admissions, Registrar, etc.).
- Faculty consisted of 22.09% minorities and 47.44% women. This count includes benefited part-time faculty as well as faculty in the tenure system.
- Non-Faculty Professionals (directors of smaller units, associate and assistant directors, and other professional staff) represent a major workforce for the campus and, traditionally, growth opportunities for both women and minorities. In March 2015, UMass Dartmouth’s Non-faculty Professionals consisted of 16.82% Minorities and 61.77% women.
- Secretarial/Clerical in the minority category was represented at 21.11%, while women were at 93.89%.
- Technical/Paraprofessional, minorities representation was at 22.00%, while women in this category were at 24.00%
- Skilled Crafts representation was 12.12% minorities and 3.03% women.
- Service/Maintenance representation was 35.58% minorities and 42.31% women.
<table>
<thead>
<tr>
<th>EEO-6 Category</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skilled Crafts</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Technical/Professional</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Executive/Admin/Managerial</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>NHPI</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Native American</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>African American</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Total Minority</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Total</td>
<td>3.8%</td>
<td>4.2%</td>
<td>4.0%</td>
</tr>
</tbody>
</table>
WORKFORCE UTILIZATION ANALYSIS

Table Two: Workforce Change – Statistical Representation for 2013-2015

Table Two presents the diversity within the workforce by job category for 2013, 2014 and 2015.

- Overall across the UMass Dartmouth workforce, diversity increased 5.84% percent for females and decreased -5.20 percent for minorities.

- Between March 2013 and the present, UMass Dartmouth faculty remained stable at 22.09% in minorities and increased 3.25% in females. Among the Non-Faculty Professionals (directors of smaller units, associate and assistant directors, and other professional staff), representation of minorities increased overall by 1.27% and representation of females increased by 0.18%.

- The Secretarial/Clerical job group was represented at 21.11% minority, and 93.89% female, Technical/Paraprofessional was represented at 22.00% minority and 24.00% female. Skilled Crafts was represented at 12.12% minority and 3.03% female, and Service/Maintenance staff was represented at 35.58% minority and 42.31% female.
# UMass Dartmouth – Historical Workforce Change/Comparison by EEO-6 Category

<table>
<thead>
<tr>
<th>EEO-6 Category</th>
<th>Year</th>
<th>Total</th>
<th>Female</th>
<th>Total Minority</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive/Admin/Managerial</td>
<td>2015</td>
<td>47</td>
<td>19</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>40.43%</td>
<td>21.28%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>57</td>
<td>25</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>43.86%</td>
<td>19.30%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>58</td>
<td>26</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>44.83%</td>
<td>17.24%</td>
</tr>
<tr>
<td>Faculty</td>
<td>2015</td>
<td>430</td>
<td>204</td>
<td>95</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>47.44%</td>
<td>22.09%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>433</td>
<td>203</td>
<td>93</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>46.88%</td>
<td>21.48%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>430</td>
<td>190</td>
<td>95</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>44.19%</td>
<td>22.09%</td>
</tr>
<tr>
<td>Professional/Non-Faculty</td>
<td>2015</td>
<td>327</td>
<td>202</td>
<td>55</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>61.77%</td>
<td>16.82%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>330</td>
<td>203</td>
<td>52</td>
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<td></td>
<td></td>
<td>61.52%</td>
<td>15.76%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>328</td>
<td>202</td>
<td>51</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>61.59%</td>
<td>15.55%</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
<td>2015</td>
<td>180</td>
<td>169</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>93.89%</td>
<td>21.11%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>186</td>
<td>174</td>
<td>43</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>93.55%</td>
<td>23.12%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>189</td>
<td>177</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>93.65%</td>
<td>22.22%</td>
</tr>
<tr>
<td>Technical/Paraprofessional</td>
<td>2015</td>
<td>50</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>24.00%</td>
<td>22.00%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>53</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.64%</td>
<td>22.64%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>52</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>23.08%</td>
<td>23.08%</td>
</tr>
<tr>
<td>Skilled Crafts</td>
<td>2015</td>
<td>33</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3.03%</td>
<td>12.12%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>38</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2.63%</td>
<td>10.53%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>36</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2.78%</td>
<td>11.11%</td>
</tr>
<tr>
<td>Service/Maintenance</td>
<td>2015</td>
<td>104</td>
<td>44</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>42.31%</td>
<td>35.58%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>102</td>
<td>41</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>40.20%</td>
<td>33.33%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>97</td>
<td>39</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>40.21%</td>
<td>31.96%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>2015</td>
<td>1,171</td>
<td>651</td>
<td>250</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>55.59%</td>
<td>21.35%</td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>1,199</td>
<td>659</td>
<td>249</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>54.96%</td>
<td>20.77%</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>1190</td>
<td>592</td>
<td>316</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>49.75%</td>
<td>26.55%</td>
</tr>
</tbody>
</table>
Utilization Analysis

Table Three: Utilization

Utilization studies compare the data for UMass Dartmouth against patterns in the broader region or the nation as a whole, as appropriate for each category of work. A utilization analysis is a comparison of the availability of females and minorities with the current representation of women and minorities in each workforce job group. The Utilization Analysis compares actual representation of minorities and women to “expected” representation within each job group (as calculated in the Availability Analysis). When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected given their availability, underutilization has occurred.

- Small group test = Exact Binomial
- Large group test = Standard Deviation

The tables present the figures for our campus, followed by columns for the appropriate comparison groups. The first point of comparison is “Availability,” followed by a calculation of the “Shortfalls.” In the final two columns, the word “Yes” in the table indicates that underutilization exists for that job category, and “No” indicates that underutilization is not present. One would aspire to have no underutilization, that is, all “No” and no “Yes” answers.
CREATING A CAMPUS CLIMATE THAT VALUES DIVERSITY

Diversity Council:

In Oct. 2015, as a result of a series of meeting that included Chancellor Grossman, the Diversity and Inclusion Council, Cabinet members, Deans, student leaders, including those from the Black Student Union and African Student Association, among others, reconstituted the Diversity and Inclusion Council.

The new Diversity Council was charged on Friday, October 23, 2015 with the task of advising and assisting Chancellor Grossman and the leadership team in advancing UMass Dartmouth’s diversity and inclusion agenda. In consultation with these various groups and others, three major priorities were identified for the next two to three years:

1. Improvement in recruitment and retention of diverse faculty.
2. Review of curriculum and provide input on needed reform to appropriate Curriculum Committees to enable UMass Dartmouth graduates to function effectively in a diverse and equitable society.
3. Implementation of diversity and inclusion training across all the departments on campus.

Other priorities may be formulated by the Council, but these three have emerged as the top ones in the various dialogues that has taken place in the spring and summer of 2015.

The Council was co-chaired by Assistant Vice Chancellor for Student Affairs Cynthia Cummings and School of Arts & Sciences Dean Jeanette Riley.

Other members include:
Kharlita Chambers-Walker, student
Peggy Dias, staff (Information Technology)
Shari Evans, faculty (English)
Gail Fortes, community member
Jeremiah Ho, faculty (Law)
Memory Holloway, faculty (Art History)
Lisa Maya-Knauer, faculty (Sociology/Anthropology)
Thi Hong Lien Nguyen, student
Juli Parker, director (Center for Women, Gender and Sexuality)
Bruce Rose, community member
Viviane Saleh-Hanna, faculty (Crime and Justice Studies)
Mark Santow, Chairperson (History)
John Souza, staff (Public Safety)
Mabel Tejada, student

Diversity and Inclusion Events:

Dr. Martin Luther King, Jr. Breakfast:

On Wednesday, March 30, 2016, the Office of Diversity, Equity, and Inclusion sponsored Kevin Powell: Writer, Humanitarian & President of BK Nation.
Kevin Powell is one of the most acclaimed political, cultural, literary and hip-hop voices in America today. A native of Jersey City, raised by a single mother in extreme poverty, Kevin has gone on to be the author of 12 books, including his newest title, *The Education of Kevin Powell: A Boy’s Journey into Manhood*. It is a critically acclaimed and brutally honest memoir about his life, including his youth. Kevin's writings have also appeared in CNN.com, *Esquire*, *Ebony*, *The Huffington Post*, *The Washington Post*, *Rolling Stone*, *The Guardian*, ESPN.com and *Vibe Magazine*, where he worked for many years as a senior writer, interviewing such diverse public figures as Tupac Shakur and General Colin Powell.

Kevin routinely appears in interviews on television, radio, and in print and on the Internet discussing major issues of our time. As an activist, he is the president and co-founder of BK Nation, a new national, progressive, multicultural organization focused on such issues as education, civic engagement, leadership training, health and wellness, social media, arts and culture, and job and small business creation.

As a humanitarian, Kevin's work includes local, national and international initiatives to end violence against women and girls (including a very well-regarded appearance on *The Oprah Winfrey Show* highlighting domestic violence); and he has done extensive philanthropic and relief work, ranging from Hurricane Katrina to earthquakes in Haiti and Japan, to Superstorm Sandy in New York, to his annual holiday party and clothing drive for the homeless every December since 9/11.

**Athletics**

- Increased female participation in Intramural Sports.
- Invited a speaker to address diversity and inclusion.
- Hosted a National Girl’s & Women in Sport Day in February.

**Career Development Center**

During 2015-2016, the CDC focused its work around three overarching goals. Much progress was made on each goal:

1. Increase the CDC’s support of diversity
2. Expand and strengthen our employer relations initiatives
3. More effectively implement the “expert” model for career counseling staff

*Increase the CDC’s support of diversity*

*Expanded programs/services targeted to the unique needs of underserved student populations (e.g., students of color, veterans, LGBTQ students, students with disabilities)*
Work It Out Panel – collaboration with the Center for Women, Gender, and Sexuality
Veterans’ Lunch & Learn series in partnership the Student Veterans Association
  ▪ Resumes: Military/Federal vs. Civilian
  ▪ Schedule A and Federal Hiring information
Upward Bound Veterans summer 2015 in-class presentations – topics:
  ▪ Self-assessment
  ▪ Resume and cover letter writing
  ▪ Interviewing skills
  ▪ Job fair preparation
Resumania and more … once monthly in Frederick Douglas Unity House (FDUH)
Networking Evening (and networking skills development) in collaboration with FDUH

Center for Access and Success

- CAS worked with roughly 400 students during the academic year. While the demographics of the population varies each semester, the vast majority consists of students with learning disabilities and / or Attention Deficit Disorder (ADD) / Attention Deficit / Hyperactivity Disorder (ADHD). As in the past, our population of students on the autism spectrum continues to grow. We have also seen a rise in the students with mental illness and emotional disorders. Finally, our caseload also contains students with physical disabilities, as well as deaf / hard-of-hearing and low-vision / blind. CAS also assists many non-members with accessibility issues campus-wide.
- CAS engages in daily direct contact with students, including, but not limited to determination of academic accommodations, scheduled appointments and walk-ins to meet with professional staff and utilize the testing facility, phone calls, and numerous emails. A vast amount of students also utilize one-on-one weekly sessions with graduate assistants and meetings with our peer mentors.
- In addition, the staff of CAS has a high level of contact with faculty and staff as well as many other departments and divisions at the University, such as the Counseling Center, Academic Resource Center, Academic Advisors, Faculty Chairs of various departments, College Now, and Upward Bound.

Center for Religious and Spiritual Life Diversity Programs

The Center for Religious and Spiritual Life is staffed by multiple clergy members. Each clergy member advises a different religious group. The interfaith group of clergy meet approximately once per month. Each of the clergy members writes a regular column for the Torch. All clergy regularly attend university-wide events and work individually with campus faculty and staff, often serving as an important resource. Positive interfaith relationships are important to all of us and we work well together. We see ourselves as an integral part of the entire campus community. We work together on interfaith and social justice programs (especially with the Center for Civic Engagement). Two programs we began during the 2014-2015 academic year and continued this year are: Religious Literacy and Interfaith Alternative spring break.

Interfaith programs: The CRSL continues to do significantly more interfaith programs than it has ever done in the past. Our “Focus on Religious Literacy” programs continued. The goal of the religious literacy program is to teach about religion in a multi-faith world. Rather than only studying our own religious tradition, can we think about what we need to know about each other’s religious background to
be educated citizens in a diverse world? “Religious Literacy refers to the ability to understand and use in one’s day-to-day life the basic building blocks of religious traditions (not just your own, also that of other people) – their key terms, symbols, doctrines, practices, sayings, characters, metaphors, and narratives.” (Prothero, Religious Literacy; p. 15)

The CRSL ran religious literacy programs on Narragansett Spirituality, The Roman Catholic Church, and The Unitarian Universalist Association during the 2015-2016 academic year.

We also provide referral service to each other and to other campus and off campus professionals as needed. Often, we lend a sympathetic ear or a shoulder to cry upon. Each religious group also programs independently. I will provide a separate short summery for each religious group.

**Jewish:** Jewish life at UMass Dartmouth has been supported by the Center for Jewish Culture. The Center for Jewish Culture hosted lectures this past year by bringing in internationally known lecturers on the following topics: *The Art of Indian-Jewish Artist, Siona Benjamin; Film: Treblinka’s Last Witness; Campus Hanukkah Celebration; Dr Everett Fox on the Art of Biblical Translation; Travelling Exhibit: Lawyers without Rights on the experience of German-Jewish lawyers during the Nazi period; Dr Memory Holloway on David and Goliath: Giants, Underdogs and Conflict.* The CJC provides educational programming on all aspects of Jewish culture for faculty, staff, students and community members.

**Hillel** exists as a student club at UMass Dartmouth. It provides Jewish religious and social programming for students. During the spring semester of 2016, privately donated money was used to hire a student to work 5 hours per week doing outreach and administrative coordination for Hillel. She also serves as Hillel president and has rejuvenated the student board. They had successful events for Purim and Passover. Rabbi Satlow runs the CJC directly and serves as the faculty advisor for Hillel.

**Hindu:** The activities of the Hindu group are mostly managed by the Center of Indic Studies. The Chaplain (Swami Yogatmananda) gave occasional lectures and attended various meetings on campus including attending Chaplains’ meetings a few times. He was available by phone for support for religious matters.

**Protestant:** The Protestant Chaplain (Dr. Neil Damgaard) contributed six to ten hours per week over all weeks that the university was in session, also, providing other duties in “off times”. He supervises the two Protestant staff associates who are on campus and happily works in collaboration with the other CRSL staff. As with Pastor Neil, all Protestant staff assistants donate their chaplaincy-support work to the university and are compensated entirely by outside funding sources. There are two Protestant student groups at UMD.

*CRU is the name for the former Campus Crusade for Christ. There are about 35 students involved.* The faculty advisor for CRU is Professor Debbie Armstrong from the school of Nursing. The Protestant staff assistants at UMass Dartmouth who are field representatives for CRU are Matthew and Rebecca Litchfield (both UMD ’11). CRU includes: a weekly general fellowship (Thursday nights), various social activities (too numerous and spontaneous to track), separate men’s and women’s mentoring and coaching groups, periodic mission trips to various places, Fall and Winter-break retreats (in conjunction with other CRU fellowships at other New England universities), regular attendance at various local Protestant churches, music collaborations (worship band, small ensembles), training conferences for student leaders, and more. The Protestant Chaplain attends the Thursday CRU fellowship whenever possible and is one of several speakers on a periodic basis. CRU also requested and was granted use of the Protestant Chaplain’s church facility (Dartmouth Bible Church) for near-off-campus events which enables them to have easy food service. CRU members went to Florida for a community service trip in March for UMass Dartmouth spring break.
Intervarsity has about 25 students involved. Dr. Neil Damgaard serves as their advisor. Greg Johnson, based at Brown University, is their area director. They focus on weekly Bible study (on Wednesdays) connection with Unity House, and coordination with CRU leaders. Intervarsity students went to New Orleans for a community service trip for UMass Dartmouth spring break, providing over 640 community service hours.

Pastor Neil also facilitates a weekly Faculty/Staff Bible study which has been every Thursday over the lunch hour in Dion 103, forming a nice connection between the two groups. They concluded the book of Isaiah this past year and studied the New Testament epistle of First John. Protestant Chaplain Staff assistant Matthew Litchfield assisted in this group this year. Faculty and staff attendees are delighted to welcome new attendees as they show interest, and this year welcomed three new attendees. Total attendee scope is about 14 names at the moment.

Catholic: Catholic Campus Ministry, in its thirty-ninth year of support to the University of Massachusetts Dartmouth community, had another very active year in 2015-2016. Our people and student leaders are the strength of our campus ministry program. As a result of the commitment of our staff and students we were able to offer a good number of new programs to help meet the needs of our population while caring, first and foremost, for the whole person. We are working hard to build a strong community of Catholics on campus: positive interaction with all other staff and faith groups; and strong support of campus initiatives. We see ourselves as an integral part of the entire campus community, participating wherever and whenever possible.

We work to: gather a vibrant community for worship, prayer and reflection, cultivate faith-filled leaders who can have a positive impact. Animate the UMass Dartmouth community for compassionate service and advocacy for justice.

The Ministry is staffed by a full-time campus minister, Deacon Frank Lucca. Fr David Frederici is on campus 2-3 days per week. In addition, a student currently serves as Music Minister for Sunday Mass. In 2016, a student organization, the Newman Catholic Student Association (NCSA) has continued with excellent growth in participation and service. 25 students are involved in the NCSA. In addition, ten students participated in the very successful second year of NOVUS. Our peer leaders met with incoming freshman for our Freshman 5 mentoring program. This program is designed to support first year students in the first five weeks of school. We believe that this program helped at least three students through the difficult transition and they have remained at UMass Dartmouth.

Deacon Frank and Fr David participated in many campus events including: Convocation, Graduation, Opening Day activities and the Olympics, Accepted Students Day, Orientation, Corsair Fair, and the Moonlight Breakfast. Catholic Campus Ministry strives to participate in all aspects of community life. Catholic Campus Ministry is committed to and has been available to meet the needs of students, faculty and staff especially in times of illness, the passing of a community member or just to lend a sympathetic ear or a shoulder to cry on. Catholic Campus Ministry also coordinates the use of the Reflection Room.

2015/2016 Catholic Campus Ministry Activities

Mass was celebrated three times a week on campus (one of those is at the Law School). Attendance has shown a steady growth.

The Newman Catholic Student Association formed a Relay for Life team.
Corsair Catholics Community Outreach
   a. Sr Rose House – food kitchen. We operate a monthly soup kitchen with the generous support of Chartwells.
   b. My Brother’s Keeper – our students assist in this project.
   c. We distributed food collected on campus via the Student Affairs Food Drive, to the UMass Dartmouth Food Pantry
   d. The Giving Tree Project was offered during the week preceding Thanksgiving. Nearly 250 gifts for children were delivered to Catholic Social Services.
   e. Operation Christmas Cards collected nearly 200 Christmas cards, which were distributed, to our troops via the Red Cross.

Catholic Campus Ministry Programs
   a. Pasta Night was held at our Newman House each Thursday at 6:00 pm.
   b. Retreat Programs – Our third Seekers’ Retreat was held at Sacred Hearts Retreat Center in Wareham on October, 2014. We also offered the Choosing to Be Catholic Retreat (CTBC) in March, 2015. We plan a number of other retreats during the next academic year.
   c. Regular programming on topics of interest to our students are offered weekly.
   d. We issue a monthly newsletter for CCM
   e. A Music Ministry was coordinated by a student. A student will also coordinate music for the next academic year. We also have student musicians playing trombone, flute, guitar, piano, saxophone who have joined the group.
   f. We offer information tables in the campus center during the semester.
   g. Lenten Program - We offered two Masses and two services on Ash Wednesday on campus. We also offered a Lenten program as well as a Busy Person’s Retreat during Lent. We also participated in Operation Rice Bowl during Lent.
   h. Soups and Stations – Stations of the Cross, was offered during Lent followed by a meal of soup and bread – along with faith sharing.
   i. Jeremiah’s Journey was offered during the second semester. The program offered presentations and information on some aspect of discernment of vocations. Jeremiah’s Journey sessions will be offered monthly in the next academic year.
   j. We have formed a chapter of the Dead Theologians Society on campus.
   k. We have begun to form a chapter of the Knights of Columbus on campus.
   l. We have formed a Peer Ministry Team on campus. Ten UMass D students have been trained in Peer Ministry for 2016/2017 and will work in the future to coordinate programming during the semester, as well as other programs they design during the year.

Muslim Student Association: MSA serves as a platform to unite all of the Muslim students. As an organization, the MSA provides education to help remove misconceptions about Islam, its beliefs and practices. Regular activities include Friday prayer, Ramadan Iftar Dinner, Eid dinner and Islamic Awareness week.

P.L.A.C.E.S which stands for Pagan Living and Collaborative Education Society is a student group with the goal of providing a safe and educational environment for students and non-students to practice and learn about the many different sects within Paganism.

Accomplishments Of The Year

Jewish
   • Develop, sponsor, and support activities that promote Jewish cultural awareness for both UMass Dartmouth audiences and individuals and groups in the South Coast region.
• Enrich the academic presence of Jewish cultural studies on campus.
• Oversee and manage the resources of the Center for Jewish Culture to create opportunities for the understanding and appreciation of Jewish cultural events and activities.
• Assist the UMass Dartmouth Hillel chapter to provide Hillel-oriented programming for UMass Dartmouth students.
• Rabbi Satlow participated in convocation, graduation, orientation and other campus events.
• Rabbi Satlow was a respondent at the Leduc Center Civic Engagement Summit.

Hindu
• Highlight the spirit of harmony of religions in the Chaplains’ Meetings.
• Emphasize the need to cultivate spiritual awareness and presenting ways to do that.
• Through writings and discussions, show how the religious life can be more meaningful in today’s university atmosphere.

Protestant
• Be easily available to Protestant students and groups, as needed for religious support and consultation.
• Be a resource to needy students’ specific living needs (housing, auto, food).
• Provided host location for UMassD Food Pantry start-up and will continue to do so; participated in Food Pantry planning meetings (Leduc Center for Civic Engagement)
• Provided lectures on request for academic classes taught by Rabbi Satlow.
• Support for and participation in Orientation (five 2-day sessions)
• Participation in Student Affairs Division Advisor activities
• Coordination, promotion and leadership for the National Day of Prayer (1st Thursday in May)
• Provided information about off-campus housing, transportation and food resources for needy students.
• Provided information about employment possibilities to UMD grads and undergrads, as opportunities came up.
• Made our church building available for various university activities, when requested.
• Provided written support-literature (brochures) related to a number of relevant resources (area churches, etc.) for students and staff.
• Support for special university-wide activities (i.e. Marathon bombing memorials)
• Mentoring relationships with Matthew & Rebecca Litchfield, CRU and Intervarsity student leaders, etc.
• Offered a weekly Sunday school class for UMassD students.
• Invited to provide pastoral counseling, mentoring, coaching for UMassD individual students.
• The Protestant Chaplain also receives regular invitations to support the Department of Public Safety,
• Serves on the Labyrinth committee
• Facilitates the UMassD Students-helping-students Food Pantry which has been a success these past two years. While not officially part of the CRSL mission, the Protestant Chaplain seeks to assist the student community with this project which will transfer to Student Affairs oversight officially in 2016-17. It will still operationally function via the Protestant Chaplaincy. The Protestant Chaplain also assists with Orientation and the upcoming Week of Welcome. In addition he
provides occasional pastoral counseling services for the student, faculty and staff community.

- The Protestant Chaplain has also completed Human Resources courses in Conflict of Interest Law, Effective Workplace Communication, and Conflict Resolution.
- Invited to participate in a Human Resources sponsored effort on Wellness on campus.
- Participating in a national conference this summer on helping people be wary of and recovering from destructive religious groups, relevant to the Chaplaincy as an observer of public safety and campus integrity.

**Catholic**

- Implemented many programs this year to meet the identified needs of Catholic students with our limited staff but supported by our Student Peer Ministry Team.
- Mass attendance has remained steady in the last year. We have a goal to quadruple Mass attendance on campus within five years.
- Collaborated with Center staff and university personnel on all joint projects, and support all Center endeavors.
- Support many student programs including Opening Day activities, The Corsair Olympics, Accepted Students Day, Orientation, Corsair Fair, and the Moonlight Breakfast and the Alternative Spring Break. Catholic Campus Ministry strives to participate in all aspects of community life.
- Being available to students, staff and faculty on a full time basis.
- Strongly advocated for an interfaith group now becoming a reality on campus.
- Coordinating The Labyrinth Project.
- Since Catholic Campus Ministry is on campus nearly full time, we are able to offer support to all even if of a different faith group…and make referrals as needed/requested.
- We have worked with our counseling center when referrals have been made to us.
- Advocating for UMass Dartmouth as a viable choice for students at our Catholic High Schools.
- Redesigned the Center’s brochure.
- Designed the Center’s banner
- Provided invocations at various university functions when asked.
- Work with the Leduc Center to build opportunities for service.
- Wrote articles for The Torch.
- Developed a training program on the Center for RA’s.
- Supervised Work Study students in the CRSL office as well as the Food Pantry work study student.

**Counseling Services**

Jana Sobczak, a clinical nurse specialist on the College of Nursing faculty, began working with us one day a week in September, seeing students for medication evaluation and management. An injury to Jana left many students without access to needed psychiatric services. Fortunately, Claire Olivier, a clinical nurse specialist with a local private practice, donated two days of professional time to the Counseling Center and took care of students who needed prescriptions renewed or initial evaluations for medication.

We implemented an “orientation to therapy program” this semester which provided students with a structured introduction to how to get the most out of talk therapy, ways to improve their self-care, and an
introduction to mindfulness practices for anxiety management. We did a stress relief event that involved a petting zoo, thanks to our master’s intern, Mark Winsor, who provided baby goats, chickens, and dogs. We continued to do many outreach programs in CAS 101 classes. We found another clinical nurse specialist willing to work with us, who will start in the fall. Nina Szulewski is a UMassD alum and lives in Westport.

Leduc Center for Civic Engagement

Our Mission:
To enrich the lives of our faculty, students, staff, and community through engaged learning, active citizenship, meaningful community service, scholarship, and mutually-beneficial partnerships.

Our Strategic Direction:
By the year 2020, the Leduc Center, in conjunction with our internal and external partners, will have positively impacted the regional challenges of low educational attainment and economic development by empowering, engaging, and effecting change individually and collectively. In the short term, we will impact early literacy and college awareness rates.

Our Goals
- To enhance student learning through civic engagement, meaningful community service, and service-learning
- To foster engaged scholarship with students, faculty, and the community
- To develop and sustain partnerships and programs to positively impact community life, early literacy rates, and college awareness
- To secure funding to support our mission

Goal 1
- Increase the number of students exposed to service-learning each academic year
- Increase the number of community service hours performed by UMass Dartmouth students each academic year
- Measure student experience with service-learning and civic engagement; show improvement on these results each year

Goal 2
- Establish and maintain an annual Engaged Scholarship Symposium
- Encourage faculty and student submissions to engaged scholarship conferences (ex. CUMU) and scholarly journals
- Develop a UMD Engaged Scholarship Collection to be published every other year

Goal 3
- Establish baseline early literacy numbers; improve on these numbers each year
- Develop an assessment plan for college awareness and access
- Increase participation in SouthCoast Serves by 10% annually with a focus on collective impact (building social capital and improving literacy and college awareness rates)
- Expand reading and college awareness programs for greater impact

Goal 4
- Submit 6-8 major grant/gif requests per year
- Average $250,000 in grants and/or gifs per year
**College Positive**

The CONNECT Gateway Cities College Tours was created as an opportunity to expose local seventh graders to the option of college. The project was sponsored by CONNECT, a southeastern Massachusetts public higher education partnership that includes Bridgewater State University, Bristol Community College, Cape Cod Community College, Massasoit Community College, and UMass Dartmouth. Working with superintendents, principals, and other public education administrators from the six gateway communities, the CONNECT partnership planned the visits to promote a “college positive” culture.

UMass Dartmouth hosted over 1,200 seventh grade students from the New Bedford and Fall River Public schools in the fall. Students came from Keith Middle School, Normandin Middle School, and Roosevelt Middle School in New Bedford and Matthew J. Kuss Middle School, Henry Lord Community School, Resiliency Middle School, and John J. Doran Community School in Fall River.

Students were taken on a campus tour by UMass Dartmouth students, attended academic sessions, ate lunch at the residential students’ cafeteria, watched a short admissions video, and participated in a Q&A with the student guides. Generous funding support was provided by the Community Foundation of Southeastern Massachusetts and Mr. Robert Karam.

**AmericaREADS & Counts**

Our AmericaREADS & Counts program places college students in local elementary schools and community centers to serve as tutors and mentors, and provide classroom support and individual attention to struggling and at-risk students. Our program continues to grow and improve with better scheduling, expanded and improved training, and increased transportation services.

During the 2015-16 academic year, over 217 UMass Dartmouth students provided approximately 24,752 hours of tutoring and mentoring in the region. This year’s sites included:

- Alma del Mar Charter School
- New Bedford Bay Village
- New Bedford Housing Authority
- Boys and Girls Club of Fall River
- Boys and Girls Club of Greater New Bedford
- Carlos Pacheco Elementary School, New Bedford
- Citizens for Citizens, Inc., Head Start, Fall River
- Elizabeth Carter Brooks Elementary School, New Bedford
- John A. Parker Elementary School, New Bedford
- Sgt. Wm. H. Carney Memorial Academy, New Bedford
- St. Andrew’s After-School Program New Bedford
- YMCA of Greater Fall River

To further the civic engagement, literacy, and service goals of the program, our student tutors also participated in a variety of events, including the CONNECT College Positive Tours, the African American –READ IN and the 9/11 and MLK Days of Services.

**Alternative Spring Breaks**

This year, the Leduc Center was proud to support three Alternative Spring Break programs that addressed topics, such as interfaith service, building homes for those in need, and providing access to water, and brought students to places like Durham, North Carolina and Guatemala.
PLUS (Positive Learning Using Service)

Seventeen students from different religious and non-religious backgrounds joined together to engage in community service in our local community. The group focused on the following topics: hunger and poverty, racism, gender inequality, interfaith, and community. The activities ranged from serving meals to those in need at Mercy Meals and More, planting seeds at the Sharing the Harvest Community Farm at the Dartmouth YMCA, delivering furniture to people in need with My Brother’s Keeper, sorting donations at Gifs to Give, and clearing trails on campus. Interspersed between these activities were workshops designed for participants to reflect on the issue. By the end of the program, the participants realized and understood the personal values that brought them all together in the common goal of serving others.

Habitat for Humanity

Eighteen students went to Durham, North Carolina to build low-cost homes for families and people in need. Participants worked on five new constructions or repair sites and performed tasks such as window installation, deck staining, exterior painting, framing, etc. They also visited Camp Royall, a summer camp for autistic children.

Worthy Village

Nine students went to Panajachel, Guatemala and served with Worthy Village, a non-profit organization that runs healthcare and educational initiatives in Guatemala. Worthy Village was started by two UMass Dartmouth alumni, Julia Rayberg and Mayra Perez. Participants visited orphanages and schools, shared meals with locals, introduced the indigenous people to water filtration systems, educated them on the importance of clean water, and taught hygiene practices to children.

9/11 Day of Service and Remembrance Rally

9/11 Day of Service and Remembrance Rally took place on Saturday, September 12th at the Sharing the Harvest Community Farm at the Dartmouth YMCA. The rally attracted over 200 volunteers who harvested 2,429 pounds of vegetables and 8,000 pounds of winter squash for local food pantries. They also removed 30 rows of plastic liner that was used for weed prevention.

MLK Day of Service

MLK Day of Service, was made possible through a mini-grant from the Massachusetts Service Alliance focusing on capacity building. The Day of Service was expanded to include events in both New Bedford and Fall River. In New Bedford, the day started with a teach-in at Normandin Middle School, and included a keynote address; a spoken word presentation by Erik Andrade; “Your Vote is Magic” show by illusionist Lyn Dillies; reading of an excerpt from King’s “Give Us the Ballot” speech; screening of the documentary “Selma: The Bridge to the Ballot”; and a poster reflection activity.

In Fall River, students served at the Boys and Girls Club. They listened to a presentation by spoken word artist Rayanna Grace; read March, a graphic novel written by Congressman John Lewis, composed letters to Congressman Lewis; and participated in a service project where they weaved strips of recycled plastic into mats for the homeless.
Share The Dream Banquet

On February 6th 2016, the College Now hosted the 48th Annual Share the Dream Banquet at Whites of Westport. This event highlighted many key successes and achievements of the first year and upper-class students of College Now. Past and present College Now students, alumni, and guests came together as one to celebrate opportunity and success. The College Now program, continues to be inspired and grounded by the great work of Dr. Martin Luther King Jr.

Dr. Carlos Almeida, a former College Now student and one of Anne Boisvert’s math students, was our key alumni speaker. Dr. Almeida, a current Portuguese professor, spoke about the struggles and the opportunities he faced coming to the United States with nine other siblings. Professor Almeida also mentioned how he was born and raised in Cape Verde and how his mother made sure all her kids attended college to pursue the American dream.

Sean Townsend, our senior speaker, spoke about how College Now gave him the chance to go to college. He made excellent points about the importance of being educated and having the help and the drive to finish what you've started.

Four current first year students, Harrison Gbarbo, Prisca Limage, Celeste Singh, and Htoo Wah spoke about their backgrounds and how College Now has given them an opportunity.

The Share the Dream Banquet is about celebrating student success. It provides an opportunity to recognize students who have excelled academically and in a leadership capacity. At the 2016 banquet 38 College Now first year students were awarded Talent Merit Scholarships for their academic achievements. An additional 14 students were awarded scholarships in recognition of their academic and leadership achievements. It was heartwarming to see faculty, staff, and family members come together to celebrate the success of College Now students and the continued achievement of the program.

Frederick Douglass Unity House Diversity Initiatives

Overall, the 2015-16 academic year was a successful year as it pertains to student development, advocacy, and the promotion of social justice. This year, we had the benefit of working with a full staff having hired a new Associate Director in July 2015. While there are always challenges to training new staff and planning comprehensive programs simultaneously, the Frederick Douglass Unity House staff worked as a strong team and was successful in developing and supporting a number of activities, events and services critical in fostering a diverse, inclusive and integrated learning environment for the campus community.

As part of our mission, the Unity House aims to "assist students... develop their own sense of cultural identity and self-awareness while providing the university as a whole with a central area for learning more about other cultures and exchanging information about their own". To foster this intercultural exchange, we continue to foster a safe / “brave” and welcoming space for students. In the spring 2016 semester, we recorded 2933 total visits and served over 500. To note, this data only reflects recorded visits for the partial fall 2015 and spring 2016 semester, as we were unable to retrieve data for the entire fall semester. With the new technology, we are still learning its capabilities and the card reader did not store data for the entire year. We also came to realize the reader did not capture all the students who visited the Unity House, as some students’ cards were not recognized and some did not realize they needed to “swipe in”
with their UMass Pass. In addition to those served in the center, we were able to outreach to many more students with the work we did outside of the physical FDUH space.

We continue to recognize the importance of embracing the history of the Frederick Douglass Unity House and acknowledge the role it plays in the success of many students, particularly students of color. At the same time, we work to encourage all members of the UMass Dartmouth community to think critically and engage in topics relating to diversity, social justice, and privilege. The Unity House hosted and supported nearly 100 programs, activities, and collaborative events in 2015-2016. Programs included leadership seminars, faculty lectures and classes, de-stress days, student employment opportunities, Latino, Asian, Native/Indigenous, and Black heritage events, the Unity Fest (UMOJA 2016) – a new collaborative annual tradition celebrating diversity and unity, and the traditional ALANA graduation reception to name a few.

The new and updated technology we secured last year continues to serve our students well and CITS continues to be a supportive, collaborative partner and resource for the Unity House staff and, most importantly, our students. Collaboration is vital for student success and student development. With this in mind, we continued our intentional efforts to increase collaborative programming across campus and with the greater community. We maintained our existing connections with areas such as the Center for Women, Gender, and Sexuality, the Black Studies Program, Crime and Justice Studies, CITS, student organizations, and community organizations such as the New Bedford Historical Society. We will continue to develop and nurture such vital collaborative relationships across campus and within the greater community.

We continue to face broad challenges as we work to promote social justice, particularly as we engage in the global conversation and address violence against people of color. With state sanctioned violence and escalating hostility more visible in the media, our campus community struggles to understand and is seeking to learn how we can work to combat injustice effectively. As we work to explore the history of violence and reflect on our own community, policies, and practices, we will continue to dialogue and advocate for what is just in an effort to make changes at our own institution and society as a whole.

**FDUH hires a diverse student staff.**
In the 2015-2016 academic year, FDUH employed 19 students through the federal work-study program, 1 volunteer and 2 interns.

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**FDUH continued to provide support for potential, new, and existing student organizations and student-initiated programs**
- Caribbean Student Association
- M.E.N. (Moor Engaged Noble)
- Rho Sigma Phi
- We are Women
Zeta Phi Beta Sorority Incorporated
Black Student Union: Renaissance Ball
Black History Month Show
Sigma Phi Rho: Aids Benefit
Rho Rhoses Tea Party
United Latino Society: Soul with Sound Spoken Word Program
United Latino Society: Salem State Latino/a Connection Conference 2016
United Latino Society: New England Latinx Student Leadership Conference
NSBE (National Society for Black Engineers): Annual Conference
Chinese Student and Scholar Association: Chinese New Year Celebration
Several Affinity/Cultural student organizations hold open weekly meetings in the Frederick Douglass Unity House throughout the academic year
- African Student Association Weekly Meetings (Mondays)
- Asian Student Association Weekly Meetings (Tuesdays)
- Cape Verdean Student Association Weekly Meetings (Tuesdays)
- Black Student Union Weekly Meetings (Wednesdays)
- United Latino Society Weekly Meeting (Thursdays)

While FDUH staff assist many of the affinity/cultural student organizations, we also serve as an official Advisor for several:
- **Director:** Rho Sigma Phi, Zeta Phi Beta Sorority, Inc., Caribbean Student Association, United Latino Society
- **Associate Director:** Sigma Phi Rho Fraternity, Inc., Phi Beta Sigma Fraternity, Inc., UMD Step Team
- **Administrative Assistant:** D’SWORD Gospel Choir, Pan African Dance Group

**Student Presentations / Training**
- RA Training Resource Fair (August 28, 2015)
- “Multiple Social Group Identity/Intersectionality” Diversity Training for Resident Assistant staff (January 22, 2016)
- Discussion, “Moving toward Cultural Competence” for Writing Center Tutors/Staff (April 15, 2016)
- UNV 101 class presentations, STAR Center student staff, P.L.U.S. Alternative Spring Break [Assistant Director]

**FDUH was represented on various campus committees.**
- **Director:**
  - UMass Dartmouth Diversity & Inclusion Council
  - UMass Dartmouth Food Pantry Task Force
  - Event Policy Committee
  - Advising Roundtable
  - Unity Fest Committee (Advisor)
  - Student Conduct Administrator Review Panel
  - Financial Aid Search & Screen

- **Associate Director:**
  - Event Policy Committee
  - Unity Fest Committee (Advisor)
5 Search & Screen Committees (College Now, Office of Diversity, Equity, and Inclusion, Campus Services, and the Health Center (2))

Frederick Douglass Unity House Fall 2015 Welcome Back / Open House (September 10, 2015)
The Welcome Back / Open House occurred in the Unity House to welcome back students from their summer break and welcome new students to campus. Students were provided with information about the FDUH. Light refreshments were available along with door prizes, games, and activities.

Lessons in Leadership Program (Fall 2015 & Spring 2016)
This nine-week seminar aims to develop leadership competencies in an effort to increase the involvement of traditionally underrepresented students in leadership roles at the University of Massachusetts Dartmouth. The sessions empower participants, develop leadership skills, and encourage students to become engaged in campus or community leadership opportunities.

The seminar offers students the opportunity to build competencies and critical thinking skills with respect to leadership and civic engagement. Each individual will explore and reflect on their own strengths and challenges in leadership; will create their own leadership philosophy; and will learn to think and reflect critically on various leadership themes and styles; participants who complete the seminar will seek ways in which to lead and be change agents in the campus community.

DeStress Days (Fall 2015/Spring 2016)
The last Monday of each month is dedicated to stress reduction for students. Quiet hours are implemented during the first half of the day with soft music, chair massages, and healthy snacks.

Intercultural Student Advisory Council (ISAC) (Fall 2015/Spring 2016)
The Multicultural Student Support Council (MSSC) was restructured to reflect the advisory nature of the group and promote intercultural exchange, and is now the Intercultural Student Advisory Council (ISAC). The purpose of the ISAC is to provide a forum for cultural/affinity student groups and organizations to discuss, plan, and brainstorm ideas, programs, and events pertaining to social justice and cultural awareness, as well as to provide continued feedback on campus climate and national / international events.

In an effort to fulfill the goal of “establishing a comprehensive social justice and educational program” on campus, a new social justice dialogue committee was created with two FDUH student interns. The students came up with the name S.P.E.A.K. (Stimulating. Practical. Engaging. Audiences. Knowledgeably.) They established the committee’s mission “to create a social justice platform for the UMassD community while engaging in continuous dialogue and developing culturally competent students who can essentially ‘pass the torch’ of knowledge to later generations”. Both students will serve as co-chairs under the advisement of the FDUH professional staff with a steering group consisting of three additional students and faculty from Crime & Justice Studies. This past year the committee has worked to brainstorm ideas for a series of dialogues to be implemented in 2016-2017.

Frederick Douglass Unity House Welcome Back / Open House (January 28, 2016)
The Spring Welcome Back / Open House was an event to welcome back students from winter break and introduce students to the resources at FDUH. Students were provided with information about the FDUH and representatives from many cultural and affinity student organizations were present to provide students with information about student involvement. Light refreshments were available along with door prizes, games, and activities.
The Construction of Historical Narratives: Indians, Race, and Anthropologists presented by Dr. Brian Broadrose (April 12, 2016)
As part of ALANA programming for Native American/Indigenous peoples, Dr. Brian Broadrose, Assistant Professor of Sociology/Anthropology was invited to make a presentation on his current research involving prominent anthropologists and historians denying voice to the Haudenosaunee (Iroquois).

Dr. Broadrose received his PhD from Binghamton University where his research focused upon Post-Structuralism, the production of knowledge, and the role of a prominent group of anthropologists and historians in denying voice to the Haudenosaunee (Iroquois). His research, publications, and documentary films deal with race and ethnicity, racism, NAGPRA and American Indian repatriation, Indigenous archaeology, socio-cultural anthropology, the relationship between anthropology and the 'other', the culture of anthropology, critical theory, feminist theory, punk rock and the performative spectacle of social structures, Situationist perspectives, social movements, and transformative justice. His current project, as a short-term fellow at the New York Historical Society, examines the state archives and interrogates the notion that slavery was integral to the “Iroquois” way of life, a claim uncritically repeated by yet another powerful group of scholars.”

Dr. Broadrose’s presentation was well received from an audience of approximately 25 faculty, staff, students, and community members.

ALANA Graduation Reception (May 7, 2016)
The ALANA Graduation is a celebration of success for ALANA (African/Black, Latino/a / Hispanic, Asian/Pacific Islander, and Indigenous/Native American) and social justice allies. This is a pre-commencement ceremony to celebrate the achievements of UMass Dartmouth’s graduating students of color. We celebrate the day by honoring each graduate with a special gift of a Kente Stole. The Kente stole signifies students’ “rite of passage” and the commencing of their leadership in the world. Graduates also wear the Kente stoles at their graduation adding to the celebratory nature of UMass Dartmouth commencement. Dr. Ricardo Rosa was the insightful and thought-provoking keynote for this celebratory event.

FDUH Collaborative Programming

Resumania and More, Fall 2015/Spring 2016
Career Development Center staff held monthly “resumania” events in the FDUH space to meet with students to discuss basic career development skill such as resumes, cover letters, potential internships, etc. Presented by Career Development Center

HIV Screening & Testing (October 15, 2015 & February 11, 2016)
Peer Health Educators with the Office of LiveWell: The Office of Health Education, Promotion, & Wellness brought in the Seven Hills Organization to host a HIV testing clinic at the FDUH in observance of National Latino AIDS Awareness Day and National Black HIV/AIDS Awareness Day. Sponsored with Health Services, Health Education & Promotion and Seven Hills Organization

Rho Speaks (September 10, 2015)
Sigma Phi Rho Fraternity, Inc. hosted a poetry slam entitled, “Rho Speaks”. Rho Speaks was well attended by over 60 students. Students had the opportunity to perform original works or showcase musical/lyrical talents. Presented by Sigma Phi Rho Fraternity Incorporated MU Chapter. Sponsored by FDUH.
**Dearly Beloved (October 2, 2015)**
Students, faculty, staff, administration, and community members came together for this commemoration to memorialize and honor those who have been murdered through state sanctioned violence. Organizers and artists painted 32 portraits of people who have been killed ranging in age from 7 to 107 years old. They included Black and Indigenous children, men, women, and transwomen who were killed between the years of 1969 and 2015. The portraits were printed on cloth and sewn into a large quilt by a large group of mothers and daughters. One of the artists also painted a portrait to commemorate and memorialize those whose names and faces are unknown, which was included in the center of the quilt. During the service, Indigenous elders held ceremony and students sang gospel music, performed African Funeral dances and eulogized the victims whose family expressed support of the project. **Sponsored by:** Department of Crime and Justice Studies, The Frederick Douglass Unity House, Diversity Council, Student Affairs, Center for Women, Gender and Sexuality, Black Studies, Department of Women’s and Gender Studies, the Dean’s office of the College of Arts and Sciences, and the Office for Student Success.

**What Would Jesus Say: The Reclamation of Race, Religion, & Sexuality**
A Presentation and discussion with Fleurette King, Director of the Rainbow Center, University of Connecticut. (October 5, 2015)
Through the personal journey as a Christian Black Queer person, King shred strategies of reclamation. King offered a wealth of experience and knowledge in diversity, inclusion, and social justice in education. **Sponsored by the Center for Women, Gender, & Sexuality, the Frederick Douglass Unity House, and the Center for Religious and Spiritual Life.**

**20th Anniversary of Million Man March on Washington “Justice or Else” Rally! Teach-in (October 5, 2015)**
Professor Morgan Peters (Mwalim), Director of the Black Studies Program, invited members of the Nation of Islam led by the Honorable Minister Louis Farrakhan to speak to students about the upcoming “Justice or Else” Rally! Two members from the local mosque gave an hour presentation on the March and the importance of students attending. Several themes were discussed such as Black Power, Black unity, unity among groups of color, the presidential race, and resources for individual communities, and the recent murders of Black women and men at the hands of police brutality. Students were able to ask questions of the presenters. Approximately 10-15 students attended.

**20th Anniversary of the Million Man March on Washington “Justice or Else” Rally! (October 9th-10th, 2015)**
The purpose of this trip was to attend the 20th Anniversary of the Million Man March on Washington “Justice or Else” Rally! in Washington, D.C. 40 students and two chaperons attended. Students were expected to attend the rally and participate in discussions and dialogues for both days of the trip. Students were required to participate in a report back later in the semester to discuss their experiences on the trip. **Sponsored by the FDUH, Student Government Association, Black Studies, and College of Arts and Sciences.**

**Phi Beta Sigma Fraternity, Inc. 2015 Fall Informational (October 16, 2015)**
Phi Beta Sigma Fraternity, Inc. wished to charter a fraternal chapter on the campus. At the time, no NPHC (Divine 9) fraternities were active on campus. Hosting an informational was essential in allowing the fraternity to be chartered on campus. While the informational was open to all college men, 8 students were present. **Sponsored by FDUH.**
Out in the Night Film Screening & Discussion (October 20, 2015)
A film about “four women sensationalized by the media as a "Gang of Killer Lesbians," “OUT IN THE NIGHT draws attention to the role race, gender identity, and sexuality play in our criminal justice system. Sponsored by the Center for Women, Gender, and Sexuality and FDUH

PHENOM Film Screening, The Ivory Tower (October 22, 2015)
The film focuses on student loan debt and the rising costs of a college education. Presented by PHENOM (Public Higher Education Network of MA), Sponsored by FDUH

The Awakening: Haiti 5 Years Later Lecture/Discussion with Professor Mark Schuller
Associate Professor of Anthropology and Center for NGO Leadership and Development at Northern Illinois University and Affiliate at the Faculté d’Ethnologie, l’Université d’État d’Haïti. Supported by the National Science Foundation Senior and CAREER Grant, Bellagio Center, and others, Schuller’s research focuses on NGOS, globalization, disasters, and gender in Haiti. Sponsored by Leduc Center for Civic Engagement, Partners for Change, Inc., Haitian American Student Association, and FDUH

Religious Literacy Series: Narragansett Spirituality (October 26, 2016)
Discussion with Loren Spears, Executive Director of the Tomaquag Museum in Exeter R.I. Presented by Center for Religious & Spiritual Life, Sponsored by FDUH and CWGS.

20th Anniversary of the Million Man March “Justice or Else” Rally! Student Presentations (Report Back) (October 29, 2015)
The students who attended the rally were expected to report on their experiences from the trip. Students were able to present experiences in several ways: power point presentations, spoken word/poetry, essay format, video presentations, Prezi format, social media use (twitter, Facebook Instagram, and etc.) and others. Students gave their presentation to an audience of about 80 students, faculty, staff and administrators in the Claire T. Carney Grand Reading Room. Presented by BH4S.

“Under the Strain of Color” a Reading by Dr. Gabriel N. Mendes (UC San Diego) (November 19, 2015)
Dr. Gabriel Mendes discussed the topic of his new book, Under the Strain of Color: Harlem’s Lafargue Clinic and the Promise of an Antiracist Psychiatry, that tells the story of how writer Richard Wright, psychiatrist and social critic Dr. Fredric Wertham, and an interracial group of intellectuals, doctors, clergy, and artists attempted to establish a progressive model of mental health care as an integral part of the struggle for racial justice and equality in the U.S. Presented by Dr. Eric Larson, Sponsored by the FDUH, the College of Nursing, and departments of Black Studies, Crime and Justice Studies, History, Psychology, and Sociology/Anthropology

Zeta Phi Beta Sorority, Inc. Omicron Upsilon Chapter sponsored guest speaker Rasheed Cromwell, Esquire, Principle of the Harbor Institute- an educational consulting firm based in Washington, D.C. that works with Historically Black Fraternities and Sororities and multicultural fraternal organizations. The purpose of this program was to foster an atmosphere where all UMass Dartmouth fraternities and sororities could discuss and relay their differences with each other while learning about the similarities across all Greek-Letter Organizations. The event was geared toward fraternal members; however, it was also open for any student to attend. There were over 80 students in attendance, which included students affiliated with Greek organizations and those not affiliated. Sponsored by Zeta Phi Beta Sorority, Inc. and the FDUH
Joint New Bedford & Fall River Caucus Training Session sponsored by the Mass Dems (January 23, 2016)
City Councilwoman Dana Ribeiro led a joint New Bedford and Fall River Caucus Training Session at the Frederick Douglass Unity House. Several members of the community came to learn about how they could attend and become a delegate at the upcoming Democratic National Convention in Philadelphia in July 2016. Total attendance was about 25 from various communities representing the Democratic Party.

Black History 4 Seasons, formerly Black History Month Committee (Spring 2016) Campus Wide Committee consisting of representatives from FDUH, CITS, Office of Diversity Equity and Inclusion, Office of the Provost, Crime and Justice Studies, CVPA Labor Education Center

Black History 4 Seasons Inaugural Events Film Screening of “Eyes on the Prize: Fighting Back”
An episode from the PBS Series that discusses “states' rights loyalists and federal authorities collide in the 1957 battle to integrate Little Rock's Central High School, and again in James Meredith's 1962 challenge to segregation at the University of Mississippi. Both times, a Southern governor squares off with a U.S. president, violence erupts -- and integration is carried out.” (http://www.pbs.org/wgbh/amex/eyesontheprize/about/fd.html)

Public Lecture with Dr. Thomas Ranuga, Chancellor Professor Emeritus
“The Struggle for Meaningful Change in Education from Elementary Schools to the University Level: The Evolution of the Fight by Blacks for Inclusion, Justice, and Equality”

Raisin’ Cane at the Zeiterion Theater February 5, 2016
BH4SC sponsored a trip to the Zeiterion Theater to witness award winning actor, singer and dancer Jasmine Guy, a modern day Griot, and the acclaimed Avery Sharpe Trio in Raisin’ Cane. Guy honored the legendary voices of the Harlem Renaissance through text, song, music, movement, and imagery. The trip was scheduled for 30 students but due to inclement weather and school closing, only 19 students were able to attend. Sponsored by BH4SC, New Bedford Historical Society, and FDUH

African American Read-In (February 18, 2016)
The Frederick Douglass Unity House collaborated with the Leduc Center for Civic Engagement, to present the 18th Annual African American Read-In (AARI). Faculty, staff, administration, and students came together to read and perform some of their favorite works written by African American authors, writers, poets, and spoken word artists. Several professors invited their classes to participate as well awarded extra credit to students who read during the event. Approximately 40 students participated in the event. Sponsored by the Leduc Center, FDUH, and the BH4S Council

Step AFRIKA! (February 24, 2016)
The Frederick Douglass Unity and the Office of Student Activities, Involvement, and Leadership (SAIL) teamed up to sponsor and bring to campus Step AFRIKA! Step AFRIKA! is a Washington, D.C. cultural and performing arts entertainment company that showcases the historical art of stepping to colleges, universities, and community events around the globe. The group is made up of several members of the Divine 9 (NPHC). The event was widely attended by faculty, students, and staff. This was a collaborative event with SAIL, FDUH, and BH4S with approximately 625 attendees. Sponsored by BH4SC, FDUH, and SAIL
Social Justice Trip to New York/New Jersey presented BH4SC (March 12th-13th, 2016)
The Black History 4 Seasons Council (BH4SC) (formerly Black History Month Committee) sponsored a social justice trip to New York and New Jersey lead by two student committee members Charlemya Erasme and Rachelle Edouarzin. The trip included several stops such as the New Jersey Performing Arts Center to see the Wofabe African Drum and Dance Ensemble, the Malcolm X and Dr. Betty Shabazz Memorial and Educational Center, and Jacob’s Soul Food Restaurant. Students were expected to report on the trip. While this was not a FDUH sponsored event, Unity House staff participated as chaperones for the trip. 40 students and 4 chaperones participated.

Social Justice Trip to New York/New Jersey Report-Back (April 12, 2016)
Similar to the 20th Anniversary of the Million Man March Justice or Else! Rally Report Back the students who attended the Social Justice Trip to New York/New Jersey were expected to report back to campus on what their experiences were from the trip. Students were able to present experiences in several ways: power point presentations, spoken word/poetry, essay format, video presentations, Prezi format, social media use (twitter, Facebook Instagram, and etc.) and others. Students gave their presentation to an audience of about 60 in the Claire T. Carney Grande Reading Room. University faculty, administrators, and staff were invited to attend. Presented by BH4SC. Sponsored by FDUH

Black Studies Program (Spring 2016)
Professor Morgan “Mwalim” Peters, Director of the Black Studies program, held one class each semester in the FDUH to expose students to the Black Studies Minor and to introduce class participants to the FDUH space and resources. Presented by Black Studies

Black Lives Matter Forum (February 24, 2016)
Community organizations were invited to participate in a panel discussion on the topic of the Black Lives Matter movement. Due to the weather and timing of the event, the confirmed panelists were unable to attend. FDUH Associate Director, LaSella Hall, and Sigma Phi Rho President, Charlenes Beneche, facilitated the discussion. Nearly 60 students, faculty, and staff attended the event. Presented by Sigma Phi Rho Fraternity, Inc. Sponsored by FDUH

Connecting with Professionals Networking Reception (March 3, 2016)
The Frederick Douglass Unity House and the Career Development Center (CDC) hosted a networking event for students. The purpose of the event was to help students improve networking skills, as well as, allow for networking between current students and professionals from across several career fields. The program first began with students gathered in the Blue and Gold Room for a workshop on networking presented by the Director of the CDC. Students were able to learn about professional networking, ask questions, and role-play different scenarios.

For the second portion of the program, students had the opportunity to highlight what they learned by meeting with working professionals over refreshments in the Unity House. Approximately 20 students and 6 professionals participated in the event. The networking portion of the event lasted an hour. Positive feedback was received from all participants. Presented by FDUH and Career Development Center

The Price of The COMING: The Middle Passage and Ancestral Memory presented by Dr. Daniel P. Black (March 31, 2016)
Phi Beta Sigma Fraternity, Inc. UMass Dartmouth Chapter welcomed Dr. Daniel P. Black, Associate Professor of African American Studies at Clark Atlanta University and author of The COMING (2016), to the campus for a guest lecture entitled, “The Price of The COMING: The Middle Passage and Ancestral Memory.”
Dr. Black read a passage from his book and lectured on the impact of the Middle Passage, often referred to in Afrocentric circles as the Maafa. Students were able to ask questions and purchase a copy of The COMING for a discounted price. Nearly 40 students, faculty, and staff attended the lecture. *Presented by Phi Beta Sigma Fraternity, Inc. Sponsored by FDUH*

**Urban Massachusetts Alliance for Minority Participation (UMLSAMP) Information Session (April 7, 2016)**

The Urban Massachusetts Alliance for Minority Participation (UMLSAMP) grant program is funded by the National Science Foundation (NSF) and is comprised of the University of Massachusetts Boston, UMass Dartmouth, UMass Lowell, and Wentworth Institute of Technology and their community college colleagues Bunker Hill, Roxbury, Bristol, and Middlesex. Their mission is to increase the overall number of students (especially under-represented minority students) earning degrees each year in Science, Technology, Engineering and Mathematical (STEM) fields.

Representatives from UMLSAMP were available to discuss the benefits and opportunities available to students. (i.e. securing research opportunities, funding for graduate school, etc.). Approximately 12 students attended. *Sponsored by Frederick Douglass Unity House, Graduate Studies, Department of Engineering, and UMLSAMP.*

**Dave Bindman Jazz Ensemble (Royal Hartigan) (April 8, 2016)**

Performed in the FDUH in collaboration with Professor Morgan “Mwalim” Peters Spoken Word class. *Presented by CVPA Professor royal hartigan. Sponsored by FDUH.*

**Unity Fest Committee presents UMOJA! 2016 (April 14, 2016)**

UMOJA! 2016 was a celebration of culture, education, and social festivities that brought university members together to strengthen the Dartmouth campus and community. Several student organizations and university offices contributed and participated. Uyi Idahor, a Medical Lab Science major and Endeavor Scholar chaired the Unity Fest Planning Committee with advisement from FDUH staff. UMOJA allowed student organizations to highlight their events and included performances from the United Latino Society, UMassD Cheer, Pan African Dance, and others. Several staff members volunteered their time to assist with the event. The event was from 4pm to 7:30pm in the Campus Center. *Committee includes representatives from Campus Services, SAIL, FDUH, HRE, and various student organizations.*

**Sexual Violence Survivor Art Show (April 21 – 28, 2016)**

Organized by CWGS student Mariah Tarantino, the show featured several powerful art pieces from students, alumni, and friends of the university. A forum was provided at the opening to students who wanted to speak out against sexual violence or share their own experience. CWGS staff and staff from the local Women’s Center were available for any participants who needed to speak with a professional. *Presented by Center for Women, Gender, and Sexuality. Sponsored by FDUH.*

**The Hotpot Experience ISAC (April 26, 2016)**

As part of ALANA programming for Asian American/Pacific Islander students, the FDUH collaborated with the Asian Student Association (ASA) to explore the hotpot tradition that is a staple in many Asian communities. This program was led by FDUH Program Assistants, and consisted of a presentation by the ASA executive board on the hot pot tradition followed by a visit to the Hot Pot Buffett Restaurant located in the Chinatown district of Boston. 38 students attended both the presentation and the restaurant. *Presented by the Asian Student Association. Sponsored by FDUH*
Center for Women Gender and Sexuality

Increase Opportunities for Student Learning and Engagement
- Continue to seek funding for Miss Representation to Mass Representation as a permanent community service opportunity for UMassD Students—we worked closely with Ben Jones, Director of Development, Corporations & Foundations to identify foundations we could approach.
- Build upon bystander intervention program with a more comprehensive social justice lens: LGBTQ aspects already included in the program. Have added a healing aspect for survivors and information on mental health

Foster and Advance Social Justice and Diversity
- Work with other campus departments to make preferred name options for students in COIN and online. This is now a system wide initiative. We have posted a “how-to” on our website
- Offer programming on race & sexuality with FDUH. See list of events. Sponsored a talk and three movies on LGBT people of color.
- The Director was asked to serve on the “new” Diversity & Inclusion council that met bi-weekly during the spring semester.
- The Director wrote a “This I Believe” essay for first year orientation.
- The Victim Advocate/Educator, along with a student worker, offered 9 Safe Zone Training’s for the university community, training a total of 52 staff, faculty and students.
- We co-sponsored an LGBTQ alumni panel with the CDC.

UMass students experience “true tropics” through international course and field work in Colombia.

This summer nine UMass students (eight UMass Dartmouth students and one UMass Lowell student) were given the opportunity to study the different climates and ecosystems of the distinct tropical regions of Colombia. The experience was made possible through an international collaboration between faculty from UMass Dartmouth, the University of Reading (UK), Universidad EAFIT (Colombia), and Universidad de Antioquia (Colombia), who teamed up to develop this research-based study abroad course for which students earn credit toward their degrees. This field course provides students an opportunity to explore the abundance and diversity of microbial life. Students from each university explored the microbial life in three different field sites and then test the bacteria for traits that have relevance to biotechnological and other applications.

“Field sites were chosen to expose the group to the ‘true tropics’ showing them that the tropics is not just about rain forests but instead comprises many different climates and thus ecosystems,” said Biology Assistant Professor Mark Silby, who helped organize the international course and field work. “An important part of the experience was cultural. It was very exciting to see our students getting to know their peers from the UK and Colombia and learn about each other.”

Two of the three sites, Santa Fé de Antioquia and Parque Arví, were day trips from the group’s base in Medellín. Parque Arví is cool and dry and Santa Fé de Antioquia is hot and dry, according to Dr. Silby. Above the ground, there was stark contrast in plant life and students were
challenged to ask if the same was true of microbial life. The third site was a 40 minute plane ride to the north of Medellín, in an area called Urabá which is well known for being very hot and extremely humid. Students and faculty stayed two nights at a field station operated by the Universidad de Antioquia.

Students who took part in the international course and field work:

1. Sarah Christ, UMass Lowell  
   Biology major  
   Hometown: Andover, MA

2. Nora Cox, UMass Dartmouth  
   Biology major  
   Hometown: Salisbury, MA

3. Garrison Davis, UMass Dartmouth  
   Biology major  
   Hometown: Taunton, MA

4. Timothy Lorgeree, UMass Dartmouth  
   Biochemistry major  
   Hometown: Rockland, MA

5. Bryan McDonald, UMass Dartmouth  
   Biology major  
   Hometown: Medway, MA

6. Andrew Myrick, UMass Dartmouth  
   Bioengineering major  
   Portsmouth, RI

7. Ashley Osborne, UMass Dartmouth  
   Biology major  
   Danvers, MA

8. Katelyn Pimental, UMass Dartmouth  
   Biology major  
   Fairhaven, MA

9. Victoria Quennessen, UMass Dartmouth  
   Marine Biology major  
   Hometown: Denville, New Jersey

10. Teaching Assistant: Lucy McCully, UMass Dartmouth  
    Ph.D. candidate in the Biomedical Engineering and Biotechnology program
Their sampling sites in Urabá were in two very different settings. At the first site, the group spent time in a large remnant forest, where their guide needed a machete to craft the trail they followed. It was a very dense forest, complete with the normal flora and fauna one would expect in a tropical rain forest. The second sampling location was in an adjacent banana plantation. Urabá is a very big banana region, and the students and faculty were fortunate to be able to visit a plantation and learn about the process of growing and harvesting bananas. The students were fascinated seeing how the bananas they take for granted in the supermarkets are actually produced.

Based in Medellín, students and faculty were hosted by Universidad EAFIT and used its laboratory facilities for experiments. Students attended lectures and seminars at the field station in Urabá and at EAFIT, on topics including forest ecology, evolutionary biology, biotechnology, and genomics. On the final day, students gave oral presentations about their work at a symposium and presented short movies chronicling their experiences over the two week course.

Approximately 10 percent of the Amazon rainforest is contained in Colombia. The Amazon rainforest is recognized as the largest collection of living plants and animal species around the world. The diversity of plant species is the highest on Earth.

UMass Dartmouth’s International Programs Office was also instrumental in the setup of this course. The office provides numerous study abroad opportunities pairing students with credit-bearing programs and courses that match their educational, civic, and social interests.

Professor Silby and Dr. Robert Jackson, who also helped conceive the course, recently collaborated on research which found how simple bacteria can restart their 'outboard motor' by rapidly hotwiring their own genes within 96 hours to survive. The discovery was made by a team at the University of Reading, UK, led by Dr. Robert Jackson and Dr. Louise Johnson. The University of Reading team collaborated with scientists at UMass Dartmouth along with the University of York and University of Exeter. This research appeared in the February 27, 2015, issue of the journal Science, published by the AAAS, the world's largest general scientific organization.
Students and faculty from University of Azores visit UMass Dartmouth through "Bridging the Atlantic" nursing exchange.

UMass Dartmouth welcomed eight students and two faculty members from the University of the Azores through the inaugural "Bridging the Atlantic" student nursing exchange between UMass Dartmouth and the University of the Azores. UMass Dartmouth nursing students over Spring Break traveled to the Azores as part of the University's College of Nursing Community Health Nursing Course to assess the health needs of deportees from both countries.

The visiting students and faculty were given a tour of UMass Dartmouth's Ferreira Mendes Portuguese-American Archives. The Archives are named for the pioneer Portuguese-language radio and newspaper personality, Affonso Gil Mendes Ferreira, whose daughter, Otilia Ferreira, is the Archives' major sponsor. The Archives house the largest collection of historical material documenting the experience of Portuguese immigrants and their descendants in the United States.

University of Azores students and faculty was also presented on the state of healthcare and nursing in Portugal and the health status of Deportees from the United States.

In August, UMass Dartmouth and the University of the Azores announced the new partnership that created a sustainable international alliance in community health among American and Azorean nursing students and faculty through a generous $100,000 pledge by the DeMello Charitable Foundation.

**Diversifying the nursing workforce is goal of UMass Dartmouth College of Nursing federal grant project.**

UMass Dartmouth's College of Nursing received a $291,790 grant through the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) for a Nursing Workforce Diversity project designed to enhance the diversity of the region's nursing workforce. An additional $333,960 was recommended in future support for year two of the project.

The project aims to strengthen the connections between local organizations and the College of Nursing to recruit and retain nursing students from disadvantaged populations for undergraduate and graduate programs. Using evidence-based strategies, the College will promote student academic success by enhancing the cultural competencies of faculty members, and developing new and innovative teaching,
"Across the country, we are seeing nursing shortages and the drastic impacts of that," said Rep. Keating. "Nurses are the backbones of our healthcare system. This grant not only provides funding to promote a skilled nursing workforce, but also allows the community to tailor the nurses' training to meet the specific needs of the community. That is an invaluable resource."

"Congratulations to Dean Christopher, Professor Weatherford and her College of Nursing team on earning funding for such an important initiative for the university and the region," UMass Dartmouth Chancellor Grossman said. "As nurses deliver care to a more diverse population, it is important that the workforce reflect the community it serves. We expect to learn valuable lessons that can be applied to other urban centers."

"We are very proud of Professor Weatherford and the impact we are hopeful this work will have for the healthcare community on the SouthCoast," College of Nursing Dean Dr. Kimberly Christopher said. "Promoting diversity is proven to increase patient satisfaction and outcomes. Education is a key component to this initiative to engage young men and women in healthcare and sustain the growing, competitive nursing field."

The partnership will initiate a "school to career" summer employment program for area teens interested in nursing/health by summer 2017. The University's College of Nursing will collaborate with UMass Dartmouth's Upward Bound Program to engage middle and high school students in New Bedford in activities to help them become college ready and competitive in the pool of candidates applying for the nursing program at UMass Dartmouth. Success will be measured in numbers of students in summer healthcare internships, the number interested in nursing, and number applying to college.

"The success of this project will be built on the strong partnerships between UMass Dartmouth and the region," said Professor Barbara Weatherford, who will serve as the Project Director of the Nursing Workforce Diversity program. "Through the support of these connections and the innovative teaching and research of our College of Nursing faculty we will be able to have a positive impact on the nursing workforce in New Bedford, which could potentially serve as a model for other communities."

The HRSA Nursing Workforce Diversity grant is latest initiative of the College of Nursing's involvement in community engagement and research. College of Nursing Professor Dr. Caitlin Stover recently partnered with UMass Law Professor Margaret Drew and UMass Law Lecturer Jason Potter on assessing the unmet legal and medical needs of HIV-positive individuals on the SouthCoast. Research will involve surveying diagnosed individuals and their providers to determine unmet needs. This March Assistant Professor Maryellen Brisbois and eight students traveled to the University of the Azores as part of the inaugural nursing exchange titled "Bridging the Atlantic." In August, UMass Dartmouth and the University of the Azores announced the new partnership that created a sustainable international alliance in community health among American and Azorean nursing students and faculty through a generous $100,000 pledge by the DeMello Charitable Foundation. The group of nursing students assessed the health needs of deportees from both countries. Azorean students and faculty traveled to UMass Dartmouth in April as part of the exchange.
Keith Middle School students from New Bedford visit UMass Dartmouth campus through CONNECT Partnership College Immersion Program.

300+ New Bedford 7th graders visited UMass Dartmouth on September 28, 2015 for a tour of the campus, which included visits to the Charlton College of Business and College of Nursing. The students from Keith Middle School arrived on campus at 9:15 a.m. receiving a welcome from Chancellor Divina Grosman and mascot Arnie the Corsair.

College of Nursing students shared their experiences of being a UMass Dartmouth nursing student. Nursing students then taught the 7th graders how to use a stethoscope to listen to their heart and how to use a Pulse Oximeter to obtain the percentage of oxygen going through their body.

Students also had the opportunity to tour the Nursing Simulation lab to observe and feel the rising and falling of the "Sim Man's" chest during respirations. UMass Dartmouth's SimLab offers students and faculty an experiential learning environment designed to prepare future nurses with the equipment and experience necessary to practice basic and advanced nursing skills. The lab contains hospital beds, advanced lab equipment, and adult and pediatric mannequins, including "Sim Man" who has a beating heart, bodily functions that can be measured and who can be programed by faculty to do a variety of things that require expert nursing intervention.

The 7th graders also visited with Charlton College of Business Professors to learn about marketing research and take part in a consumer behavior interactive demo. Students also got the chance to visit the Claire T. Carney Library, Residence and Dining Halls, learn about UMass Dartmouth’s 130 student clubs and organizations, and received a tour of the Fitness Center to learn about the University’s wellness initiatives. The visit ended with a card making service project for seniors organized by UMass Dartmouth’s Leduc Center for Civic Engagement.

Over a three day span, beginning today September 28, UMass Dartmouth will welcome more than 900 7th graders from New Bedford for a tour of the entire campus. The visit is made possible through the college immersion program of CONNECT, a southeastern Massachusetts public higher education partnership. The goal of the program is to have every 7th grader from the six gateway cities of the region to visit one of the public higher education institutions this fall.
Students from Keith Middle School (September 28), Normandin Middle School (September 30), and Roosevelt Middle School (October 2) will gain the college experience by visiting and engaging with faculty and students from UMass Dartmouth’s Charlton College of Business, College of Nursing, College of Arts & Sciences, College of Engineering, and College of Visual & Performing Arts.

CONNECT is a partnership of the five public higher education institutions in Southeastern Massachusetts: Bridgewater State University, Bristol Community College, Cape Cod Community College, Massasoit Community College, and the University of Massachusetts at Dartmouth. Established in 2003, CONNECT has two primary goals: to improve the quality, accessibility, and affordability of higher education; and to advance the economic, educational and cultural life of Southeastern Massachusetts. CONNECT realizes its mission by focusing on four major areas, with activities and initiatives that enhance academic programs and ease transfer of students among the institutions; foster economic development through the region; promote cultural programs and projects; and share expertise and resources. The executive officers of the CONNECT institutions act cooperatively to strengthen their institutional missions and to enrich the life of the region.

Nursing students and faculty traveling to Azores to research community health issues of deportees

UMass Dartmouth Nursing Assistant Professor Maryellen Brisbois, Full Time Lecturer Stacey Waite and eight students travelled to the University of the Azores, March 22-29, as part of the Bridging the Atlantic nursing exchange. Now in its second year, students followed up on research completed in the Azores last year related to men who were deported from the U.S. to the Azores. The group toured healthcare facilities, engage with the community, and embarked on cultural trips. Azorean students and two faculty members travelled to UMass Dartmouth from March 29 to April 8.

Students traveling to the Azores include:

1. Holly Anne Alessi, of Northborough, MA
2. Jennifer Paula Caetano, of Fall River, MA
3. Chelsea L Correia, of Dartmouth, MA
4. Philip Thomas Gill, of Whitman, MA
5. Ashley Nyambura Gitonga, of Randolph, MA
6. Tammi Ellen Lynch, of Dighton, MA
7. Mary Katherine Van Lingen, of Swansea, MA

8. Paula Jeanne Richard, of Dartmouth, MA

In August 2015, UMass Dartmouth and the University of the Azores announced the partnership that created a sustainable international alliance in community health among American and Azorean nursing students and faculty through a generous $100,000 pledge by the DeMello Charitable Foundation. The group of nursing students will assess the health needs of deportees from both countries. The exchange is primarily supported by The DeMello Charitable Foundation and the Regional Government of the Azores.
Since 2011, the Division of Administration and Finance instituted an Organizational Development program. The program embarked on a Needs Assessment and met with key stakeholders across campus to solicit feedback on professional development opportunities for staff and faculty. Initial feedback was comprehensive with requests for an array of programs including; a supervisory development program, service excellence in higher education and conflict resolution/difficult conversations. Organizational Development continues to collaborate with various offices to solicit various training programs.

A sampling of trainings that were offered for staff and faculty in 2013 included the following:

- Improving Communication Skills
- Emotional intelligence
- Team Building
- Leadership
- Service Excellence in HigherEd
- Creating a respectful and inclusive workplace
- Performance Management
- Conflict Resolution
- Employee Assistance Program (EAP); and
- Creating a Positive Work Environment

One of the continuing achievements of training initiatives for staff and faculty at the University of Massachusetts Dartmouth is our on-line web based training program entitled "Preventing Employment Discrimination", which is contracted through Workplace Answers. Workplace Answers was founded in 1997 and provides online harassment and discrimination resources which has been effective in educating UMass Dartmouth’s workforce. The training module is an on-line, 24 hour, 7 days a week interactive program that affords faculty, staff and student workers an opportunity to learn about appropriate federal, state and institutional anti-discrimination laws and practices. Individuals, who complete this 30 - 45 minute interactive program and successfully pass the mastery test, receive a "Certificate of Completion".

This online training program supplements the University's ongoing efforts to inform and educate the University community about preventing employment discrimination and creating an inclusive climate for all.

**Mentoring Program:**

Each year during the spring semester, UMASS Dartmouth Human Resources initiates a mentoring program designed to support the growth and development of employees who are relatively new to their role or new to the university. The overall goal of the program is to develop healthy, successful individuals, guiding them on career paths which follow their personal goals, help meet their department’s mission and utilize their strongest assets.
Key Objectives include:

- To build recognition for the skill strengths, expertise and knowledge base that exists among faculty and staff
- To use this recognition to promote mentoring interactions among employees; and
- To increase and strengthen social interactions among members.

In the mentoring partnership, the protégé brings their interests, dreams, and curiosity to the conversation. The mentor brings their life experiences and a willingness to answer questions, act as a sounding board, and to provide guidance for career planning and navigating UMass Dartmouth.

**Health Education**

**LiveWell Office**
Increased engagement with faculty and other UMass Dartmouth departments, including: Counseling Center, Psychology, Nursing, Unity House, CWGS, SAIL, Sociology, Sustainability, Women’s & Gender Studies, and Claire T. Carney Library. Collaboration included AOD, mental health, and sexual health programming and program development.

**Peer Health Education Program**
- The Peer Health Educators assisted the Orientation Program with bystander intervention training and expansion of “Corsairs Care” messaging.
- Trained 10 new student Peer Health Educators; nine students successfully completed the Peer Health Educator internship (Fall 2015)
- Conducted Peer Health Educator Alumni Survey in (Fall 2015)
- The Peer Health Educators attended the Bacchus Network Area 10 Conference at Harvard University.

**Alcohol & Other Drug Prevention; Addiction + Recovery**
- Increased focus on prescription drug abuse, especially opiates
- Seven Hills continued to provide free Narcan Opioid Overdose Prevention Training
- Coordinated all aspects of Corsairs Care: Facing Addiction campus-community event
- Assisted student leader with establishment of Young People in Recovery Chapter
- UMass Recovery Collaborative established

**HIV Testing**
Seven Hills continued to provide free, confidential HIV testing on campus. HIV testing sites rotated between the Unity House, CWGS, and LiveWell Offices, resulting in a higher utilization of this service.

**Health Assessment**
Began comparative analysis of ACHA-NCHA II (Spring 2015)

**Committees & Policy Work**
- Serve on the Alliance for Sexual Violence Prevention & Education; co-chair the Prevention & Education Sub-Committee
- Assisted with the revision of the University Alcohol Policy
- Chaired search for Director of Counseling Center
- Member of SSC for the Coordinator of Institutional Research and Assessment
• Served on the Endeavor Scholar Selection Committee
• Serve on local Healthy Dartmouth & COPE Committees

Professional Development

• National Meeting of the Higher Education Center for Alcohol and Other Drug Prevention & Recovery (August 2015, Ohio State University)
• Recovering Hope: A Community-Wide Response to Addiction Professional Symposium (October 2015, Whites of Westport)
• Student Conduct Facilitator Training
• Sponsored two webinars for UMass Dartmouth faculty + staff
  o Marijuana Update (September 2015)
  o Strategic Drinking: Exploring the Culture of Pre-Gaming & Implications for Practice (October 2015)
• Serve as coordinator for the New England Health Educators Network, a consortium of college and university-based health promotion professionals.

Health Services

• In order to create an environment welcoming to students from a diverse sexual community, director and assistant director met with representatives from Pride Alliance. SHS Director, Assistant Director and RN clinical coordinator also attended a gender workshop at Brown along with members of Pride Alliance. Information regarding LGBQT resources was posted on the SHS web site. Welcoming signage was also posted in the waiting and exam rooms.
• To increase diversity in staff, the vacant NP position was posted in a minority journal.
• Director continued to serve on housing and meals release, ADA accommodation and safety committees.
• Director attended two programs sponsored by Unity House
• Director attended a program sponsored by CWGS.

Housing & Residential Education

• Professional Staff- Never fully staffed all year, however we continue to move forward as needed. We have challenged attitudes and behaviors as appropriate. Proceeding with a sense of accountability and high expectation remains necessary but harder to accomplish with obvious lack of staff.
• RD Training- Summer 2015 we continued to stay focused on our core goals and our committee work that guided our practice throughout the year. This year, RDs participated in diversity and inclusion trainings and will soon again participate in July at the HRE Kickoff Workshop. Additionally, we will look to include workshops and discussion around interpersonal relationships and appropriate boundaries in the workplace including interactions with students.
• RA’s- This year brought an awesome group of highly involved and dedicated students. We believe this was one of our stronger years for student staffing.

International Student Center

The current International Student & Scholar Center (ISSC) evolved from a one person office established in October of 2000. The regulatory processes, at that time, were a small percentage of the original
responsibilities and there was a greater emphasis on student and program development. Sixteen years later the primary focus for the ISSC is regulatory compliance, data collection and data management.

ISSC advising is based in regulatory requirements versus student development theories. In addition the ISSC works with honorific or contracted J-1 scholars who are visiting researchers, professors, interns etc.

In general the ISSC had a successful year, and is always moving forward in incremental steps.

Successes are:

- Documentation of process and procedures in ISSC as an on-going practice.
- Continued growth of a comprehensive and relevant web site (limited by temporary hire policies).
- Continued implementation of the Sunapsis database (case management software with SEVIS interface).
- Successful implementation of process and procedures for new STEM Extension change.
- Resources for tax filing for students & scholars.
- Campus Resource for a variety of situations involving international individuals.
- Support to academic affairs departments when hosting international individuals.
- Partners in system wide development of consistent practices across all campuses.
- Partner with HR in the utilization of PSHR as it pertains to F-1 students and J-1 Scholars in Sunapsis.
- Excellent relationship with regional SEVP Field Representative.
- Excellent response to unannounced campus site visit from US ICE.
- Close working relationship with system colleagues and immigration attorney in General Counsel’s Office and President’s Office.
- Along with system colleagues developing Sunapsis forms for public use.
- Staff education in the form of webinars, meetings, in person immigration presentation both locally and nationally, email lists and chats.
- Created digital files for new student check in for Spring 2016 versus paper files.
- Begun process of digitizing files for active students.
- Regular emails to students and scholars about important immigration information, campus and cultural events, university process and procedures and US and MA holidays.
- Starting in Spring 2016, scanned documents when checking in new students as opposed to making paper copies.

Activities provided:

- International Student and Scholar Advising.
- Day to day SEVIS reporting.
- Orientation Leader Hiring and Intercultural Training.
- Fall 2015 New International Student Orientation.
- Spring 2016 New International Student Orientation.
- New Scholar Orientations.
- Optional Practical Training Workshops.
- Curricular Practical Training Workshops.
- F-1 and J-1 Regulation Presentations to various cohorts and departments.
- Present or coordinate International Education Week Activities.
- Chancellor’s Thanksgiving Dinner for International Students.
Orientation

The Orientation program was overall a very successful series of events where the main goals: to provide comfort, opportunities for connection, and challenge our students were largely met. The community value with which we performed this work was courage. The principles of the Orientation Program include: understand academic requirements, be introduced to University culture, be introduced to the concept of a learning community, be introduced to future possibilities, and gain a sense of civic engagement and commitment.

Some highlights of the June program include:

- Keynote for new first year students and families: Mike Weber “The Five Changes for Families”
- Academic Advising
- Course Selection & Registration in the COIN lab
- “Corsair Pride” team building
- Social Justice interactive activity with Reverend Sam Offer
- THINKFAST team-building multi-media gameshow
- Campus Department Resource Fair
- Sessions on: Student Employment, Campus Services, Health/Counseling/Center for Access & Success
- Preparation for and review of “This We Believe” first year reading & writing experience

The Fall semester offerings from Orientation have transitioned from what use to be an Orientation Part 2 to now becoming part of the larger “Weeks of Welcome” program put on by the SAIL office. The Orientation program sponsored GTC Dramatic Dialogues to perform 3 times so that the entire first year class would attend this interactive dramatic performance. During four vignettes, the topics of alcohol/drug abuse, racism, sexism, sexual violence, relationships and sexual orientation are discussed. Small group discussions led by Peer Health Educators, Commuter Assistants, Orientation Leaders and Resident Assistants follow.

In addition, we offer an online Orientation to all new students (first year, transfer, Veteran, International, Commuter, Online only students) that is also ADA compliant. We have an on campus welcome reception for student Veterans at the start of each semester as well.

SAIL

Office Operations

- We were able to provide a strong training program for our office coordinators at the beginning of the year...something that we only attempted to do in the past.
- To provide better customer service all professional staff have a portfolio of student organizations and assist those groups with financial guidance as well as travel and contracting logistics.
- We continued to provide printing services to all student organizations as well as large format printing to the campus.
- Our public computers in the office no longer require a staff member to log in to grant access which means that the information on our shared drives is now more secure.

Student Affairs

- Supervised Commuter Student Assistant and Veterans’ Student Assistant
- Advised the Veteran Student Association
- Assisted in the development of a Veteran’s Office in the Campus Center
- Co-chaired the University Diversity and Inclusion Committee
- Achieved “Military Friendly” status for 2nd consecutive year

Student Conduct and Dispute Resolution

This was a year of significant transition for the Office of Student Conduct and Dispute Resolution. We implemented a complete overhaul of the student conduct process and transitioned from a traditional hearing model to an updated investigative model which we believe will be the future industry-standard. This involved re-writing the Student Conduct Policy and Procedures and obtaining approval of the Student Affairs Leadership and the Board of Trustees. Once approval was given, we (the Coordinator of Student Conduct and Dispute Resolution, the Graduate Assistant in Student Conduct and Dispute Resolution, and the Coordinator of Residential Community Standards) devised an implementation plan. We revised Resident Director and Resident Assistant Training. We reviewed the process with those who had served on the Conduct Board and sought their continued involvement as Administrative Review Panelists. We trained 15 panelists and 9 Student Conduct Advisors in the new process. We wrote new documentation for notifications and decision letters to reflect the new process. We worked with our software company to revise the workflow in our system. We did a complete revision of the Website so that it was accurate at the start of the 2015-2016 academic year.

This year also marked a closer working relationship with the Office of Diversity, Equity, and Inclusion as it related to the resolution of Sexual Misconduct Cases. That office hired a Title IX Investigator in November and our office provided significant training and guidance for that person throughout the year. We now have daily contact with that office which is a significant change. We share software and a shared computer drive on which we save highly confidential documents.

The Office of Student Conduct and Dispute Resolution was provided with professional administrative support staff for the first time. This was another significant transition and while a positive one overall, it also provided challenges.

Finally, we implemented an approved and revised Alcohol Policy that had been drafted by the University Alcohol Committee. The new policy will be implemented in Fall 2016

ACCOMPLISHMENTS OF THE YEAR

With regard to the Operating Plan that had been submitted for this year, I have been able to implement all of #1: Implement revised Student Conduct Policies and Procedures that included:

- Develop and implement communication plan
- Recruitment and training
- Revise software program
The other accomplishment from the Operating Plan was to complete a portion #3/sub number 7: Revise Academic Integrity Policy. I have researched numerous policies from other institutions and at the request of our law school; I have reviewed policies from a number of law schools.

Other Accomplishments:

- We successfully moved the Alcohol and Drug Assessments space from a conference room in Oak Glen to the Student Affairs Conference Room. With the new Administrative Assistant in Student Conduct and Dispute Resolution, we were able to manage the appointment calendar more consistently, we were able to greet each student and ensure that they filled out their pre-assessment paperwork, and I was able to have regular face to face interaction with the clinician from Gosnold (Alcohol and Other Drug Services.) This was a significant enhancement to our process.

- [Mary Beckwith] was asked to serve on a campus-wide leadership team to assist in the design and implementation of a new retention program. This team met weekly starting in the spring and I am one of 2 staff members from the division to serve on this group.

-Below are listed other accomplishments:

**Presentations**

- International Orientation (conduct)
- September Orientation-From Your House to Our House
- NAVITAS Faculty (Academic Integrity)
- New Faculty Institute (Student Conduct and Academic Integrity)
- College Now-Student Conduct
- NAVITAS Course – Academic Integrity
- GLS-Hazing
- Lessons in Leadership – Conflict Resolution

**Committee Work**

- Sexual Violence Alliance
- Training Subcommittee of Sexual Violence Alliance
- SSC Leadership Group

**Professional Development**

- Webinar-Sexual Assault and Effects of Trauma
- NCHERM Webinar-Evaluating Sexual Misconduct Complaints
- State Student Conduct Officers Meetings (Two)
- Simplicity Webinars – Winter Updates, Title IX, Systems Settings, Restorative Justice
- NARCAN Training

**Events Attended**

- Corsair Olympics-Judge
- Convocation
Corsair Fair
Field Hockey Game
Women’s Tennis Team Match
Chanukah Celebration
Ice Hockey Game X2
Shake the Ship X2
Men’s Basketball Game
Women’s Basketball Game
Facing Addiction
Living in the Crosshairs/Anti-Abortion Activism (Women’s History Month)
Sexual Violence on College Campuses (Sexual Assault Awareness Month)
Lessons in Leadership Awards Presentation
Athletic Awards Banquet
Commencement Marshall X2

Service
ASCA Program Reviewer

Searches
Interviewer-Asst. Dir. of HRE

Other
OL Group Process Evaluator
DIVERSE RECRUITMENT INITIATIVES

In October of 2013, the Office of Diversity, Equity and Inclusion conducted research and met with the Deans of the College of Arts & Sciences, the Charlton College of Business, the College of Engineering, the College of Visual & Performing Arts, the College of Nursing, the School for Marine Science and Technology, the School of Education, Public Policy & Civic Engagement and the School of Law to explore ways to support the Deans’ efforts to recruit diverse faculty candidates. The Office of Diversity, Equity and Inclusion was interested in learning about challenges and successes the Deans have had in the past and shared ideas about innovative strategies to attract diverse pools.

The following highlights the general areas in need of attention which resulted from the meetings with the eight Deans:

- Focus on recruiting/retaining African American, Latino American, and Native American candidates in all colleges, and women in Engineering
- Post job openings in July/August
- Manually post or email job listings to select websites, LinkedIn groups, and professional associations that cater to women and people of color in particular disciplines (where they exist)
- Send personal emails and make follow-up calls to the Deans of PhD-granting universities that graduate the most women or people of color in that discipline
- Fee to post unlimited jobs and search database of over 1000 PhD’s, mostly people of color
- Include more diversity language in job postings
- Place a combined ad to capture more attention; engage in cluster hiring when possible
- Support junior faculty research, as that cohort tends to be more diverse
- Cultivate female and minority FTL’s to qualify for professor positions
- Encourage deliberate networking with women and people of color at academic conferences
- Maintain membership in any major professional/academic association that serves women or people of color in a particular discipline (e.g., National Society of Black Engineers, Hispanic Nurses Association)
- Offer confidentially secure video interviews to candidates who can’t travel to Dartmouth
- Using our new applicant tracking system, analyze data on the diversity of our candidate pools, and track where applicants saw our job postings

The Office of Diversity, Equity and Inclusion acknowledges a strategic need for University wide financial resources and planning in order to support the Deans’ recruitment initiatives. The Office of Diversity, Equity and Inclusion will work with the Office of Human Resources and the Provost’s Office to established systems by which to assist the Colleges and Schools’ recruitment efforts such as:

- Offering Post-Doctoral Fellowships for women and/or underrepresented minorities
- Instituting a Visiting Scholar/Professor program with an HCBU or Hispanic-serving institution
- Creating a mechanism for spousal hiring
- Explore the opportunity to join the Higher Education Recruitment Consortium
- Developing marketing material to promote South Coast Massachusetts, including services and attractions in Providence, Boston, etc., that might interest people of color.