

**UNIVERSITY OF MASSACHUSETTS
AMHERST•BOSTON•DARTMOUTH•LOWELL•MEDICAL SCHOOL•UMASSONLINE**

**MINUTES OF THE MEETING OF THE
COMMITTEE OF THE WHOLE**

**Tuesday, December 8, 2015; 4:00 p.m.
University of Massachusetts Lowell
Innovation HUB
110 Canal Street – 3rd Floor
Lowell, Massachusetts**

Trustees Present: Chair Woolridge; Vice Chair Furman; Trustees Buonomo, Campbell, Carpman, Collins, Epstein, Fubini, Miller, Mullan, O'Brien, O'Neil, Osterhaus-Houle, Peters, Robinson, Roh, Thomas and Xifaras

Trustees Absent: Trustees Carpman, Johnston, Lee, Manning and Peyser

University Administration: President Meehan; General Counsel Heatwole; Senior Vice Presidents Williams and Wilda; Chancellors Subbaswamy, Motley, Grossman, Moloney and Collins; Associate Vice President Preble, Executive Director Filippone; Associate Vice President Preble; Director Healey

Faculty Representatives: Professor Whitbourne, UMass Amherst; Professor Buzawa, UMass Lowell

Documents Used: -Meeting Minutes: September 16, 2015
-Diversity and Inclusion Efforts Taking Place throughout the UMass System; Review of University Metrics Doc. T15-085

Chair Woolridge convened the meeting at 4:10 p.m. and stated that the Committee had been provided with draft minutes for the September 16, 2015 meeting and asked for any corrections. With no corrections, the minutes were approved.

Reports:

Chair's Report

Chair Woolridge thanked Chancellor Moloney for hosting the Board on the UMass Lowell campus. He stated that the day's discussion was a continuation from the September 16, 2015 discussion on Diversity and Inclusion Efforts taking place throughout the system. He then provided a brief overview of the agenda.

President's Report

President Meehan commented on the urgency for discussion on diversity given the recent University of Missouri protests specifically and the ongoing string of protests on college and university campuses in the country. He stated that the subject of diversity is always a priority and

**Committee of the Whole
December 8, 2015**

that within each campus of the University, there are diversity professionals who work closely with Student Affairs, Academic Affairs and many other groups to ensure that the students, faculty, staff, and administrators have a platform to express their concerns and learn from one another. He went on to report that at the last Committee of the Whole Senior Vice President Williams announced that overall 31% of the undergraduate Fall 2014 class were students of color.

Discussion Items:

Diversity and Inclusion Efforts Taking Place throughout the UMass System

Director of Labor Relations, Preble facilitated the discussion on the University's Equal Employment Opportunity and Affirmative Action efforts. Chief Diversity officers from each campus reported on efforts to integrate student, faculty and staff, community and other groups on diversity-related initiatives.

Ms. Ferreira, Chief Diversity Officer from the Amherst campus reported on the campus's diversity strategic plan which included establishing UMass Amherst as a destination of choice; improving the campus climate of inclusion; enhancing the effectiveness of curriculum; increasing the focus on recruitment, retention and promoting diverse faculty and staff; and increasing outreach and engagement.

Ms. Melendez, Chief Diversity Officer from UMass Boston reported on diversity and inclusion on the campus as part of a continuum the administration has systemically integrated into a daily routine. UMass Boston is a majority minority institution at the undergraduate level with 55% of their undergraduates identified as students of color. Student enrollment, club and campus activities, community partnerships, and non-discrimination policies are just a few of steps on the continuum to inclusiveness and academic excellence.

Ms. Majewski, Chief Diversity Officer from UMass Dartmouth reported on the various efforts happening in the Building Community and Partnerships initiative. She noted that UMass Dartmouth is considered among the top five regional law schools for black students and commented on recent efforts by the nursing faculty and students that visited Haiti to assist in the Development of Health initiatives and work with other disadvantaged groups. Ms. Majewski also commented on the benefits of the campus's decision to contract with Hirezon/Interview Exchange, an HR web-based software company.

Ms. Turner, Chief Diversity Officer from UMass Lowell reported on the campus's employee and student demographics. She commented that the administration works tirelessly to recognize the importance of, and ensure that the campus operates with inclusivity. These efforts are evident in the student body and the employees. She stated that in 2015 UMass Lowell was 1 of 92 colleges and universities recognized by *Insight Into Diversity Magazine* as a HEED Award recipient, and UMass Lowell was 3rd in the country for closing the achievement gap between white students and underprivileged students.

Ms. Plummer, Chief Diversity Officer from the Medical School provided an overview of the campus's leadership involvement in being a change agent. She stated that leadership holds the

**Committee of the Whole
December 8, 2015**

campus's diversity officers accountable and inspires the team to be responsible. The Diversity and Inclusion team work diligently to ensure the campus has an inclusive culture. Chancellor Collins provided a brief summary of the 2014-2015 annual meeting report.

Director Healey reported on procurement diversity at the system level. He reviewed the Mission Statement of the UMass System which was created for the UMass Minority Business Development Program. The program is in alignment with the UMass Board of Trustee's policy on procurement. Mr. Healey also reported on the Commonwealth's Supplier Diversity Office Benchmarks and the University's establishment of metrics for diversity classifications which include but are not limited to Government entities, Disadvantaged Business Enterprises, Veteran-Owned Business Enterprises, Minority Owned Business Enterprises, and Women-Owned Business Enterprises.

Executive Director Filippone provided an overview of the implementation of compliance programs in underrepresented construction and consultant firms. She commented on the Building Authority's efforts to appeal to underrepresented construction and consultant firms through hosting events and other outreach methods geared toward the needs of their services, and on the metrics for current construction projects on the various campuses noting the percentage of the enterprises' engagement on the project at the design state, construction stage, and study and schematic design stage. Ms. Filippone also commented on an enhanced communication plan for outreach and the actions implemented to create opportunities for Minority Business Enterprises and Women-Owned Business Enterprises.

FY15 Audited Financials/Metrics Update

Senior Vice President Wilda provided a brief overview of the University's key metrics. Chair Woolridge informed the Committee that additional information for the FY15 Audited Financials and metrics were available on Boardvantage.

There being no further business, the meeting adjourned at 6:18 p.m.

Christina Kelley
Assistant Secretary to the Board