### Performance Rating for May 2015

#### Good Progress

**4 - ENHANCED SOCIAL WELL-BEING**

**Priority 4**  
**Goal 13**  
Promote a positive, supportive, and diverse work environment by employing a diverse faculty and staff and providing incentives for professional growth.

**Metric 13**  
Diversity of the faculty and staff (Note: Data is one year behind i.e. FY14 report includes FY13 data)

<table>
<thead>
<tr>
<th>Institution</th>
<th>Class.19%</th>
<th>Fac.19%</th>
<th>Prof 14%</th>
<th>Class.20%</th>
<th>Fac.20%</th>
<th>Prof 16%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amherst</td>
<td>Classified: 36% Faculty: 18%; EAM: 29%; Professional: 25%</td>
<td>Classified: 38% Faculty: 18%; EAM: 29%; Professional: 25%</td>
<td>Class.19%</td>
<td>Fac.19%</td>
<td>Prof 14%</td>
<td>Class.20%</td>
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<tr>
<td>Boston</td>
<td>Classified: 36% Faculty: 18%; EAM: 24%; Professional: 25%</td>
<td>Classified: 38% Faculty: 18%; EAM: 29%; Professional: 25%</td>
<td>Classified: 40% Faculty: 18%; EAM: 29%; Professional: 25%</td>
<td>Classified: 38% Faculty: 18%; EAM: 29%; Professional: 25%</td>
<td>Classified: 38% Faculty: 18%; EAM: 29%; Professional: 25%</td>
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</tbody>
</table>
| Dartmouth   | TOTAL Staff & Faculty: 1,084  
(547) 51% Women  
(232) 22% POC  
Leadership: 50  
(18) 36% Women  
(9) 16% POC  
Faculty*: 306  
(111) 37% Women  
(76) 25% POC  
Classified: 36% Faculty: 18%; EAM: 24%; Professional: 25% | TOTAL Staff & Faculty: 1,154  
(551) 51% Women  
(231) 20% POC  
Leadership: 59  
(21) 36% Women  
(9) 15% POC  
Faculty*: 316  
(119) 38% Women  
(79) 25% POC  
Classified: 38% Faculty: 18%; EAM: 29%; Professional: 25% | TOTAL Staff & Faculty: 1,151  
(550) 51% Women  
(230) 27% POC  
Leadership: 57  
(21) 37% Women  
(8) 14% POC  
Faculty*: 305  
(117) 38% Women  
(85) 28% POC  
Classified: 40% Faculty: 18%; EAM: 29%; Professional: 25% | TOTAL Staff & Faculty: 1,056  
(558) 53% Women  
(228) 22% POC  
Leadership: 53  
(25) 47% Women  
(10) 19% POC  
Faculty*: 301  
(111) 37% Women  
(83) 27% POC  
Classified: 38% Faculty: 18%; EAM: 29%; Professional: 25% | TOTAL  51% Women  
and 27% POC  
Leadership: 37% Women  
and 20% POC  
Faculty*: 38% Women  
and 28% POC |
| Lowell      | Spring ‘11: Faculty = 22.3%, Staff = 13.6% | Spring ‘12: Faculty = 21.3%, Staff = 13.7% | Spring ‘13: Faculty = 21.5%, Staff = 13.9% | Spring ‘14: Faculty = 23.3%, Staff = 16% |...
| Medical School | Not available | Not available | Scored significantly higher than other AMCs on 'equitable reward & recognition' & 'trust' with remaining factors (common purpose, access to opportunity, cultural competence, sense of belonging, appreciation of individual attributes, & respect) scored similarly to other AMCs | Overall score on survey compared to other AMCs remains within the same benchmark. | Percentage of females in executive administration reaches 50%. Number of Hispanic Faculty increased by 1.5%; Measure of Progress achieved on goal attainment of targeted job groups (p. 729 AAP) | Score at or above national average for AMCs | Score at or above national average for AMCs |
### 4 - ENHANCED SOCIAL WELL-BEING

**Priority 4**  
**Goal 13**  
Promote a positive, supportive, and diverse work environment by employing a diverse faculty and staff and providing incentives for professional growth.

<table>
<thead>
<tr>
<th>Metric 13.1</th>
<th>Number of campus and system awards</th>
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<tbody>
<tr>
<td>Amherst</td>
<td>N/A</td>
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<tr>
<td>Boston</td>
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<td>Dartmouth</td>
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<td>Lowell</td>
<td>0</td>
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<td>Medical School</td>
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#### Performance Rating for May 2015
- **Good Progress**

#### Number of campus and system awards

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<td>Good Progress</td>
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<tr>
<td>Boston</td>
<td>12 institutional award programs: Chancellor's awards for distinguished teaching, scholarship, and service (Faculty); and chancellor's achievement awards (2), Healey research and public service awards, Proposal Development Grants; Travel Grants for Recipients of External Awards; Presentation of Significant Research Results; Awards for Undergraduate Research Mentors; Joan Liem Award for Distinguished Graduate Mentoring.</td>
<td>Qualitative</td>
<td>Maintain or grow the number of institutional awards made available by campuses or the system to promote professional development and celebrate the achievements of UMASS faculty</td>
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<td>Dartmouth</td>
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<td>Lowell</td>
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<td>Medical School</td>
<td>8 Chancellor's Awards for Advancing UMass Mission and Community Service, Civility, Diversity, Research, Service, Clinical Excellence, Teaching</td>
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<td>Chancellors Awards maintained along with Spot Awards for professional recognition and Special Awards to Key Contributors</td>
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<td>Amherst</td>
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<td>Dartmouth</td>
<td>Lowell</td>
<td>Worcester</td>
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<td>UMass Amherst honors faculty and staff for exceptional performance in research, teaching and service through several award programs, some of which carry cash awards and/or release time from teaching to conduct research or to develop new courses. Major awards include: • Campus and College Outstanding Teacher Award • Samuel F. Conti Faculty Fellowship • Awards for Outstanding Accomplishment in Research and Creative Activity • Distinguished Faculty Lecture Series • Faculty Patent Recognition Award • Science and Technology Initiative Fund • Spotlight Scholar Program • Chancellor’s Citation for Distinguished Service</td>
<td>UMass Boston continues to provide incentives to boost professional growth and satisfaction through institutionalized awards for research, teaching, professional development and service with 12 institutional award programs: • Chancellor’s awards for distinguished teaching, scholarship, and service (faculty) • Chancellor’s achievement awards (2) • Healey research and public service awards • Proposal development grants • Travel grants for recipients of external awards • Presentation of significant research results • Awards for undergraduate research mentors • Joan Liem Award for Distinguished Graduate Mentoring</td>
<td>UMassD has programs that incentivize faculty to conduct cutting-edge research and disseminate their research findings. These programs include (i) Multidisciplinary Seed Funding Program to support projects that are multidisciplinary and have the potential to attract significant external funding; (ii) Summer Research Fellowship Program to provide seed money for research and scholarly effort primarily for tenure-track faculty; and (iii) Faculty Travel Grant to help faculty cover expenses related to dissemination of their research results. In addition, the Provost’s Best Practices Awards for Innovative Teaching and Learning with Technology is awarded annually to faculty, librarians and/or staff in three categories: Best Practices in a Blended Course or Fully Online Course, Best Practices in Assessment in a Blended or Fully Online Course and Innovative Use of Technology</td>
<td>Maintain success in competitive system awards: UMPO S&amp;T, Creative Economy awards; continue funding for Healey &amp; Public Service awards; Faculty Fellows in key strategic pillars; University Professor; annual service * outstanding teaching awards; instituting &quot;Pillars of Excellence Awards&quot; for faculty &amp; staff in spring 2015; seed funds from Vice-Provost for Research; access to funded undergrad Research Scholars</td>
<td>Maintain annual selection of 4 Chancellor's Awards for faculty who demonstrate excellence in research scholarship, clinical care, teaching and service. Maintain Spot Awards for professional recognition and Special Awards to Key Contributors.</td>
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