



ADMINISTRATION & FINANCE

University of Massachusetts Amherst

March 12, 2004

Dear Administration and Finance Employees,

I would like to update you on the current status and actions of the **Community Diversity and Social Justice (CDSJ)** effort in Administration and Finance. I would also like to heartily thank the A&F team that has worked on this effort for the past two years.

Assessment Phase Completed: As you may know, the campus was engaged in an assessment of the values and attitudes of CDSJ for the past two years. The information was collected through the use of a climate survey, focus groups, and case studies. Thanks to the persistence and hard work of our Administration and Finance team members (member list below), the assessment and analysis of the data was successfully completed in the late fall.

Sharing of Results: The Administration and Finance Senior Administrative Staff (AFSAS) are responsible for sharing the survey results with employees in their units. (AFSAS member list on back of this page). The goal is to complete the dissemination of the results by the end of March for most units and by the end of the semester for the few large units like the Physical Plant. I hope you will provide feedback to the presenter when you meet to review the results.

Next Steps: AFSAS will assume coordination for the next phase of CDSJ improvement initiatives by leading and supporting the implementation of change strategies in their division. Each division will use a team comprised of employees with different roles in the division to recommend change goals and plans for both the division as well as Administration and Finance. In addition, we will continue to have a representative to the campus CDSJ Team. Linda Marchesani has agreed to continue to serve in this role.

I hope you will join me in a commitment to making our place of work a more respectful workplace.

Sincerely,

Joyce Hatch
Vice Chancellor
Administration and Finance

➡ Look for the "WE CARE ABOUT UMASS" posters coming soon to your departments. AFSAS is sponsoring this message to underscore our commitment to improving the work climate for everyone in A&F.

Completed Assessment Phase
Administration and Finance Executive Area Team Members
From May, 2001 to December, 2003

- Ann-Marie Mara, Workplace Learning and Development
- Bruce Thomas, Facilities Planning
- Cindy Hamel, Vice Chancellor's Office
- Glenn Hartmann, Controller's Office
- Juan Roberts, Auxiliary Services
- Linda Marchesani, Workplace Learning and Development
- Michael Brennan, Parking Office
- Nico Vonstein, Auxiliary Services
- Terri Hall, Vice Chancellor's Office
- Patrick Daly, Physical Plant
- Rachelle Allen, Auxiliary Services
- Shara Denson, Physical Plant
- Sharon Coney, Workplace Learning and Development
- Wendi Warger, Controller's Office
- Yvonne Campbell, Human Resources
- Patricia Crutchfield, Auxiliary Services
- Charlotte Chandler LaRoe, Auxiliary Services
- Lillian Coleman, Physical Plant
- Mary McEneaney, Environmental Health and Safety
- Anne Morrissette, Human Resources
- Maureen Smith, Physical Plant
- David Avery, Budget Office