



# Fitchburg State University

## Board of Trustees

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### Date and Time

Tuesday September 12, 2017 at 8:00 AM

### Location

Presidents' Hall, Mazzaferro Center, 291 Highland Avenue, Fitchburg, MA 01420

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### Agenda

|  | Purpose         | Presenter     | Duration |
|--|-----------------|---------------|----------|
| <b>I. Opening Items</b>  |                 |               |          |
| A. Record Attendance and Guests  |                 |               |          |
| B. Call the Meeting to Order   |                 | Donald Irving |          |
| C. Public Comments   |                 |               |          |
| D. Approve Minutes - VOTE (01-17/18)                                       | Approve Minutes |               |          |
| <b>II. President's Assessment and Goals</b>                                |                 |               |          |
| A. President's Goal Performance 2016-2017 Academic Year                    | Discuss         |               |          |
| B. VOTE- Accept the President's Goal Assessment for AY2016-2017 (02-17/18) | Vote            |               |          |
| C. President's Goals AY2017-18   | Discuss         |               |          |
| D. VOTE - Accept the President's Goals for AY2017-2018 (03-17/18)          | Vote            |               |          |
| <b>III. Student Jobs</b>   |                 |               |          |
| A. Steve Swartz will present and discuss the student jobs website          | FYI             | Steve Swartz  |          |
| <b>IV. Notifications</b>   |                 |               |          |
| A. Personnel Actions (N01-17/18)   | FYI             |               |          |
| <b>V. Chair's Report</b>   |                 |               |          |
| A. Standing Committee Memberships  | Discuss         |               |          |

## **VI. President's Report**

- |  |         |
|--|---------|
| <b>A.</b> Opening of the university      | FYI     |
| <b>B.</b> Conflict of Interest Statement | Discuss |
| <b>C.</b> Responsible Use of Free Speech | FYI     |
| <b>D.</b> News Articles                  | FYI     |

## **VII. Closing Items**

- |                           |      |
|---------------------------|------|
| <b>A.</b> Adjourn Meeting | Vote |
|---------------------------|------|



# Cover Sheet

## Approve Minutes - VOTE (01-17/18)

**Section:** I. Opening Items  
**Item:** D. Approve Minutes - VOTE (01-17/18)  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** DRAFT May 2, 2017 meeting minutes.pdf

**BACKGROUND:**

It is requested that the Board of Trustees approve the minutes from the meeting held on May 2, 2017.

**RECOMMENDATION:**

Motion to approve the minutes

**Board of Trustees Meeting**  
**Tuesday, May 2, 2017**  
**Fitchburg State University**  
**Presidents' Hall, Mazzaferro Center**  
**291 Highland Ave., Fitchburg, MA 01420**  
**4:00 p.m.**

**Members present**

Anna Maria Clementi, Martin F. Connors Jr, Carolyn Crowley Stimpson, Donald Irving, Michael Mahan, Anthony Mercadante, Frank O'Donnell (via telephone), C Deborah Phillips, Abigail Cochran

**Members absent**

Delfi Nieto, Gladys Rodriguez-Parker

**Others present**

Richard S. Lapidus, Gail Doiron, Cathy Canney, Jay Bry, Jessica Murdoch, Chris Hendry, Marilyn Siderwicz, Mary Beth McKenzie, Heidi Swift, Yvonne Malcolm, Steve Swartz

**1. Opening of Meeting**

A. Call to Order

Chairman Irving called the meeting to order at 4:03 p.m.

**2. Public Comment**

A. Public Comment

There were no public comments.

**3. Consideration of Minutes**

A. Consideration of Minutes from the April 4, 2017 Board of Trustees meeting VOTE (31-16/17)

Motion: It is recommended that the Board of Trustees of Fitchburg State University approve the minutes from the April 4, 2017 meeting.

Motion by Martin F. Connors, Jr.; second by Debbie Phillips.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips

Final resolution: Motion Carries

**4. Finance and Administration Committee**

A. FY2018 Budget Discussion

Mr. Mercadante discussed the budget. The Finance & Administration Committee met on April 25 and reviewed and discussed the various reports and voted. He expressed his appreciation to the president for putting together the budget narrative. How the budget fits into the strategic perspective is very well done. He discussed the budget sheet, restricted assets and annual operating budgets FY16-18. He noted that enrollment for the upcoming fall appears to be solid. The fee increases are built into the budget.

**B. Student Fee Increase – VOTE (32-16/17)**

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve the following annual student fees, effective for the fall semester 2017:

Technology Fee

Technology Fee: \$20.00 increase for FY2018

Motion by Abigail Cochran.; second by Debbie Phillips.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips

Final resolution: Motion Carries

Ms. Stimpson entered the meeting at 4:11 p.m.

There was a discussion on fees in comparison to our sister institutions. The consensus was to vote the following votes as one item.

**C. On-line RN to BSN program fee – VOTE (33-16/17)**

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve a fee of \$311 per credit hour for the on-line RN to BSN program.

**D. On-line M.Ed. Curriculum and Teaching program fee – VOTE (34-16/17)**

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve a fee of \$372 per credit hour for the on-line M.Ed. Curriculum and Teaching program.

**E. On-line M.Ed. Educational Leadership and Management program fee – VOTE (35-16/17)**

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve a fee of \$372 per credit hour for the on-line M.Ed. Educational Leadership and Management program.

F. Extended Campus Programs Fee Increases for the Wilson Language Training Program – VOTE (36-16/17)

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve the following proposed rate structure for the Wilson Language Training Program.

- Graduate
- 3-credit course - \$325
- 2-credit course - \$285
- 1-credit course - \$240

- Undergraduate
- 3-credit course - \$270
- 2-credit course - \$230
- 1-credit course - \$185

G. Extended Campus Programs Fee Increase for Research for Better Teaching (RBT) – VOTE (37-16/17)

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve the following proposed rate structure for Extended Campus Programs with RBT.

- Graduate
- 3-credit course - \$375
- 2-credit course - \$335
- 1-credit course - \$290

- Undergraduate
- 3-credit course - \$320
- 2-credit course - \$280
- 1-credit course - \$235

Motion by Debbie Phillips.; second by Martin F. Connors, Jr.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips, Carolyn Crowley Stimpson

Final resolution: Motion Carries

H. FY2018 Budget- VOTE (38-16/17)

Mr. Mercadante presented the budget. There was a discussion.

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve the FY2018 Budget as presented by the President.

Motion by Debbie Phillips.; second by Michael Mahan.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips, Carolyn Crowley Stimpson

Final resolution: Motion Carries

#### I. Deferred Maintenance – VOTE (39-16/17)

Mr. Mercadante stated that the transfer was to receive matching funds for some maintenance projects. The money would come out of the reserves.

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve the president's recommendation to transfer \$1,000,000 from reserves to the capital project fund (CPRO) as a match to Commonwealth deferred maintenance funds.

Motion by Debbie Phillips; second by Carolyn Crowley Stimpson.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips, Carolyn Crowley Stimpson

Final resolution: Motion Carries

#### J. Roll Forward of Funds to FY2018 Budget – VOTE (40-16/17)

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve that ongoing capital projects roll forward into the FY2018 University Budget.

Motion by Debbie Phillips; second by Carolyn Crowley Stimpson.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips, Carolyn Crowley Stimpson

Final resolution: Motion Carries

### **5. Administrative Appointments**

#### A. Administrative Appointments – VOTE (41-16/17)

President Lapidus said, as part of their package, the newly appointed academic deans would be provided with tenure. They are given the right to request tenure if they go back to an academic department and must follow the process outlined in the contract. They have the right to take up a faculty position if they elect to do so.

Motion: It is requested that the Fitchburg State University Board of Trustees vote to approve that the newly appointed Deans have the right to take up a faculty position in the specific department related to their discipline with tenure subject to any obligation for evaluation pursuant to the MSCA Collective Bargaining Agreement.

Motion by Debbie Phillips; second by Martin F. Connors, Jr.

Roll Call vote:

Yea: Martin F. Connors, Jr., Anna Maria Clementi, Michael Mahan, Abigail Cochran, Donald Irving, Anthony Mercadante, Frank O'Donnell, Debbie Phillips, Carolyn Crowley Stimpson

Final resolution: Motion Carries

## **6. Notifications**

A. Personnel Actions (N08-16/17) (Attached)

The personnel actions were included in the packet for informational purposes. There was some discussion around the recent early retirement program.

## **7. Chair's Report**

A. Thank you to Martin F. Connors, Jr. and Anthony Mercadante

Chairman Irving formally thanked Mr. Connors and Mr. Mercadante for their service to the board and the institution. He noted that Mr. Connors has been on the board since 2007, served two terms on the Foundation, which shows tremendous dedication. It was also noted that he had been generous financially. Mr. Connors has done a wonderful job as Chairman.

Mr. Mercadante has been on the board since 2011 and served two terms on the Foundation. His expertise with regard to financial matters has been much appreciated. Both were recognized for their involvement in many other community organizations and work to make our community a better place, and they have made a difference. Chairman Irving quoted a Latin phrase that was applicable to both Mr. Connors and Mr. Mercadante, "Non sibi sed aliis" Not for ourselves, but for others.

Chairman Irving discussed giving in general stating that a letter will going out shortly to the Board asking for financial support. We are all stewards of the University. He asked that every board member consider contributing something.

## **8. Student Trustee Report**

A. Breakfast with the Board

Ms. Cochran thanked everyone that attended the Breakfast with the Board event held in the spring. There was a discussion on other possible events as a means of increasing interaction with students.

## **9. President's Report**

### **A. Response from NEASC (Attached)**

President Lapidus formally thanked Mr. Connors and Mr. Mercadante for their service. He had informed the board at the last meeting of the NEASC report submission. The University received their response and it is extremely positive. We are in a good position for the next five-year review. He publicly thanked Cathy Canney, Associate Vice President for Academic Affairs and the committee that worked so hard on the report. They all did a great job. We were conservative with some of the strategic planning leaving us in a good place moving forward.

### **B. Admissions Update**

We are cautiously optimistic and the trends are very positive for the fall. Deposits are used as a surrogate measure for enrollment numbers. The numbers are also strong for the residence halls. At a prior meeting, the board approved the Simonds Hall acquisition, which is now completely sold out. The president stated he found that to be encouraging given that students who are connected with their institution tend to have higher graduation rates. There was a discussion.

### **C. FSU Supporting Organization Update**

The president provided an update on recent property purchases. Some of the acquisitions will be used for parking and others will be used as green space. He stated that the University is close to securing property on Day Street that will be used for a day care center. Our goal is to renovate the space as a way to support the Education Department and their K– 8 programs adding another laboratory environment. In addition, we can help those in the city that need quality day care. In the fall, we can discuss the campus master plan and review the long-term strategic plan.

### **D. Commencements**

The president invited all board members to participate in the Commencement Ceremonies on May 18 and May 20. There are healthy numbers for graduates at both events. We are ahead of schedule on planning and there is a weather plan if we need to move indoors.

### **E. Nursing Pinning**

The Nursing Pinning Ceremony will take place on May 17. We have 75 nurses graduating which is an increase in number from past years.

### **F. End-of-year Activities**

The president informed the board on a variety of events that take place this time of year. The Convocation Ceremony went well; we hosted the Special Olympics and held a Naturalization Ceremony. There is a great deal of activity at the end of the spring semester.

Mr. O'Donnell left the meeting at 4:42 p.m.

Ms. Clementi noted the support given to students and professors that traveled to Italy. They live in apartments and have to fend for themselves. As always, she would like to see more students traveling. The president reported on the recent program that funds passports for students, which is a first step.

#### G. News Articles

Recent news articles were included for informational purposes.

### **10. Adjournment**

#### A. Adjourn the Meeting

The Chairman asked if there were any additional comments.

Ms. Cochran reported on senior week activities.

Mr. Connors thanked everyone for their kind words and said it was an honor to serve on the Board. Mr. Mercadante echoed his comments and stated it was a pleasure to be on the board. He went on to mention that one of the things that impressed him the most was the management and staff. There is good team in place.

With no further business before the board, the meeting adjourned at 4:45 p.m.

Respectfully submitted,

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Michael A. Mahan, Clerk



# Cover Sheet

## President's Goal Performance 2016-2017 Academic Year

**Section:** II. President's Assessment and Goals  
**Item:** A. President's Goal Performance 2016-2017 Academic Year  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** President's Report to Trustees - Sept. 12, 2017.pdf

**Richard S. Lapidus, Ph.D.**

PRESIDENT

## **President's Report to Trustees: Goals for 2016-17 Academic Year**

### **Overview:**

The president is responsible for leading the university in an effective and efficient manner, and administering daily operations with a primary focus on quality and excellence. The goals for this year are consistent with the campus strategic plan and are designed to support and strengthen the mission and vision.

### **Goals:**

#### **1. Maintain sound financial management and [Operational] controls.**

- The University had a clean financial audit this year with no findings.
- The University reduced its structural deficit by 47%
- The University budgeted at a 5% reduction in support of fiscal conservatism.
- The University offered and successfully managed an early retirement program resulting in annual salary savings of approximately \$500,000.
- The University continued to implement new on-line payment options to facilitate financial transactions (Market Place Modules).
- All credit card readers were replaced to add chip functionality and limit liability.
- The University separated Procurement and Accounts Payable to better align work functions and increase efficiency of operations.
- A new comptroller was hired.
- A design and bidding process was completed, and the university was awarded the opportunity to participate in the Accelerated Energy Project in conjunction with the Department of Capital Asset Management and Maintenance (DCAMM). This energy efficiency upgrade project will greatly reduce the university's energy expenditure, carbon footprint and replace worn out and costly to maintain equipment and infrastructure across 22 buildings. As part of this effort, a new chiller plant was installed in the Conlon Complex this year.
- Solar Net Metering Credits were explored to reduce utility costs and support local solar energy development.
- University Development efforts increased endowed funds toward scholarships (\$200,000), increased grant and sponsored funding by \$714,000, and increased funding of other targeted activities (\$173,000).
- The University implemented a new streamlined workflow process for part-time day and graduate continuing education employment.
- The University implemented the official E-Verify process for compliance with federal immigration standards and regulations.
- Web-application firewalls were installed and configured to protect web-based systems from attack.
- Education certification files were digitized as part of the student permanent record.
- Identity Finder was implemented to search systems for protected information.

**2. Complete and submit the New England Association of Schools and Colleges (NEASC) fifth year self-study report.**

- The University completed the NEASC mid-term report in a timely fashion. Feedback from NEASC on university performance was strongly positive.

**3. Continue to work in support of the strategic plan goals.**

- Academic strategic plan goals saw positive progress or completion this past year. A select few are presented below:

➤ **Strategic Goal 1. Strengthen Academic Programs:**

- An interdisciplinary research group was formed and a student summer research program was launched.
- Both a Science Technology Engineering and Math (STEM) and Criminal Justice 4+1 living and learning community were designed and will be available to students Fall 2017.
- The Education Department restructured their freshman curriculum to improve student retention.
- Interdisciplinary Team Teaching guidelines were developed and programming offered in philosophy, psychology, game design and history.
- The Center for Faculty Scholarship was designed and formalized.
- A Special Projects Grant increased stipends and course releases in support of faculty/librarian professional development.
- A new concentration in Cyber-Security and Data Science was developed and approved.
- Articulation agreements were renewed with Mount Wachusett Community College (MWCC) and Quinsigamond Community College (QCC).
- A new Interdisciplinary American Sign Language Concentration with was developed.
- An MOU with the Municipal Police Training Committee for the 4+1 PC Concentration was memorialized.
- Four new minors were developed: Film Studies, American Sign Language, Latin, and Graphic Design.
- Additional language courses were offered via Distance Language Learning technology.
- An articulation agreement with Shanghai University, China was signed facilitating acceptance of approximately 20 Chinese students to Fitchburg State annually.
- A Costa Rican partnership was established in an effort to send students abroad.

➤ **Strategic Goal 2. Promote Student Success by Breaking Down Barriers:**

- Both the Career Counseling and Academic Advising Center and Peer Services have implemented the Student Success Collaborative Campus for the scheduling of appointments. These departments are also using the platform to run deficiency grade and attendance campaigns.

- The math co-requisite program was expanded to include business statistics.
- An alternative math placement pilot was developed and implemented.
- Pre-calculus was redesigned to an emporium model using the evidence and best practices developed through our developmental math redesign.
- The Career and Advising Centers were merged into one comprehensive entity and their size was doubled.
- With the aid of the Student Success Task Force, an annual calendar of student success interventions was implemented.
- The First Year Experience (FYE) Committee proposed the learning outcomes for a new high-impact "first-year experience" course.
- The Community Assessment and Risk Evaluation (CARE) Team was established. Administrators from the Dean's Office, Student Conduct, Counseling, Housing and Residential Life, the Office of Student Development, the Campus Police Department, Student Accounts, and Financial Aid, as well as Academic Deans, met weekly to review concerns and issues that arise involving student welfare, academic progress, and community safety.
- The Student Health Insurance Plan (SHIP) was renegotiated resulting in a \$6 per student administrative fee increase.
- The university was identified as a Veteran Friendly campus.
- The campus coordinated with the Fitchburg and Leominster Veterans Administration to offer additional veteran services.
- Four veteran student work-study positions were secured from the Veterans Administration.

➤ **Strategic Goal 3. Build a University Community that Embraces Civic and Global Responsibility:**

- A Campus Compact Civic Engagement Action Plan was developed and received recognition from the Massachusetts Campus Compact.
- New funding opportunities were provided from the Crocker Center to facilitate student service learning work within the community.
- A faculty-based Applied Research Group was launched.
- Further collaborations with the McKay Arts Academy were established.
- A new Faculty Service Award was created to encourage and recognize service to the campus and broader community.

➤ **Strategic Goal 4. Grow and Strategically Align Fitchburg State's Resources:**

- Academic programs offerings were reprioritized resulting in the elimination of multiple degree programs that were not serving the needs of the Commonwealth.
- Moved Technical Theater from Industrial Technology to the Communication Media Department.
- A number of accelerated fully on-line programs (Business, Education and Nursing) were refined and expanded.

- Additional personnel were hired in Graduate and Continuing Education to work on state authorization and in support of Massachusetts membership in the State Authorization Reciprocity Agreement (SARA).
- A Distance Language Learning meeting was hosted on campus and discussions initiated on the establishment of a consortium in support of remote language learning.

**4. Continue to work on the improvement of student enrollments.**

- Undergraduate enrollment increased (second largest incoming class).
- Graduate enrollment increased.
- Diversity of the undergraduate class increased (most diverse incoming class with 34% self-identified as a member of an underrepresented group).
- Further rolled-out the SLATE software platform to communicate with prospective students.
- Designed and printed a new University View Book
- Designed and printed the first Spanish language recruiting materials
- Continued the updating of the campus website.

**5a. Initiate and complete a national search for a Vice President of Student Affairs.**

- A national search resulted in the hiring of a Vice President of Student Affairs.

**5b. Initiate and complete a national search for an Executive Director of Marketing and Integrated Communications.**

- A national search resulted in the hiring of an Executive Director of Marketing and Integrated Communications.

**5c. Initiate and complete national searches for three academic dean positions.**

- Three national searches resulted in the successful hiring of deans in the areas of Liberal Arts and Sciences, Health and Natural Sciences and Graduate and Continuing Education.

**6. Continue to evaluate the campus organizational structure and grow faculty and staff in support of the university mission.**

- Hired 11 faculty and librarians plus six one-year temporary faculty
- Hired 48 staff members.
- Centralized Marketing and Communications.
- Moved event management to the President's Office.
- Began a slight reorganization of duties within the payroll function.
- Began a slight reorganization of Capital Planning and Maintenance.
- Continue to review other units and their processes for efficiency and effectiveness opportunities.

**7. Oversee ongoing capital projects and advocate for additional funding to address deferred maintenance and renovation needs as appropriate.**

- Worked with the Massachusetts State College Building Authority (MSCBA) to add the 132 bed Simonds building to the campus residence hall portfolio. All beds are sold for the coming academic year.
- Continued to update townhouses (vestibules, windows, exterior work and landscaping completed).
- McKay building “C” second floor renovation completed (student study space, student and faculty research space, and staff and faculty offices).
- Completed the Percival Phase I renovation project (Business Department). This phase also addresses much of the headend infrastructure building elements along with bringing conditioned air into the facility.
- Completed the Thompson Hall Dean’s Suite project.
- Completed the phase 1 chiller plant project that will serve the south side of campus. This chiller plant will eventually serve the four original university buildings with an energy efficient central plant.
- The University began the renovation of the Landry Arena, which will result in a varsity indoor training facility with multi-sport practice field space and a dedicated strength and conditioning area. Included in the project is office space for the City of Fitchburg Parks and Recreation Department.
- Completed a partial office renovation in Sanders (co-location of senior administration).
- The University purchased the Main Street Theater block and has begun the first phase of renovation (Game Design Studio and Idea Center).
- The University purchased a property at 66 Day Street in support of the strategic initiative to build a day care center. This building will also support the Education Departments’ Birth through Eight non-licensure program.
- Upgraded the sound system at the main athletic field.
- Replaced all 1,200 wireless access points on campus to enhance network connectivity in classrooms and residence halls.
- Replaced all edge-switches on campus.
- Installed fiber connectivity to Simonds Hall for security, networking and phone traffic.

**8. Continue to strengthen university/community relationships.**

- Continued college neighborhood revitalization efforts. Also, continued work with Reimagine North of Main and their focus on community revitalization.
- Initiated a new sidewalk and lighting project on Pearl Street. This is a partnership with the city and will increase both safety and university identity from the campus to Coolidge Park on John Fitch Highway.
- Sizer School - Board of Trustees
- Our Fathers House - Board of Directors
- Fitchburg Art Museum - Board of Trustees
- Chamber of Commerce - Board of Directors
- Fitchburg Plan - Co-Chair

- United Way - Board of Directors
- UMass Memorial Health Alliance Hospital - President's Council
- Moderated a number of local political debates.

## Cover Sheet

### VOTE- Accept the President's Goal Assessment for AY2016-2017 (02-17/18)

**Section:** II. President's Assessment and Goals  
**Item:** B. VOTE- Accept the President's Goal Assessment for  
AY2016-2017 (02-17/18)  
**Purpose:** Vote  
**Submitted by:**

**BACKGROUND:**

It is requested that the Board of Trustees approve the president's goal assessment for the 2016-2017 Academic Year.

**RECOMMENDATION:**

Motion to approve



# Cover Sheet

## President's Goals AY2017-18

|                          |                                      |
|--------------------------|--------------------------------------|
| <b>Section:</b>          | II. President's Assessment and Goals |
| <b>Item:</b>             | C. President's Goals AY2017-18       |
| <b>Purpose:</b>          | Discuss                              |
| <b>Submitted by:</b>     |                                      |
| <b>Related Material:</b> | Presidents - Goals 2017-18.pdf       |



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**Richard S. Lapidus, Ph.D.**

PRESIDENT

## **President's Report to Trustees: Goals for 2017-18 Academic Year**

### **Overview:**

The president is responsible for leading the university in an effective and efficient manner, and administering daily operations with a primary focus on quality and excellence. The goals for this year are consistent with the campus strategic plan and are designed to support and strengthen the mission and vision.

### **Goals:**

1. Maintain sound financial management and operational controls.
2. Continue to work in support of strategic plan goals.
3. Continue to work on the improvement of student enrollment goals.
4. Initiate and complete a search for a business dean, executive director of the library and an admissions director.
5. Continue to evaluate the campus organizational structure and grow faculty and staff in support of the university mission.
6. Oversee ongoing capital projects and advocate for additional funding to address deferred maintenance and renovation needs as appropriate.
7. Continue to strengthen university/community relationships.

# Cover Sheet

## VOTE - Accept the President's Goals for AY2017-2018 (03-17/18)

**Section:** II. President's Assessment and Goals  
**Item:** D. VOTE - Accept the President's Goals for AY2017-2018  
(03-17/18)  
**Purpose:** Vote  
**Submitted by:**

**BACKGROUND:**

it is requested that the Board of Trustees accept the Presidents' goals for the 2017-2018 Academic Year.

**RECOMMENDATION:**

Motion to accept the President's goals for the AY2017-2018.

## Cover Sheet

Steve Swartz will present and discuss the student jobs website

|                          |   |
|--------------------------|---|
| <b>Section:</b>          | III. Student Jobs   |
| <b>Item:</b>             | A. Steve Swartz will present and discuss the student jobs website |
| <b>Purpose:</b>          | FYI   |
| <b>Submitted by:</b>     |   |
| <b>Related Material:</b> | Studentjobs PowerPoint.pdf  |



# STUDENTJOBS.FITCHBURGSTATE.EDU





# GOALS:

- Incentivize students to remain in the local area during holidays and weekends.
- Help students earn money.
- Strengthen the area connection with towns and companies.
- Students gain experience working.
- Free and easy to use.



# SOLUTION:

- Web-based solution that connects employers and students for free.
- Restricted to our students.
- Easily managed and easy use.
- Works on all devices.



# Cover Sheet

## Personnel Actions (N01-17/18)

**Section:** IV. Notifications  
**Item:** A. Personnel Actions (N01-17/18)  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** BOT Notifications 09122017.pdf

**BACKGROUND:**

Please refer to the Personnel Notification List enclosed. It includes new employees hired and other changes in accordance with the respective collective bargaining agreements.



**FITCHBURG STATE UNIVERSITY****Board of Trustees****NOTIFICATIONS**

|                                   |                                  |
|-----------------------------------|----------------------------------|
| <b>TO:</b> Board of Trustees      | <b>DATE:</b> September 12, 2017  |
| <b>FROM:</b> The President        | <b>REQUEST NUMBER:</b> N01-17/18 |
| <b>SUBJECT:</b> Personnel Actions |                                  |

**New Hire**

|  |  |             |
|--|--|-------------|
| Doreen Beaulieu, HS<br>Effective: 5/24/17                      | Payroll Operations Manager<br>Human Resources & Payroll Services   | \$77,000.00 |
| Lindsay Carpenter-Connors, MA<br>Effective: 7/2/17             | Staff Assistant, Academic & Career Coach<br>Academic Advising Center   | \$47,500.00 |
| Nicole Chelonis, MS<br>Effective: 5/7/17                       | Staff Associate, Coord. Of Online, Accelerated<br>Programs and Compliance<br>Graduate & Continuing Education | \$67,500.00 |
| Alicia Cianciola, BA<br>Effective: 7/24/17                     | Staff Assistant, Grants Development Officer<br>Alumni & Development/Grants                                   | \$57,000.00 |
| John Colautti, MS<br>Effective: 9/1/17<br>End: 5/31/2018       | Instructor (one year temp)<br>Behavioral Sciences  | \$46,000.00 |
| Christopher Cole, BS<br>Effective: 7/31/17                     | Assistant Director<br>Financial Aid  | \$54,000.00 |
| John Crawley, JD<br>Effective: 9/1/17<br>End: 5/31/2018        | Assistant Professor (one year temp)<br>Business Administration   | \$59,500.00 |
| Nicole Gately, BA<br>Effective: 8/14/17                        | Staff Assoc., Coord of HR and Faculty Affairs<br>Human Resources & Payroll Services                          | \$60,000.00 |
| Carolyn Gustason, Ph.D.<br>Effective: 9/1/17<br>End: 5/31/2018 | Assistant Professor<br>Nursing   | \$78,500.00 |

|   |  |             |
|---|--|-------------|
| Elizabeth Hogan, MBA<br>Effective: 8/20/17                  | Assistant Director of Housing<br>Housing & Residential Services      | \$49,000.00 |
| Merri Incitti, MBA<br>Effective: 7/10/17                    | Director of Assessment<br>Institutional Research & Planning          | \$80,000.00 |
| Shayne Koplowitz, MS<br>Effective: 7/2/17                   | Staff Assistant, Academic & Career Coach<br>Academic Advising Center | \$47,500.00 |
| Brittanye Mackey, MA<br>Effective: 8/21/17                  | Staff Assistant<br>International Education                           | \$47,500.00 |
| James McGuire, MS<br>Effective: 8/21/17                     | Staff Assistant, Asst Strength & Cond Coach<br>Athletics             | \$50,000.00 |
| Zachary Miner, Ph.D.<br>Effective: 9/1/17<br>End: 5/31/2018 | Assistant Professor<br>Behavioral Sciences                           | \$59,000.00 |
| Tina Morin, MS<br>Effective: 9/1/17<br>End: 5/31/2018       | Instructor (one year temp)<br>Earth & Geographic Sciences            | \$58,500.00 |
| John Nolan, MA<br>Effective: 9/1/17<br>End: 5/31/2018       | Instructor (one year temp)<br>Humanities                             | \$46,000.00 |
| John J.J. Sylvia, MA<br>Effective: 9/1/17<br>End: 5/31/2018 | Assistant Professor<br>Communications Media                          | \$56,000.00 |
| Scott Tyner, Ph.D.<br>Effective: 9/1/17<br>End: 5/31/2018   | Assistant Professor<br>Education                                     | \$65,000.00 |
| Deresa Webb, MBA<br>Effective: 5/14/17                      | Staff Assistant<br>Academic Affairs                                  | \$55,000.00 |

**Rehire**

|   |   |             |
|---|---|-------------|
| Althea Aranda<br>Effective: 9/1/17<br>End: 5/31/2018        | Instructor<br>Nursing                         | \$62,143.33 |
| Arlana Arsenault<br>Effective: 9/1/17<br>End: 5/31/2018     | Instructor<br>Nursing                         | \$68,940.20 |
| Christine Devine<br>Effective: 9/1/17<br>End: 5/31/2018     | Instructor<br>Nursing                         | \$75,629.13 |
| Teresa Finn<br>Effective: 9/1/17<br>End: 5/31/2018          | Instructor<br>Nursing                         | \$69,190.00 |
| Nancy Green<br>Effective: 9/1/17<br>End: 5/31/2018          | Instructor<br>Nursing                         | \$58,952.25 |
| Elizabeth Kilpatrick<br>Effective: 9/1/17<br>End: 5/31/2018 | Assistant Professor<br>Biology/Chemistry      | \$63,685.00 |
| Lori Leonard<br>Effective: 9/1/17<br>End: 1/13/2018         | Instructor (One Semester Temp)<br>Mathematics | \$29,507.50 |
| Allison Shields<br>Effective: 9/1/17<br>End: 5/31/2018      | Instructor<br>Nursing                         | \$82,681.60 |

**Resignation**

|                                    |                               |             |
|------------------------------------|-------------------------------|-------------|
| Michael Bober<br>Effective: 9/8/17 | Staff Assistant<br>Technology | \$64,188.98 |
| Sean Ganas<br>Effective: 6/31/17   | Director<br>Admissions        | \$98,354.09 |

|                    |                                 |             |
|--------------------|---------------------------------|-------------|
| Michael Leamy      | Director of Distance Education  | \$87,145.85 |
| Effective: 7/28/17 | Graduate & Continuing Education |             |

|                    |                     |             |
|--------------------|---------------------|-------------|
| Sarah Stein        | Assistant Professor | \$57,997.50 |
| Effective: 8/25/17 | Behavioral Sciences |             |

### **Retirement**

|                    |                   |             |
|--------------------|-------------------|-------------|
| Heather Beam       | Staff Associate   | \$57,568.44 |
| Effective: 9/29/17 | Academic Advising |             |

|                     |                      |              |
|---------------------|----------------------|--------------|
| Richard McElvain    | Professor            | \$106,602.27 |
| Effective: 12/31/17 | Communications Media |              |

### **Continuation of Interim Status**

|                   |                             |              |
|-------------------|-----------------------------|--------------|
| Sean Goodlett     | Interim Dean of the Library | \$121,890.00 |
| Effective: 7/1/17 | Library                     |              |

### **Leave without Pay – Traveling Abroad (2 years)**

|                   |                             |             |
|-------------------|-----------------------------|-------------|
| Reid Parsons      | Assistant Professor         | \$64,924.52 |
| Effective: 9/1/17 | Earth & Geographic Sciences |             |
| End: 5/31/19      |                             |             |

### **Salary Adjustment/FSLA**

|                   |                 |                   |
|-------------------|-----------------|-------------------|
| Adam Keese        | Staff Assistant | From: \$45,955.26 |
| Effective: 7/1/17 | Upward Bound    | To: \$47,476.00   |

|                   |                                 |                   |
|-------------------|---------------------------------|-------------------|
| Danielle Langdon  | Staff Assistant                 | From: \$45,787.50 |
| Effective: 7/1/17 | Center for Professional Studies | To: \$47,476.00   |

### **Salary Adjustment/Terminal Degree**

|                   |                     |                   |
|-------------------|---------------------|-------------------|
| Deborah Stone     | Assistant Professor | From: \$77,953.38 |
| Effective: 9/1/17 | Nursing             | To: \$81,056.38   |

**Change in Salary (One-time bonus)**

|                    |                                 |                     |
|--------------------|---------------------------------|---------------------|
| Michael Leamy      | Director of Distance Learning   | Salary: \$87,145.84 |
| Effective: 5/28/17 | Graduate & Continuing Education | Bonus: \$3,000.00   |

**Change in Title**

|                   |  |                      |
|-------------------|--|----------------------|
| Sean Goodlett     | From: Interim Dean of the Library  | Salary: \$121,890.00 |
| Effective: 9/1/17 | To: Executive Director for Student Success<br>/Interim Dean of the Library |                      |

**Change in Department**

|                     |   |                     |
|---------------------|---|---------------------|
| Ellen (Cap) Corduan | Associate Professor                                     | Salary: \$80,346.18 |
| Effective: 8/20/17  | From: Industrial Technology<br>To: Communications Media |                     |

**Change in Title/Salary**

|                   |   |                   |
|-------------------|---|-------------------|
| Lynn D'Agostino   | From: Staff Associate, Project Manager                | From: \$64,917.58 |
| Effective: 7/1/17 | To: Field Placement & Partnership Coord.<br>Education | To: \$52,500.00   |

|                   |  |                   |
|-------------------|--|-------------------|
| Kristin Helm      | From: Resident Director                                | From: \$30,525.00 |
| Effective: 7/1/17 | To: Area Coordinator<br>Housing & Residential Services | To: \$43,824.00   |

|                   |  |                   |
|-------------------|--|-------------------|
| Nathan Knight     | From: Resident Director                                | From: \$33,709.57 |
| Effective: 7/1/17 | To: Area Coordinator<br>Housing & Residential Services | To: \$43,824.00   |

|                   |  |                   |
|-------------------|--|-------------------|
| Kristina Polk     | From: Resident Director                                | From: \$34,299.48 |
| Effective: 7/1/17 | To: Area Coordinator<br>Housing & Residential Services | To: \$43,824.00   |

**Promotion**

|                    |  |                   |
|--------------------|--|-------------------|
| Stefan Dodd        | From: Staff Assoc. Mgr. of OneCard                       | From: \$78,989.38 |
| Effective: 7/23/17 | To: Director, OneCard & Telecommunications<br>Technology | To: \$82,938.00   |

|                                      |  |  |
|--------------------------------------|--|--|
| Jason Miles<br>Effective: 7/1/17     | From: Field Placement & Partnership Coord.<br>To: Director of Education Unit Accountability<br>And Licensure<br>Technology | From: \$66,582.19<br>To: \$71,000.00   |
| Sherri Pittman<br>Effective: 7/23/17 | From: Staff Asst, Banner Support Specialist<br>To: Staff Assoc., Data Integration Specialist<br>Technology                 | From: \$65,437.00<br>To: \$68,709.00   |
| James Roger<br>Effective: 7/23/17    | From: Director of Auxiliary Services<br>To: Chief Technology Officer<br>Technology   | From: \$119,528.11<br>To: \$125,504.00 |

### **1<sup>st</sup> Year Reappointments**

|  |                                |             |
|--|--------------------------------|-------------|
| Connie Strittmatter<br>Effective: 9/1/17<br>End: 8/31/18 | Associate Librarian<br>Library | \$63,150.88 |
|--|--------------------------------|-------------|

# Cover Sheet

## Standing Committee Memberships

**Section:** V. Chair's Report  
**Item:** A. Standing Committee Memberships  
**Purpose:** Discuss  
**Submitted by:**

**BACKGROUND:**

The standing committee list from last year is enclosed. Due to Trustee Mercadante's term expiration, the appointment of a new chair for the Finance & Administration Committee is needed.

# Cover Sheet

## Conflict of Interest Statement

**Section:** VI. President's Report  
**Item:** B. Conflict of Interest Statement  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Conflict of Interest Disclosure Statement.pdf  
Conflict of Interest Policy.pdf

**BACKGROUND:**

The annual conflict of interest form is presented for completion.

**RECOMMENDATION:**

Please complete and return to Gail Doiron.





160 Pearl Street, Fitchburg, MA 01420-2697

Tel 978.665.3101 ■ Fax 978.665.3699

rlapudus@fitchburgstate.edu

www.fitchburgstate.edu

**Richard S. Lapidus, Ph.D.**

PRESIDENT

## Conflict of Interest Disclosure Statement For Trustees, Foundation Board Members, and Foundation Supporting Organization, Inc. Members

### Introduction

Trustees, Foundation Board members, and Supporting Organization members have a fiduciary duty to the University, the Foundation, and/or the Supporting Organization and, as such, should act in a manner consistent with this obligation and exercise particular care that no detriment to the interest of the University, the Foundation, and/or the Supporting Organization (or the appearance of such detriment) may result from a conflict between the interests of the University, the Foundation, and/or the Supporting Organization and personal financial interests an individual may have. Therefore, each individual of these boards will annually disclose any personal interest, which he or she may have, in any matter pending before the University, the Foundation, and/or the Supporting Organization and will refrain from participation in any decision on such matter.

Trustees, Foundation Board members, and Supporting Organization members who are also an officer, board member, committee member, or staff member of a contractor, vendor, or supplier of, or to, shall identify his or her affiliation with that organization. Further, in connection with any committee or board action specifically directed to that organization, he/she will refrain from participating in the decision affecting that organization.

Additionally, Trustees, Foundation Board members, and Supporting Organization members will refrain from obtaining any list of clients for personal or private solicitation purposes at any time during the term of their affiliation.

### Conflict of Interest Disclosure Statement Acknowledgement of Receipt

At this time, I am a board member, a committee member, consultant to, or employee of the following organizations:

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This disclosure statement shall certify that I, am not now, nor at any time during the past year, been:

- 1) a participant, directly or indirectly, in any arrangement, agreement, investment, or other activity with any vendor, supplier, or other party, doing business with the University, the Foundation and/or the Supporting Organization, which has resulted or could result, in personal benefit to me; and/or
- 2) a recipient, directly or indirectly, of any salary payments, loans or gifts of any kind, free service, discounts or other fees from, or on behalf of, any person or organization engaged in any transaction with the University, the Foundation, and/or the Supporting Organization and its affiliates.

Exceptions to items 1 or 2 above are stated below, or attached, with a description of the transactions and of the interest, whether direct or indirect, which I have (or have had during the past year) with the persons or organizations having transactions with the University, the Foundation, and/or the Supporting Organization and its affiliates.

Date \_\_\_\_\_

Signature \_\_\_\_\_

Printed \_\_\_\_\_



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[www.fitchburgstate.edu](http://www.fitchburgstate.edu)

**Richard S. Lapidus, Ph.D.**

PRESIDENT

## **Conflict of Interest Policy**

### **Purpose:**

This conflict of interest policy (“the policy”) is intended to:

- protect the interests of Fitchburg State University (“the University”) and serve as a guide when the University is contemplating entering into a transaction or arrangement that might benefit, directly or indirectly, the private interest of university officers, trustees, or directors;
- enable such individuals to recognize situations that may be subject to question and resolve them to avoid conflicts of interest; and/or
- supplement, not replace, any applicable federal and state laws governing conflict of interests.

### **Who is subject to the policy?**

This policy covers:

- members of the Board of Trustees, including honorary trustees, that participate in board and committee meetings, and members of the Foundation Board and its associated committees.

### **Policy:**

Trustees and Foundation Board members have a fiduciary duty to the University and, as such, should act in a manner consistent with this obligation and exercise particular care that no detriment to the interests of the University (or the appearance of such detriment) may result from a conflict between the interests of the University and personal financial interests an individual may have.

An individual has a financial interest if that person has, directly or indirectly, through business, investment, or family:

- an ownership or investment interest in an organization supplying goods or services to the University;
- performed services for other individuals or organizations that do business with the University; and/or
- a potential ownership, investment interest, or compensation arrangement with any individual or organization seeking to do business with the University.

In general, when those covered by this policy are deemed to be in a conflict of interest situation with respect to any matter before the Boards or administration, that individual will refrain from participating in the consideration of any proposed transaction, unless specifically requested to provide information regarding the transaction in question. The individual will refrain from voting on, or taking any position for or against, the proposed transaction. When deemed appropriate, a notification will be made in the minutes of the meeting that the person involved neither participated in the consideration of the proposed transaction nor voted on the matter.

In all other instances where it is determined that a conflict of interest exists, such conflicts, and their remedy, shall be disclosed to the Board of Trustees and/or the Foundation Board of Directors at their next meeting.

## Conflict of Interest Policy

### Page 2

#### Disclosure:

The University is aware that it may not be possible to completely avoid all relationships between those individuals covered by this policy and certain third parties with whom the University transacts business. One of the keys to evaluating the potential conflict is full disclosure. All individuals covered by this policy shall complete, at least annually, a *Conflict of Interest Disclosure Statement*. These disclosure statements shall be reviewed and accumulated by the President's Office and furnished to the Board of Trustees, the Foundation Board of Directors, and/or the President upon request.

If an individual covered by this policy believes that he or she may have a conflict of interest with respect to this policy, or any particular transaction that has not been previously disclosed, he or she will promptly and fully disclose the potential conflict to the President and will refrain from participating in any related transactions or decisions of the University until the conflict is reviewed and a determination has been made.

Individual disclosure statements will be held in confidence by the President. The statements will be open for public inspection only:

- by official action of the Board of Trustees for university matters or by official action of the Foundation Board of Directors for Foundation matters upon showing of good cause;
- with the consent of the person who submitted the data to be disclosed; and/or
- by court order or as otherwise required by Massachusetts or federal law or regulation.

#### Questions:

Questions regarding this policy should be directed to the President.

Approved by the Board of Trustees \_\_\_\_\_

Approved by the Foundation Board of Directors \_\_\_\_\_

# Cover Sheet

## Responsible Use of Free Speech

**Section:** VI. President's Report  
**Item:** C. Responsible Use of Free Speech  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Responsible Use of Free Speech.pdf  
University Presidents Stand Against Racism & Bigotry.pdf

**From:** President's Office

**Sent:** Wednesday, August 16, 2017 12:41 PM

**To:** 'students@student.fitchburgstate.edu' <students@student.fitchburgstate.edu>; Staff <Staff@fitchburgstate.edu>

**Subject:** Responsible Use of Free Speech



August 16, 2017

Dear Campus Community,

Fitchburg State University has long been, and will continue to be, a community that values diversity and inclusiveness and understands the richness they bring. We have zero tolerance for bigotry and violence. The institution upholds freedom of expression when free inquiry advances greater understanding among diverse viewpoints.

It has come to our attention that one of our students may be an organizer of the proposed Boston Free Speech rally planned for this weekend on Boston Common. Another student expressed in a recent letter to me, "I am hoping the upcoming rally will indeed call for freedom of speech, but not use it as a guise to take away the freedoms of others."

The university does not have any involvement in the Boston Free Speech event. Nor is there a recognized Fitchburg State campus chapter of Young Americans for Liberty.

We maintain our mission to be nationally known for our excellence in teaching and learning, for our commitment to transforming lives through education, and for our dedication to supporting a community where everyone can thrive. We do not support groups or individuals that infringe upon others' rights, espouse hate speech, or commit acts of violence.

As we prepare to start the fall semester, let's all commit to reaffirm our respect for one another, engage in civil conversations, and cultivate an institution in which we all take pride.

Best,

A handwritten signature in black ink that reads 'Richard S. Lapidus'.

**Richard S. Lapidus, Ph.D.**

President

160 Pearl Street

Fitchburg, MA 01420

[rlapidus@fitchburgstate.edu](mailto:rlapidus@fitchburgstate.edu)

T(978) 665-3101



State Universities  
of Massachusetts

August 21, 2017

### State University Presidents Stand Against Racism and Bigotry:

In light of the recent events in Charlottesville and in Boston, we, the Presidents of the nine state universities of Massachusetts, stand united against racism, anti-Semitism, and other forms of discrimination. We pledge our commitment to continue to ensure that all of our students and employees are afforded the opportunity to learn, grow, and succeed in teaching and learning environments characterized by educational excellence and respect.

Michael Signer, mayor of Charlottesville, Virginia wrote in a recent op-ed in the New York Times, that "our colleges and universities must re-engage with the public, to see themselves, as they once did, as sites for community building and education. And they must recommit to instilling the values of deliberation and civility in their students." We agree. It is in this spirit that we continue to foster educational environments which aid our students in the development of their abilities to consider, discuss, and debate divergent viewpoints and ideas with passion and civility.

We are very proud of the overwhelming rejection of hate and division demonstrated in Boston over the weekend. We are reminded of Theodore Parker, a Bostonian involved in the abolitionist movement, who wrote "the arc of the moral universe is long, but it bends toward justice." We join with individuals and organizations in Massachusetts and across America that take thoughtful, peaceful actions on a daily basis to ensure civil rights for all.

A statue of Horace Mann, son of Massachusetts and father of public higher education, sits on the front lawn of the Massachusetts State House to remind us that "education . . . is the great equalizer . . . the balance-wheel of the social machinery." Centuries later we reflect on his words and affirm that our State Universities have and will continue to provide accessible and exceptional education to all of our students.

Sincerely,

A handwritten signature in black ink, appearing to read "Frederick W. Clark Jr.".

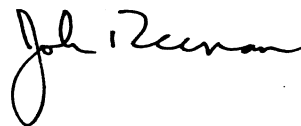
President Frederick W. Clark Jr.  
Bridgewater State University  
Chairperson, Council of State University Presidents

A handwritten signature in black ink, appearing to read "Francis X. McDonald".

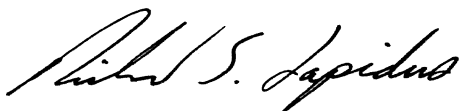
President Francis X. McDonald  
Massachusetts Maritime Academy



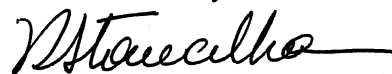
President F. Javier Cevallos  
Framingham State University



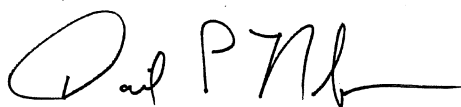
President John Keenan  
Salem State University



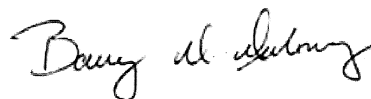
President Richard S. Lapidus  
Fitchburg State University



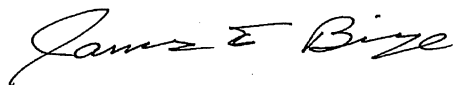
President Ramon S. Torrecilha  
Westfield State University



President David P. Nelson  
Massachusetts College of Art and Design



President Barry Maloney  
Worcester State University



President James F. Birge  
Massachusetts College of Liberal Arts

# Cover Sheet

## News Articles

**Section:** VI. President's Report  
**Item:** D. News Articles  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Clips for Sept 2017.pdf





Fitchburg State University football players help new students move into their rooms at the school on Monday, Labor Day. Helping from left are junior Ryan Bednarek (29), senior Devin Summiel (8) and junior James Antonelli (18).

SENTINEL & ENTERPRISE/JOHN LOVE

## Move-in mania for FSU freshmen

By Amanda Burke  
[aburke@sentinelandenterprise.com](mailto:aburke@sentinelandenterprise.com)

FITCHBURG — On her first day as a Fitchburg State University freshman, Taylor Breveleri, 18, sat on a bench eating lunch with her mother to her left and her new roommate to her right.

Nervous for what she knows will be a rigorous four-year academic push to a nursing degree, Breveleri tells her mother what she learned from upperclassman earlier that day.

"I can't fail any classes or they kick you out of the program," she said worriedly, confessing the study skills that worked for her in high school may not make the cut in college. "I've heard that chemistry is really hard, I'm



Setting up her dorm room at Fitchburg State University on Monday is Jaleace Lindsay, from Springfield.

SENTINEL & ENTERPRISE/JOHN LOVE

nervous about that."

Breveleri's mother, an emergency-room nurse named Heather, stepped in with a bit of assurance

"You're going to be fine," she said, imploring her daughter to remember the organization skills that

Powered by BoardOnTrack here to begin with.

Breveleri is one of more than 800 students from 234 Massachusetts high schools who started their freshman year at Fitchburg State University Monday, when throngs of pupils and their families flooded the area around North Street.

Athletes in uniform helped wide-eyed first-years navigate freshman dormitories, where "move-in mania" was in full swing.

Shayna Buchanan, also 18, pulled up to her new home at Russell Towers in her family's silver pickup truck. She got out of the car nervously, she said, unaccustomed to a new life without her family near.

Within seconds, three FSU upperclassmen introduced

Please see **MOVE-IN/5** 43 of 72





Monday was move-in day for the freshmen at Fitchburg State University. Freshman Nathan Timbro, from Middlefield, waits to bring some of his stuff up to his room.

SENTINEL & ENTERPRISE/JOHN LOVE

# Freshmen arrive at Fitchburg State

**MOVE-IN/**From Page 1

themselves. They helped unload Buchanan's belongings with all the efficiency of a Formula 1 pit crew, and the warmth of those who were once themselves small fish in a big academic pond.

"Where are you from?" asked one upperclassman.

"Westfield," replied Buchanan,

adjusting her glasses.

"I'm from the Western Mass. too," the more seasoned student said with a smile, establishing instant rapport.

Back outside Hammond Hall, where Belchertown's Breveleri and her new roommate, Michaela Costello, 18, of Middleton, were finishing lunch, Breveleri and her

mother reflected on the transition to college.

Breveleri said she'll miss her dog, so she bought a beta fish named "Doug" to fill the void.

But for Heather Breveleri, who sends her daughter off to college, no similar substitute exists.

"She's been crying all week," Breveleri said of her mother.

# Her message: Make most of opportunities

FSU grad speaker Mary Pat Couig has journey to inspire

By Elizabeth Dobbins

[edobbins@sentinelandenterprise.com](mailto:edobbins@sentinelandenterprise.com)

FITCHBURG — Mary Pat Couig's current career isn't the one she expected.

Unplanned career changes are, for many, part of life, she said, but she didn't know that when she graduated from Fitchburg State University in 1979.

"You don't need to have your whole life planned out in front of you," she said. "Start where you are and learn the job skills, do your best, make contribu-

## FSU Graduate Commencement

**When:** Thursday, 6:30 p.m.

**Where:** Athletics and Recreation Center, 130 North St.

**Number of grads:** 201  
**Speaker:** President Richard Lapidus

**Highlights:** Joana Dos Santos will be awarded the Graduate Student Leadership Award.

tions and if you decide that you want to do something different, that's OK.

Couig will deliver the commencement address at Fitchburg State University Saturday, during the university's 121st commencement exercises.

Today, Couig serves in the public health field as program manager in the Emergency Management and Registered Nurse Transition-to-Practice Program of the Office of Nursing Services at the U.S. Department of Veterans Affairs.

But when she graduated from Fitchburg State



Mary Pat Couig, a 1979 Fitchburg State graduate, is a program manager with the Office of Nursing Services at the U.S. Department of Veterans Affairs.



# FSU speaker's message: Make most of opportunities

**SPEAKER**/From Page 1

University the Pittsfield-native's plan was to pursue a career in nursing.

"(I) ended up in a somewhat different, but related career," she said. "I started in nursing, but I really consider myself a public health professional now."

After graduating, she worked in medical-surgical nursing for a year followed by four or five years in the emergency department.

"That was very challenging and difficult work and I decided I needed to do something else for my sanity," she said.

She took a position in quality assurance and infection control, found she liked public health, and pursued a masters from the John Hopkins School of Hygiene and Public Health.

Her career took another turn in 1988 when she was working as a investigator at the Food and Drug Administration in Boston. She was asked to accompany

***"You don't need to have your whole life planned out in front of you. Start where you are and learn the job skills, do your best, make contributions and if you decide that you want to do something different, that's OK."***

*Mary Pat Couig, who will deliver the commencement address at Fitchburg State Saturday*

FDA Commissioner Frank Young as he prepared and gave a speech on the HIV/AIDS crisis amid protests — a chance a more

senior employees turned down.

Afterward, Young asked Couig to work in his office and implement some of the promises he had made during the speech, she said.

"I was still relatively new in the job so I didn't really have any future plans at that point so here was this really just wonderful opportunity," she said.

She worked on a detail for four months at the FDA headquarters and later secured a full-time job at the agency, which is based in Maryland. In 2000, Couig, who now lives in Chevy Chase, Maryland, was selected as the Chief Nurse Officer for the U.S. Public Health Service.

The message she wants to share with the 697 graduates Saturday is a reflection of this journey.

"There are opportunities for them to take in leadership positions and to make a difference," she said. Powered by BoardOnTrack

## FSU Undergraduate Commencement

**When:** Saturday, 10 a.m.

**Where:** Main quadrangle

**Number of grads:** 697

**Speaker:** Mary Pat Couig

**Highlights:** Laura M. DeMartino was named valedictorian. Graduate Jairo Hernandez will be presented the Robert V. and Jeanne S. Antonucci Student Leadership Award. Stephen LaVie, who received his degree this year after leaving his studies in 1969, will be recognized through the Distinguished Alumnus Award. Banker and community leader Martin Connors Jr. will be presented an Honorary Doctorate in Commerce.

Though Couig said she doesn't remember the speaker at her own commencement, she hopes to make her speech interesting. Couig plans to present 10 leadership lessons drawn from her career experience.

"In thinking about what to say I did some research," she said. "It's pretty interesting because not many people remember their commencement speakers, so I thought well, I'll have to make this a little bit entertaining."

As for Fitchburg, she is looking forward to visiting the area for the first time since 2003 when she was awarded the Distinguished Alumna Award.

"I have very fond memories of going to school there," she said. "I enjoyed it. There were a lot of activities to be engaged with in nursing and with general school activities."

However, she expects to see some changes on campus.

"There was a bar on the first floor of the library," she said with a laugh. "I don't think that's there now."

*Follow Elizabeth Dobbins on Twitter @DobbinsSentinel.* 46 of 72



# Sentinel & Enterprise

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## Fifty-one years after he started, LaVie graduates

By Elizabeth Dobbins

edobbins@sentinelandenterprise.com

ROCKVILLE — Steve LaVie was only a handful of credits away from his bachelor's degree in industrial technology when life took him in a different direction — the Vietnam War.

That was 1969. Now — 51 years after starting at Fitchburg State — LaVie is the university's newest graduate.

The 70-year-old was the surprise recipient of a bachelor's degree, during a ceremony Tuesday at his workplace, the U.S. Nuclear Regulatory Commission in Rockville, Maryland.

"The opportunity to provide someone with life-experience credit

when they stop out before they complete the degree is not something we do all the time," said Christopher Hendry, Fitchburg State's vice president for Institutional Advancement.

The requirements to confer this type of degree are rigorous, he said, but the university was impressed by LaVie's seven years in the Navy and 20 years at the Nuclear Regulatory Commission, including 13 as a preparedness specialist.

"When you talk about 48 years not only serving the country, but working with the Nuclear Regulatory Commission, honestly for us it just shows Fitchburg State students can go anywhere and do anything," Hendry said.

LaVie grew up in Boston and

took a gap year before college to work as a teacher's assistant.

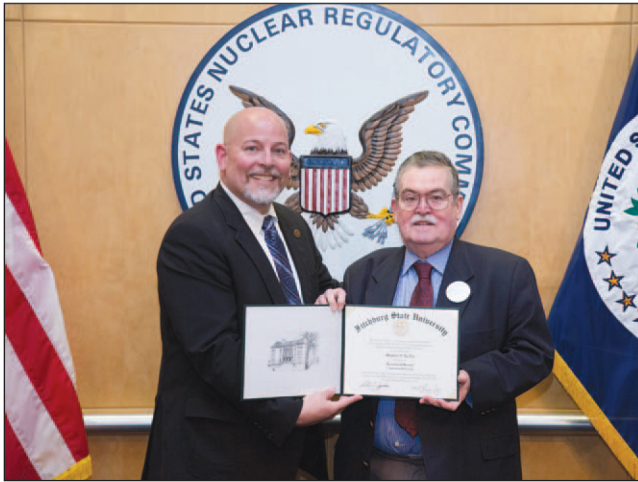
"The teacher I was working for took a couple days off without telling me. (He) told the principal that he didn't need to get a substitute (and) that I would take it," LaVie said. "And that's when I started thinking well maybe this is a good idea. I could do this."

He decided to attend Fitchburg State with the goal of eventually teaching, particularly courses in the industrial arts.

By his senior year in college, his student teaching position at Concord-Carlisle Regional High School had turned into a part-time job.

"I couldn't carry all the course-

Please see **GRADUATE/5**



Steve LaVie, right, stands with his new degree next to Fitchburg State University Vice President for Institutional Advancement Christopher Hendry.

COURTESY PHOTO



Fitchburg State University Vice President for Institutional Advancement Christopher Hendry, left, shakes Steve LaVie's hand at a ceremony in Rockville, Md. Nuclear Regulatory Commission employees Mike Johnson and Brian Holian watch.

COURTESY PHOTO

## Five decades later, LaVie gets his degree from Fitchburg State

**GRADUATE/**From Page 1

work I needed to carry, and I ran afoul of the selective service board," he said.

When he received a letter notifying him he was being drafted he was initially disappointed he wouldn't be able to continue his career as a teacher.

"I got this letter saying I was being drafted (and) just by chance I was able to flip out and go to a recruiter and get enlisted," he said. "The recruiter let me in with a four-month delay so I was able to teach the rest of that school year and most of the summer before I was able to go in."

While in the Navy he served on a submarine in the Atlantic fleet and at a nuclear power plant. After he got out in 1976, his experience led him to a job at Beaver Valley Nuclear

Generating Station in Pennsylvania.

"The power plants at that time were hiring, and they loved to get the Navy people because we would come in trained," LaVie said.

He went on to review and assist in the creation of multiple federal and industry nuclear guidelines.

LaVie said he would sometimes think about his unfinished degree but couldn't find a place that offered the courses he needed to finish.

The ceremony this week at his office, near his home in Gaithersburg, Maryland, caught him off guard, he said.

"When I went in (to the meeting room) the camera went off," blinding him with its flash, LaVie said. "Once I started getting my

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eyesight back I realized this was different."

Hendry, who traveled to Maryland for the ceremony, presented LaVie with the degree.

The new college graduate plans to retire in June to spend more time with his goddaughter and her child.

"We are honored that we could recognize Mr.

LaVie on the occasion of his retirement from an accomplished career in the nuclear industry," President Richard S. Lapidus said in a statement.

"Mr. LaVie served his nation with honor in the Navy and in civilian life, and we are proud to bestow upon him the baccalaureate degree that eluded him in 1969."

Follow Elizabeth Dobbins on Twitter @DobbinsSentinel



## COLLEGES IN CENTRAL MASS.

# Costs going UP

## Most campuses report tuition and fee increases for next year

**By Scott O'Connell**  
Telegram & Gazette Staff

The cost to attend college in the region will get higher next year, as campuses in and around Worcester roll out tuition and fee increases for the fall.

Students attending public colleges in Central Massachusetts, at least, will see a bit of a break, thanks to a state Senate budget that includes millions more for the region's four state-subsidized campuses.

Worcester State University's

board of trustees, for example, after considering increasing mandatory fees by \$420 earlier this spring, based on pessimistic state funding forecasts at the time, adjusted that increase to a lower range of \$230 to \$330 at its latest meeting two weeks ago. Determining the final increase, said Renae Lias Claffey, the university's spokeswoman, will be whether the final state budget for next year leans more toward the House's spending proposal or the

**SEE FEES, A10**

### At a glance

The region's private colleges are hiking their prices as well next year, albeit mostly by the same percentage as the public colleges and within the normal range of their own annual cost increases, according to several college representatives. Holy Cross, which has the highest total price tag among colleges in Worcester, is raising tuition from \$48,295 to \$49,980.

**Worcester State University's trustees, after considering increasing mandatory fees by \$420 based on pessimistic state funding forecasts, adjusted that increase to a lower range of \$230 to \$330 at a meeting two weeks ago. [T&G STAFF/CHRISTINE PETERSON]**





# FEES

From Page A1

Senate’s, with the latter containing nearly \$1 million more for Worcester State than the former.

Fitchburg State University, meanwhile, will avoid fee increases altogether next year, apart from a \$20 hike to the school’s technology charge, according to spokesman Matthew Bruun. While Fitchburg State, like Worcester State, saw its state aid allocation grow larger in the Senate version of the budget – from \$29.4 million in the House’s plan to \$30.4 million – Mr. Bruun credited internal developments and actions taken by the school for the minimal cost increase.

“Revenue growth from the prior year, an increase in enrollment, and ongoing efforts to increase operational efficiency in personnel management and energy use contributed to the containment of fees,” he said in a statement.

It’s a different story for the region’s two community colleges, which are dealing with a prolonged decline in student enrollments. In response to that trend, as well as the uncertainty of the state budget, Mount Wachusett Community College’s board of trustees last month voted to increase student fees by \$5 per credit hour, according to school spokesman Sam Bonacci.

For a student taking a dozen credits a semester, that increase works out to \$120 for the academic year. Mr. Bonacci pointed out. However, that increase would be partially offset for financially needy students by a \$105 increase in the maximum Pell grant award next year.

Quinsigamond Community College’s trustees are scheduled to vote on their school’s fees for next year at a meeting Wednesday night. Josh Martin, a spokesman for the college, said the board will consider “a few scenarios” developed by its audit and oversight committee.

Like the state universities, both community colleges saw a significant increase in their funding from the House’s budget proposal to the Senate’s, with the latter providing around \$500,000 more to each campus.

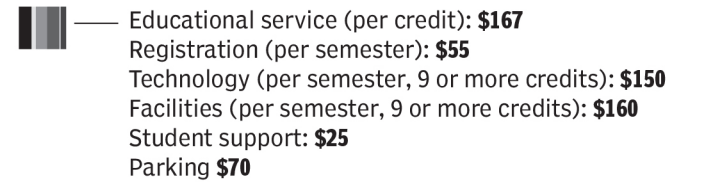
The region’s private colleges, meanwhile, are hiking their prices as well next year, albeit mostly by the same percentage as the public colleges

## College Fees

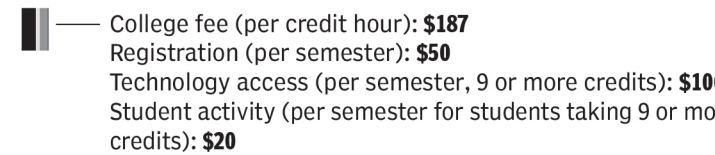
The general fee public colleges charge students is usually just the largest of an assortment of charges those institutions have for a range of services on campus (costs are annual unless noted otherwise):



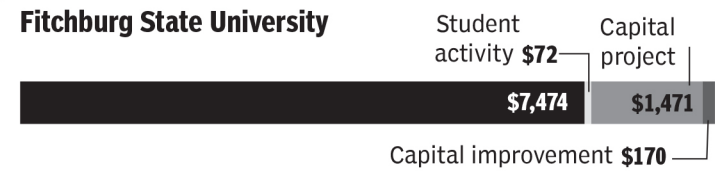
### Quinsigamond Community College\*



### Mount Wachusett Community College



### Fitchburg State University



\*2016-17 rates; 2017-18 rates not yet officially set as of Tuesday

Sources: Individual Colleges

DON LANDGREN JR./T&G STAFF

and within the normal range of their own annual cost increases, according to several college representatives. Holy Cross, for instance, which has the highest total price tag among the colleges in Worcester, is bumping its tuition from \$48,295 to \$49,980. Clark University’s tuition will go from \$42,800 to \$44,050. Worcester Polytechnic Institute’s tuition is going up to \$48,628 from \$46,994. And Becker College’s tuition is increasing from \$33,672 to \$34,650.

“We try really hard not to raise (the cost) any more than the marketplace can afford,” said Becker spokeswoman Carolyn Assa, who added that Becker’s increase next year is based on the inflation rate.

The biggest fee increase in the region next year will affect just a few dozen students. UMass Medical School’s in-state tuition and fees for next year, as approved by the UMass board of trustees Tuesday, will increase 10 percent for members of the class of 2018, to \$30,504. The class of 2019 and future classes will have to pay \$36,678, up 3 percent from the current year, according to the university.

The unusual pricing structure is the result of a multiyear

fee escalation plan that UMass rolled out two years ago, when officials were contemplating a major cost hike for students but didn’t want to saddle enrolled students at the time with the unexpected expense. Instead, they agreed to increase the class of 2018’s tuition and fees – around \$24,000 at the time – 10 percent each year, while immediately bringing subsequent classes’ bills to about \$32,000.

Jennifer Berryman, a spokeswoman for UMass, said the steep fee increases represented an effort by the medical school to “be more proactive to ensure the quality of the education our students receive” – a process that also ended up with the program accepting out-of-state students for the first time a year ago.

“We did have to take a hard look at the tuition,” she said, explaining that UMass Medical’s tuition had been much lower than other medical schools’ in the region.

Ms. Berryman and other representatives of the region’s public campuses argued that their institutions still provide a much lower-cost education than their private counterparts. Some students, meanwhile, just see fee increases as the reality of higher education today.

“I obviously don’t like it,” said Manasseh Konadu, a rising sophomore at Worcester State. “But the way the world is going, you need a degree to be where you want to be. With the price of education going up, you just have to value it when you’re getting it.”

—Scott O’Connell can be reached at [Scott.O’Connell@telegram.com](mailto:Scott.O’Connell@telegram.com). Follow him on Twitter @ScottOConnellTG

## REGION

# Fitchburg State applicants don't need to submit test scores

Worcester State  
also has dropped  
SAT requirement

By **Scott O'Connell**  
Telegram & Gazette Staff

WORCESTER – Joining Worcester State University, which announced its “test optional” admission policy two months ago, Fitchburg State University this week said it, too, won’t require applicants to submit a standardized test score beginning this fall.

Sean Ganas, Fitchburg State’s director of admissions,

said university officials had been investigating the change over the past two years. “Most of the state universities have,” he said.

Their rationale, he added – similar to the explanation given by Worcester State officials about their test optional policy – was that they didn’t want to make the school out of reach for students who don’t have strong college entrance exam scores but nonetheless have promising potential.

“What wound up being one of the deciding factors was we wanted students and their families to be able to present

themselves to the university the way they wanted to,” Mr. Ganas said, adding that student feedback revealed a desire to change the admission policy’s test score requirement.

Instead of demanding applicants submit an SAT or ACT score this fall, Fitchburg State will instead consider a range of other factors, including the student’s grade point average.

“We’re looking for hard-working, driven folks. High school GPA is the best indicator of that,” Mr. Ganas said, adding that the university is even willing to look past grades if there is some other

that a student – especially those from communities and school districts where socioeconomic factors work against their success in school – would be a good fit at Fitchburg State.

Mr. Ganas said the new policy will officially be a pilot when it debuts next academic year. He admitted dropping the test requirement will make admissions decisions a “tougher, longer road for us.”

“We did struggle with how we would make decisions without the (test scores),” he said. “It’s a little bit of a crutch.”

But university officials are

that the new policy will bring more applicants, as well as greater diversity, Mr. Ganas said, based on the premise that many high school graduates have simply not been applying to Fitchburg State solely because they didn’t think their test scores would get them in.

The change will be successful, he added, “if we become more accessible to people. I think if we see an increase in applications, that would be the first sign we made the right decision.”

Mr. Ganas dismissed any concerns that going “test optional” would hurt Fitchburg

State’s standing in a competitive higher education market where many families compare colleges in part on their students’ college entrance exam scores.

“We have never presented ourselves as a school where you should look at SAT or ACT averages to determine whether you’ll fit here,” he said.

While test scores will no longer be necessary for general admission to the university, Fitchburg State will still require them for some programs as well as to determine students’ eligibility for merit-based financial aid.



# FITCHBURG STATE

## Standardized test scores no longer admissions policy

By Elizabeth Dobbins  
edobbins@sentinelandenterprise.com

FITCHBURG — Starting this fall, Fitchburg State University will no longer require standardized test scores as part of its admission process, a change some local educators see as a positive.

“Overtime I think admission officers have developed more effective ways (than tests) to judge student readiness and potential,” Principal of Leominster Center for Excellence Carrie Duff said.

In a press release, Fitchburg State University described the decision as a way to increase the school’s accessibility and move away from test scores, which are often less accurate at predicting a student’s academic

Please see **TESTS/6**

## Standardized tests no longer admissions rule

**TESTS/**From Page 1

success than grade point average or academic record.

Fitchburg State University will still require tests for some programs as well as to determine a student’s eligibility for merit-based aid.

Director of Admissions Sean Ganas said in a press release the change would “empower” students and their families.

“It puts them more in the driver’s seat about how they choose to present themselves to the university,” he said. “A student may feel their SAT score is a good indication of their ability to succeed at the university, or they may not. This will allow them to have more say in how they’re presented to the admissions office.”

Fitchburg High School Guidance Facilitator Albert Mercado agreed, saying that some students could benefit, particularly

English language learners and special education students who may struggle with testing but otherwise do well.

“I think it’s going to open doors for some students,” he said.

He said this shift is in line with the changing admission policies of many private and some public universities.

In April, the Washington Post published a list of the top 275 out of more than 900 “test-optional” schools.

Among them were many New England schools including Middlebury College, Bowdoin College and Providence College.

Locally UMass Lowell, Worcester Polytechnic Institute, Worcester State University, College of the Holy Cross and Clark University have announced the decision to go “test-optional.”

Robin Ewell, a guidance counselor at Oakmont High School, said different colleges require

different application materials, making navigating the process “complicated.”

Some don’t require the SAT, others still ask for test scores, but don’t look at the essay portion. A select number of colleges require the whole test, she said.

“It requires us to be more informed,” Mercado said.

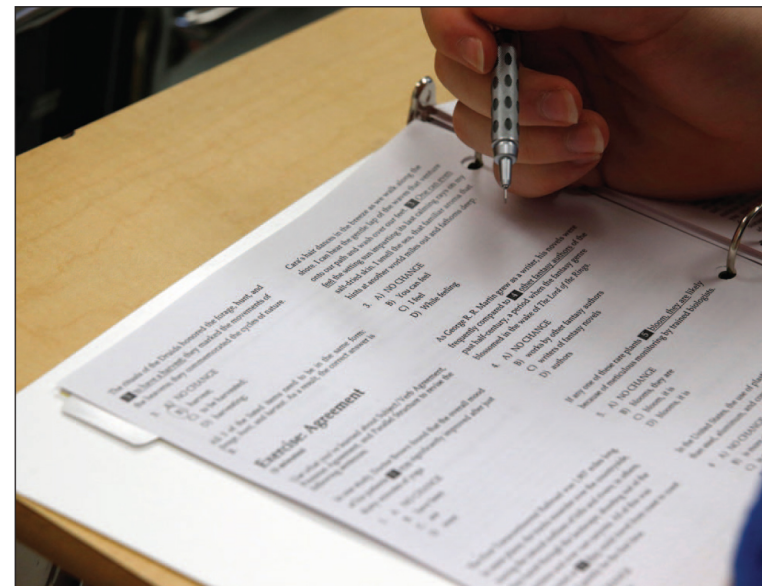
Duff said students interested in colleges that don’t require standardized test scores may consider skipping the costly exams.

“If they’re applying to schools that don’t require the tests why would they spend the time and the money?” she said.

But Leominster High School Guidance Counselor Diana Marchand said taking the test might still be a good choice.

“We always encourage kids to take the SATs regardless,” she said.

Students may not need standardized



Standardized test scores will no longer be required in Fitchburg State’s admission process, starting this fall.

AP FILE PHOTO

choice school, but colleges further down a student’s list may require them, according to Mercado. He said SAT and ACT tests can also be a way to secure financial aid.

But some students might be served by concentrating on aca-

demic achievement beyond the exams, he said.

“Colleges have always said it’s (student’s) curriculum, rigor of their curriculum and grades first,” he said.

Follow Elizabeth Dobbins on Twitter @DobbinsSentinel





Graduates turn their tassels during the 121st Undergraduate Spring Commencement Ceremony at Fitchburg State University on Saturday. **For a slideshow from Saturday's graduation, please visit [photos.sentinelandenterprise.com](http://photos.sentinelandenterprise.com).**

SENTINEL & ENTERPRISE / ASHLEY GREEN

# FSU grads take their next step

## 697 students take part in 121st undergraduate commencement

**By Amanda Burke**  
[aburke@sentinelandenterprise.com](mailto:aburke@sentinelandenterprise.com)

FITCHBURG — A soon-to-be 27-year-old Fitchburg State University graduate held a GoPro video camera and waited in line to walk the degree-conferring stage at 121st Annual Undergraduate Commencement.

The Film & Video student hadn't officially graduated yet. But he was putting his university-acquired skills to work gathering footage for a video postcard he'll send to family members who weren't there see Austin Cary

### List of graduates / 18

Porth graduate on FSU's main quad-range Saturday morning.

"They couldn't all be here," said Porth. "So being able to record what I'm going to experience up there is really important to me."

Porth was one of 697 students who earned an undergraduate degree this academic year.

Under sunny skies, Dr. Richard S. Lapidus addressed graduates for the second t

president. He told graduates to resist conforming to others' ideas of success.

"Make sure that you stay the course with your vision, no matter what critics say," Lapidus said.

Thousands of spectators applauded when Lapidus commended 320 students who graduated with Latin honors.

Commencement speaker Dr. Mary Pat Couig, a 1979 Fitchburg State alumna and program manager in the Office of Nursing Services at the U.S.

Please see **GRADUATION/8**





From left, Jennifer Cassidy, Kelly Corbett, Nick Roger and Carolyn DeWitt play a game of graduation Bingo during the 121st Undergraduate Spring Commencement Ceremony at Fitchburg State University on Saturday.

SENTINEL & ENTERPRISE PHOTOS / ASHLEY GREEN

# Graduates move on from FSU

**GRADUATION**/From Page 1

Department of Veterans Affairs, addressed the crowd.

Couig, who served 25 years as a uniformed officer, stressed the value of higher education. She reflected on how her degree prepared her to work at the Department of Health and Human Services and the Public Health Service as an assistant surgeon general, rear admiral.

She told graduates to be problem-solving team players, to serve as a mentor to those who come after them, and never stop pursuing new knowledge.

Drawing on her own experience speaking out of turn at an institution-wide meeting, Couig said graduates should embrace missteps.

"Everyone makes mistakes and fails at some point in life," Couig said. "What matters is that you learn from your mistakes and failures, and vow to do better in the future."

State Sen. Jennifer Flanagan offered greetings from the Legislature. "Our future success depends on your contributions of time and

talent," Flanagan told graduates.

Mayor Stephen DiNatale, a Fitchburg State alumnus, offered greetings from the city.

Honorary degrees were awarded to Couig and Rollstone Bank & Trust President and Chief Executive Martin F. Connors Jr. Maria Rando, who died unexpectedly days before her senior year was to begin, was awarded a posthumous degree.

Valedictorian Laura M. DeMartino of Ashby told her peers to take pride in their accomplishments, even if they feel post-graduate jitters.

"On this day, despite our anxieties, we cannot be discouraged, intimidated, or disheartened," DeMartino said. "Today, inside each of us, blossoms feelings of self-worth, self-esteem, and self respect."

Leonny Burgos, 22, of Lawrence, graduated with a degree in criminal justice. Asked how he felt standing in line to receive his diploma, Burgos said: "Seeing my mom and my parents, how happy they are about something they really wanted for me, it's incredible, really."



Ashley Cordio, of Fitchburg, receives her diploma.



# Fitchburg State celebrates commencement



Grads pose for a photo after the ceremony.



Jen Karamanian of Rehoboth gets a hug from her son, Nicholas, after receiving her diploma.



Stopping for a photo op on her way back to her seat.



Student Trustee Abigail Cochran enters the ceremony all smiles.



Lining up to enter the ceremony.



celebrates with her kids, Jai, 5, and Aryan, 3.

## GRADUATE AND UNDERGRADUATE DEGREE RECIPIENTS

FITCHBURG — Local residents receiving undergraduate and graduate degrees from Fitchburg State University at their respective commencements held Thursday and Saturday.

### MASSACHUSETTS

**Ashburnham:** Alana H. Archangelo, MAT; Benjamin P. Bedard, BS; Sarah E. Brady, BSE; Renee Caldwell, CAGS; Gerard R. Jones, MBA; Emily H. Latour, BS; Denise A. LeBlanc, BSE; Brian J. Murphy, BS; Travis W. Stewart, BS; Laura J. Weiderman, CAGS; Sadie Zbikowski, BS; Jennifer R. Zylinski, BS.

**Ashby:** Laura M. DeMartino, BS; Gina T. DiTommaso, MED; Tyler M. Godin, BS; Rochelle E. Jones, BS; Katryna L. Kusmirek, BS; Victoria B. Porteiro-Cejas, BA; Cindi G. Terrell, BS.

**Ayer:** Mary E. Coke, BS; Angela Dumas, BS; Shawn M. Dutcher, MS; Jennifer Goldstein, BS; Kerry N. Hannon, BS; Montana V. Knight, BS; Sarah M. Witherow, BS.

**Fitchburg:** Robert T. Almeida, BS; Sir Charles A. Baxter, BS; Hannah K. Brassard, CERG; Hannah K. Brassard, MED; Rebecca Y. Brideau, BS; Timothy W. Burke, BS; Samantha A. Cahalane, BS; Kristine M. Caravella, MED; Patrick M. Conaty, MBA; Nicole M. Conley, BS; Ashley M. Cordio, BS; Michael T. Dateo, BS; David Demosthenes, BS; Normandy A. Denio, BS; Joana M. Dos Santos, MS.

Also, Amanda Egesi, MS; Jeffrey V. Fanelli, BS; Amber M. Fisette, BS; Matthew R. Gates, BS; Peter A. Gramazio, BS; Ryan W. Hamelin, BS; Kaitlin E. Harnden, BS; Erin E. Harty, MED; Sean M. Hebert, BS; Kayla M. Houck, BS; Lindsay P. Hyde, BS.

Also, Breanna L. Jordan, BS; Adam D. MacKenzie, BS; Ryain C. MacLean, BS; Christopher MacLean, BS; Nicholas A. Marrama, BS; Shantel R. McGrade, BS; Shawn M. McGuirk, CAGS; Eric N. Mokum, BS; Chelsea P. Mulcahy, BS; Tyler R. Nichols, MS; Derek N. Nikander, BS; Jessica Ordonez, MS; Smit R. Patel, BS; Britney L. Payne, BS.

Also, Felicia M. Richard, BS; Devon W. Ritter, MBA; Ana K. Rodríguez, BS; Yesenia Rosado, BS; Nikkolina A. Rossi, BS; Marcus L. Scott, MBA; Erika Sevigny, BS; Jessica L. Shattuck, BS; Apoorva Siddaramaiah, MS; Ashley R. Stefanilo, BS; Megan R. Stepton, BS; David R. Thibodeau, MBA; Lisa A. Torgersen, BSE; Shannen N. Tormey, BS; Kiana Torres, BS; John F. Triolo, MS; Sabrina D. Velez, BS; Katelyn M. Withington, BS.

**Gardner:** Lindsey M. Arnold, BS; Robert J. Bettez, BS; Gina M. DeMartino, BS; Heather M. Duprey, BS; Tarah E. Dupuis, BS; Laura L. Goodale, BS; Mark P. Guercio, BS; Elizabeth A. Hebert, BS; William A. Jacobson II, MED; Katey A. Komberg, BS; Melissa Kujala, BS; Robin E. Landry, BS; William J. Mallet, BS; Michael W. Martin, BS; Timothy P. Pare, BS; Samantha A. Seidl, BS; Taylor R. Sylvester, BS; Courtney L. Tackett, MS; Kevin J. Tomasetti, BS.

**Lancaster:** Rebecca Contreras Green, BS; Catherine R. Kolakowski, CERG.

**Leominster:** Brianna E. Ajemian, MED; Andres F. Alvarez, BS; Laura P. Anderson, MED; Nadia J. Bastien, BS; Bradley T. Bedard, BS; Christopher J. Benham, BS; David P. Benham, BS; Zachary S. Bernier, BS; Meaghan T. Bramhall, BS; Elizabeth M. Butler,

BS; Amanda M. Caron, BS; Corey L. Coleman, BS; Andrea L. Colleton, BS; Nichole J. Comeau, BSE; Holly E. Cormier, BS; Colleen P. Coyle, MS; Rachel A. Croak, MED.

Also, Keith DiPerri, BS; Daphnely Diaz, BS; Shakil O. Dickey, BS; Amy L. Fini, MS; Stephanie A. Florio, BS; Jeremiah R. Friend, BS; Nicholas R. Gizzonio, BS; Nicholas B. Glendenning, BS; Jordy Grullon, BS; Ashley K. Hale, BS; Courtney A. Hertz, BS; Delton V. Hulbert, BS; Megan E. Kaldis, BS; Lisa M. Kay, BS; Brooke E. Kilbreth, BS; Erika M. Kirby, MED; Hayley A. Landry, MS; Michael K. Lavoie, MED; Cindl A. Luksha, BS; Ashton B. Lyddy, BS.

Also, Dayna M. Margarita, MED; Nicole E. McKenna, BS; James E. McKenna, BS; Mary E. Mullahy, MED; Haley N. Neumann, BS; Jami S. Parker, BS; Kimberly P. Proietti, BS; Nicholas M. Quirk, MS.

Also, Angela P. Renzi, BS; Emily S. Robison, MED; Elizabeth J. Roger, BS; Nicholas J. Roger, BSE; Katarina M. Romano, BS; Meighan R. Ruschioni, MED; Marney B. Shattuck, BS; Elizabeth A. Tambling, MED; Luis E. Valle, BS; Miranda S. Walton, BS; Dorcas W. Waruingi, BS; Alexis M. White, BS; Jessica R. Wolf, BS.

**Lunenburg:** Julia M. Brodmerkle, MED; Kristen A. Chila, BS; Stephanie S. Dery, BS; Joy E. Ericson, BS; Nicole L. Fors, BS; Sarah E. Gaudet, BS; Lee Anne Hooley, MS; Tiffany A. Landry, BS; Jessica C. Lutinski, BS; Kimberly A. Melanson, MED; LeeAnn K. Normandin, BS; Abigail I. Novak, BS; Kevin P. O'Rourke, BS; Kevin D. Richardson, MBA; Kathleen Waite, MS; Matthew E. Walsh, BS; Heather C. Watt, BS.

**Pepperell:** Shelby C. Aminti, MBA; Timothy O. Brinkman, BS; Therese G. Larose, MS; Jacob A. Roth, BS; Kathleen R. Seiler, BS; Adam Taylor, BS; Hannah M. Whiting, BS; PetershamEvan D. Bonenfant, BS.

**Shirley:** Nicole E. Adams, BS; Ainsley M. Carman, BSE; Kayla E. Drinkwater, BS; Richard B. Ethier IV, BS; Elizabeth Glasgow, MBA; Charles W. Goss, BS; Jennifer L. Goulart, BS; Daniel Hearne, BS; Marissa M. La Cruz, BS; Andrew J. Souza, BS; Michelle M. Sparrow, MED; Brittany A. Spencer, BSE.

**South Lancaster:** Jordin Lee Bushnell, BS.

**Templeton:** Marissa L. Arseneau, BS; Scott T. Favreau, BS; Racheal L. Provencher, BS; Courtney A. Saunders, BS; Samantha G. Smith, BSE; Lexie L. Stewart, BS; Jonel C. Thebeau, BS; Katelyn H. Williams, BS.

**Townsend:** Brittany L. Carey, BS; Holly R. Grube, BS; Lisa A. Kwiatkowski, BS; Jack J. Martin, BS; Shane P. Martin, BS; Daphne R. Thompson, BS; Amy L. Wolfgang, BS; Turners FallsTyler B. Glazier, BS.

**West Townsend:** Ada I. Bonneau, BS; Jennifer M. Stadler, BSE.

**Westminster:** Katelyn Barrett, BS; Tracey L. Cavaco, MED; Ryan A. Marceau, BS; Lindsay Milne, CAGS; Dale A. Proulx, CERG; Christine A. Rayner, CAGS; Isa Rebholz, BSE.

**Winchendon:** Chelsea J. Deloge, BS; April C. Goodwin, BS; Alexis C. Grey, BS; Christina A. Hagan, BS; Haylie J. Kelley, BS; Angela M. Polcari, BS; Mercedes I. Tejada, BS; Peggy A. Williams, BS.

### NEW HAMPSHIRE

**Brookline:** Jaime R. Firth, BS.  
**Rindge:** Jake J. Guerra, BS; Caitlin P. Reck, MED.



Elizabeth Fiedler performs the national anthem before the festivities.

Sentinel & Enterprise photos by Ashley Green



Lisa Leger celebrates with Jack Champagne while keeping a grip on her diploma.



## FITCHBURG STATE GRADUATION



Commencement ceremonies begin for the graduating class of 2017 Saturday at Fitchburg State University. [PHOTOS/MATT GREGOIRE]

# Forge ahead, savor moment

**By Paula J. Owen**  
Correspondent

FITCHBURG – It was a beautiful sunny morning Saturday on the quad at Fitchburg State University for the school's 121st undergraduate commencement ceremony where 697 graduates received their degrees – nearly half graduating with honors.

FSU President Richard S. Lapidus told graduates to stick with their vision to help navigate life's challenges, working through them with integrity and moral principles.

"In the end, how would you like to be remembered?" Mr. Lapidus asked them. "Think big and be bold, ready for any challenges that lie ahead. Your

vision is your roadmap to where you are going, and passion is the road (that will) get you there. Stay the course with your vision, no matter what critics say."

Commencement speaker Mary Pat Couig, who graduated from FSU in 1979, serves as program manager in the Office of Nursing Services at the U.S. Department of Veterans Affairs, where she is responsible for emergency management and the Registered Nurse Transition-to-Practice Program. Ms. Couig serves on public health emergency preparedness committees and completed an active duty career in the U.S. Public Health Service as an



Fitchburg State University graduating students listen to guest speakers during the commencement speeches Saturday at Fitchburg State University.





**Fitchburg State University graduates listen to a guest speaker during the commencement ceremony Saturday.**

[PHOTOS/MATT GREGOIRE]

## FITCHBURG

From Page B1

assistant surgeon general (rear admiral).

Ms. Couig told the graduates to be respectful, know their strengths and weaknesses, to travel internationally, to be problem solvers, look for opportunities to contribute, be mentors, engage in lifelong learning and to serve their country, as she had for 25 years.

"I have lived through challenging times — life and job disappointments, workplace discrimination, the death of my mother just nine months after my first child was born, the serious illnesses of a sister, father and father-in-law, attacks against our country, and multiple natural disasters," she said. "And persevered, because I have had the support of family, friends, and teammates and believed I could make a positive difference. All my experiences have made me grateful for what I have and what I can share with others."

Ms. Couig told the graduates that everyone makes mistakes and fails at some point in their lifetime. "What matters is that you learn from your mistakes and failures, and vow to do better in the future," she said.

Ms. Couig and Martin F. Connors Jr., president and chief executive officer of Rollstone Bank & Trust, received honorary doctorate degrees. Mr. Connors has served for 10 years on the FSU board of trustees.

Also during the ceremony, Stephen F. LaVie received the Distinguished Alumnus Award. Mr. LaVie, a Maryland resident, left his studies at FSU in 1969 to serve in the U.S. Navy during the Vietnam era. He was just six credits shy of graduating at the



**A Fitchburg State University graduate adjusts his milk carton cap during the commencement ceremony Saturday.**

time. Nearly 50 years later, he was presented his diploma at a surprise ceremony in April at the U.S. Nuclear Regulatory Commission's Office of Nuclear Security and Incident Response, where he works as a senior emergency preparedness specialist. He is retiring in June.

Valedictorian Laura M. DeMartino told her classmates to savor the moment.

"I know that traditionally I am supposed to give you advice about the future, but honestly, right now, I don't

want to worry about the future," Ms. DeMartino said. "Life does not happen in the future. It does not occur in the past. Life unfolds in the present, and right now, the most important thing for me, and for many of you I'm sure, is to live in this moment and to savor this experience. And in this moment, there is nothing more powerful or inspiring than the feelings that graduation incites within us. Because today is a day not only of accomplishment, but of honest human emotion."





Marcus Lee Scott Sr., of Fitchburg, receives his graduate hood during Graduate Commencement at Fitchburg State University on Thursday evening. **Video and slide show at [sentinelandenterprise.com](http://sentinelandenterprise.com).** SENTINEL & ENTERPRISE PHOTOS / ASHLEY GREEN

# Degrees and a tip: ‘Be passionate’

## FSU postgraduates urged to help build communities

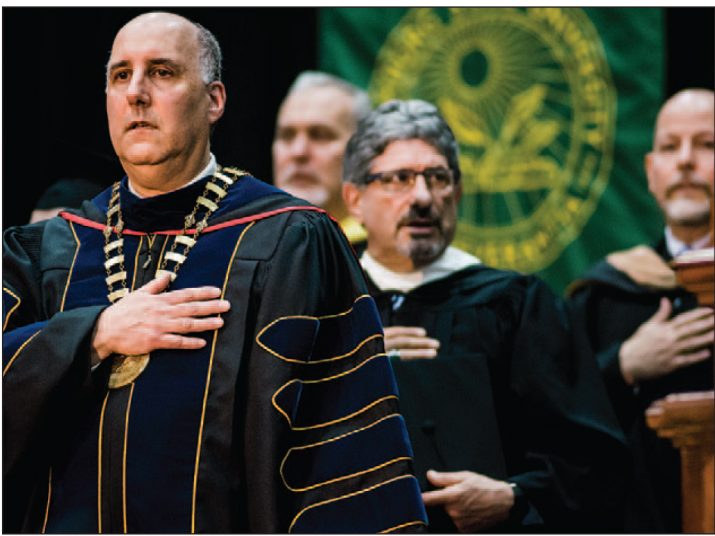
By Amanda Burke  
[aburke@sentinelandenterprise.com](mailto:aburke@sentinelandenterprise.com)

FITCHBURG — Fitchburg State University President Richard Lapidus expressed one simple wish for scholars who graduated with an advanced degree on Thursday: “Experience the supreme pleasure of being yourself.”

It was a riff on a quote by surrealist painter Salvador Dali, who, unlike the nearly 200 postgraduates

who walked the 121st graduate commencement stage, dropped out of school before earning a degree, having reportedly felt no instructor was qualified to assess his groundbreaking work.

Hubris aside, Dali was confident, a crucial attribute for the newly-minted graduates looking to make their mark as professionals,



FSU President Richard Lapidus, left, and Fitchburg Mayor  
Please see **FSU/8** Powered by BoardOnTracktale stand for the national anthem. 57 of 72



# FSU postgrads urged to 'believe in yourself'

FSU/From Page 1

said Lapidus.

"Be passionate, believe in yourself and what you're doing, and eventually you will be successful,"

Lapidus said.

Success measured in dollars and cents was hard

to come by for the parents of Joana Dos Santos, who was 14 when she left dire economic straits in her home country Uruguay and moved to Fitchburg.

Dos Santos, while accepting the 2017 Graduate Student Leadership Award, said the culture shock she experienced after moving to the states inspired her to help other immigrants as they look to make a life in Fitchburg.

Today, Dos Santos is a community organizer who serves as executive director of the United Neighbors of Fitchburg. Her graduate thesis, an exploration of narratives about the immigrant experience, will soon be archived at the Fitchburg Historical Society.

Dos Santos encouraged her fellow graduates to build relationships and work toward "equity of justice for all."

"I urge you to do your part to build communities that can meet the challenges of the future," said Dos Santos.

Mayor Stephen DiNatale told students to recognize the sacrifices of



Joana Dos Santos, of Fitchburg, receives the Graduate Student Leadership Award during the 121st Annual Graduate Commencement at Fitchburg State University on Thursday. She's joined by FSU President Richard Lapidus. At right, Tracey Cavaco, of Westminster, returns to her seat with diploma in hand.

SENTINEL & ENTERPRISE PHOTOS / ASHLEY GREEN

those who helped along the road to graduation.

The entire city, DiNatale said, is proud of the graduates, who are now among the 8 percent of the United States population who hold an advanced degree.

"As a fellow Fitchburg State graduate I am proud of this institution, proud of the education I received, and proud to look up and see the faces of those that will carry on our time-honored traditions," DiNatale said.

A state known for its

solid economy and world-class institutions of higher education, Massachusetts

needs graduates from Fitchburg State, said Rep. Natalie Higgins.

"Our state's continued success depends on the brightest and best among us, and that is you," said Higgins. "And that is you."

Fitchburg State University will hold its 121st Undergraduate Commencement on the campus' main quadrangle at 10 a.m. on Saturday.

## COMING SUNDAY

See a list of graduates in Sunday's Community section.



Dr. Jennifer Berg speaks during the 121st Annual Graduate Commencement at Fitchburg State University on Thursday. Below, Shawn McGuirk, of Fitchburg, receives his graduate hood.





# HEAR THOSE HAMMERS? THAT'S THE SOUND OF PEOPLE CARING



Fitchburg State University faculty, staff and alumni have been busy helping out with the Habitat for Humanity project on Henry Street in Fitchburg this week. FSU volunteers teamed up Thursday with students and faculty from the Shriver Job Corp Center in Devens.

Above, FSU Senior Server Administrator Mike Ferreira helps guide one of the roof pieces into place. At right, Habitat for Humanity of North Central Mass. Executive Director Carolyn Read presents a certificate of appreciation to FSU President Richard Lapidus, and Shriver instructor Steve Moon works on a roof section. **See a slide show at [sentinelandenterprise.com](http://sentinelandenterprise.com).**

# Classes are set for FSU adult program

FITCHBURG —

Learn a musical instrument, delve into regional and international history, pick up some fitness tips or take a virtual culinary trip to Italy through Fitchburg State University's Adult Learning in the Fitchburg Area program.

Registration is open for ALFA's fall programs, offering a robust array of non-credit daytime courses taught mostly at the McKay Complex at 67 Rindge Road. Visitors can register online at [fitchburgstate.edu/alfa](http://fitchburgstate.edu/alfa) and be entered to win a free course.

This fall's offerings include a look at significant cases from the recently completed U.S. Supreme Court term, a deep dive into

the works of Russian playwright Anton Chekov, tips for getting the most out of your iPhone and iPad, and a look at issues facing public education in the region. The offerings also include fitness classes, explorations of recent literature and a look at drone aircraft.

The ALFA offerings also include group outings and free lectures. For a full list and to register, visit [fitchburgstate.edu/alfa](http://fitchburgstate.edu/alfa).

ALFA is sponsored by the Center for Professional Studies and the Office of Graduate and Continuing Education at Fitchburg State University, in collaboration with volunteer representatives of the community. Classes generally will be held at 67 Rindge Road.

# Adult Learning in Fitchburg Area offers ALFA-bet of offerings

FITCHBURG — Learn a musical instrument, delve into regional and international history, pick up some fitness tips or take a virtual culinary trip to Italy through Fitchburg State University's Adult Learning in the Fitch-

burg Area program. ALFA is a life-long learning institute that offers noncredit daytime courses and special activities. It provides an opportunity for life-long learners with similar interests to meet in an informal setting and pursue learn-

ing for enrichment and personal growth.

This fall's offerings include a look at significant cases from the recently completed U.S. Supreme Court term, a deep dive into the works of Russian playwright Anton Chekov, time for

getting the most out of your iPhone and iPad, and a look at the issues facing public education in the region. The offerings include fitness classes, explorations of recent literature and a look at drone aircraft.

Powered by BoardOnTrack is sponsored by

the Center for Professional Studies and the Office of Graduate and Continuing Education at Fitchburg State University, in collaboration with volunteer representatives of the community.

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Fitchburg State University - Board of Trustees - Agenda - Tuesday September 12, 2017 at 8:00 AM

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# Intensive study, one goal: a healthy city

## FSU students research people, environment

By Elizabeth Dobbins

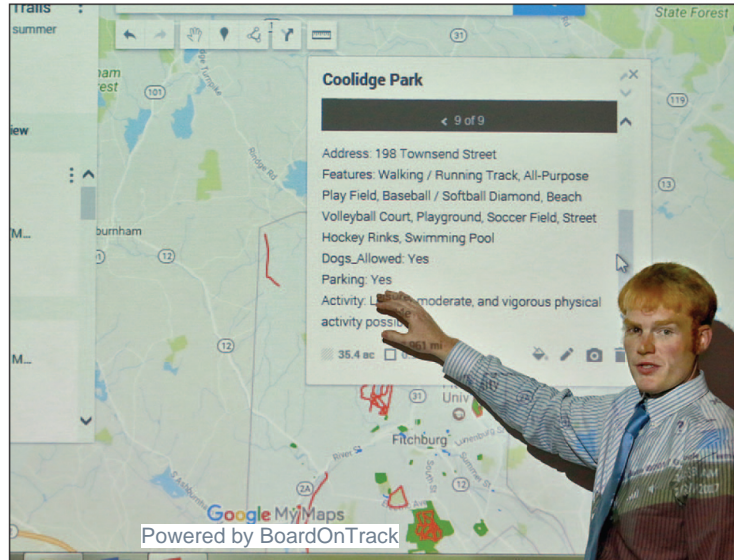
[edobbins@sentinelandenterprise.com](mailto:edobbins@sentinelandenterprise.com)

FITCHBURG — College students didn't have to go far to answer their research questions this summer.

Through a grant from the Lloyd G. Balfour Foundation, 18 students from Fitchburg State University conducted paid research examining the health of the city's population and environment.

"We've never had anything like that at Fitchburg State," said Liz

Please see **HEALTH/8**



FSU student Tim Maclaughlin uses an interactive map to show the public parks in Fitchburg during a presentation Thursday.

**See video and slide show at [sentinelandenterprise.com](http://sentinelandenterprise.com).**

SENTINEL & ENTERPRISE /  
JOHN LOVE

# Fitchburg State University - Board of Trustees - Agenda - Tuesday September 12, 2017 at 8:00 AM

## HEALTH/From Page 1

Gordon, an adviser to the project and chair of the Earth and Geographic Sciences Department. "They spend the entire summer working on research projects and they'll be able to take that into next year and hopefully into graduate school."

Among the water testing, sediment samples, maps and iPad surveys were results that surprised students.

"I think it was kind of shocking," said Kathleen Gildea during her presentation of preliminary results Thursday in the Mazzaferro Center.

Gildea is a senior and one of the four researchers involved in a project on residents' health.

The group surveyed 119 residents about their perceived activity levels and actual health and found discrepancies between the two measures.

Though 80 percent of the people surveyed reported being at least moderately active, only 23 percent had a body mass index score in the "normal" range when measured by researchers. Out of the same sample, three-quarters had blood pressure above the recommended range.

"Sometimes people may want to give you the answer they think you may want to hear," Gildea said.

The students said their sample population matched the city's racial and ethnic demographics, but not unemployment, which exceeded the local rate among those who responded.

Their findings will be used alongside other studies — such as a look at the accessibility of gym and parks in the region — as part of the three-year



Fitchburg State student Kaitlin Berube, 20, talks about the sediment and health of the Nashua River during her presentation with student Tallie Foster on Thursday.

SENTINEL & ENTERPRISE / JOHN LOVE

Health of Fitchburg Communities project.

Students and faculty from the earth and geographic sciences, business administration, communications media, nursing and exercise and sports science departments have worked together on the ongoing project.

The second project involved students from the biology, chemistry and geographic sciences department to study the health of the Nashua River.

Students mapped the water flow of the river, studied the chemistry of the water, sampled the fish population and extracted cores of riverbed sediment to study the once heavily polluted river.

Though the water quality of the river, which was known to run orange in the 1980s, has improved since the close of most of the region's mills, some issues remain, according to data collected by students.

Nicole Skerry and Kyle Hoffer, both entering their junior year at the university, said their tests of water samples show the river has high nutrient rates, especially downstream from the city's wastewater treatment plant.

Powered by BoardOnTrack

was it was because of the plant and agriculture," Skerry said.

Ideally, a river should have below 0.1 milligram per liter of phosphorous, a nutrient found in fertilizer, but some of their tests showed as much as 0.2 or 0.3 milligrams, according to Hoffer.

Two students, Olivia Piscitelli and Annie Saball, studied the fish population in the river.

"A good way to tell whether or not a body of water is healthy is by studying the fish population," Piscitelli said.

They found a variety of species, but a much higher incidence of lumps caused by parasites at Riverfront Park and sites downstream.

Hoffer, a lifelong Fitchburg resident, hopes to keep asking and answering questions about his community as well.

"I would love to continue working on the project and see where it goes," he said. "It feels like we just got our feet wet and finally, now that we did all this work, we have reasons to go 'This makes sense.'"

Follow Elizabeth Dobbins on Twitter @DobbinsS63 of 72



DIFFERENT SET OF STREET SMARTS

# Two-wheeled duty



**Omar Connor, of the Groton Police, runs the drill during a police mountain bike training course Thursday at Fitchburg State University, run by Medway Police Sgt. Jeff Watson. [T&G STAFF/CHRISTINE PETERSON]**

## Training program shows officers the uses of bicycle patrols

**By Paula J. Owen**  
Correspondent

FITCHBURG – When 26-year-old Karla A. St. Laurent found out that her employer, Fitchburg State University, was hosting bike training for police

officers, the fresh-out-of-the-academy patrolman said she quickly raised her hand to sign up.

Ms. St. Laurent said she loves to interact with the public while on duty riding her bike on campus. She graduated from the Special State Police

Officers Academy in May after being given the opportunity to further her education and training while working in dispatch, she said.

Now, the full-time FSU officer said

**SEE BIKES, A7**





**Officers participate in the police mountain bike training held Thursday at Fitchburg State University. [T&G STAFF/CHRISTINE PETERSON]**

and keep our elbow on the gun while off the bike, protecting the gun between the seat and bike. This mainly shows them how it feels and what happens to them when they get in a big crowd and people get rowdy so they stay in control.”

They also learned how to maneuver between people, he said, necessary if there is a large event at FSU or somewhere else in the city, and people get agitated and begin encroaching upon an officer.

“It is not something that happens every day, but it is part of the training,” he said.

Some of the practical training, he explained, was how to

get on the bike, place the bike between the officer and the person they are talking to and emergency braking – something that Mr. Watson says saved instructor Sgt. Luke Tedstone of the Sherborn Police Department from smashing through a windshield when he was pedaling 25 miles per hour and a car cut him off. Anybody can ride fast, Mr. Watson says, but slow riding that is necessary in large crowds takes skill. The officers are trained with cones.

“We’re always thinking about safety, but 99 percent of the time, we’re dealing with compliant people,” I

**as a tool for police work including literally as a tool for safely and tactically doing our work. Bike patrol is a great community policing tool that gets officers out of the cruiser and interacting with the public.”**

- Sgt. Jeffrey W. Watson, instructor from Medway Police Department

The bike is non-threatening, he said, and can be used as a safety obstacle between the officer and someone else. Maintaining eye contact with people the officers are dealing with, never looking down and always looking up at their surroundings are emphasized, he said.

“Today they learned to implement defensive tactics and utilize the bike as a tool to help protect them,” he said. “If someone starts to be aggressive, it depends on what they are doing for the level you have to use. If they are just yelling at us, we can utilize the bike to create distance to allow us get to our tools. If somebody is coming at us with a bat or bottle, we could utilize the bike by throwing it, if needed. Communication skills to settle things prior to that are key and we would only do that as a last resort.”

Marco A. Ayala, 44, a detective with the Lawrence Police

tactics instructor in firearms, said he learned a lot during the course. He said he used to ride on patrol about 10 years ago, but never had formal training on the bike before.

“We go on patrol and go into alleys and certain areas where we’re interacting with people and it is not the first thing we think about - using the bike as a barrier,” Mr. Ayala said. “For someone committing or about to commit a crime, positioning the bike in a proper manner or utilizing it as a barrier or shield to keep someone from assaulting you is very useful. Things happen in a split second and it gives you time and space and that is all you need sometimes.”

He added that he believes the training is a “must” for all officers.

Police departments from Blackstone, Groton, Hopkinton, Lawrence, Littleton, Maynard and Northboro participated in the class, along with campus police from Fitchburg State and Clark universi



# Together, so families don't go hungry



Mikayla Allan joins fellow incoming freshmen participating in Fitchburg State's summer orientation program, packaging meals for the United Way Combat Hunger initiative at the college on Tuesday. By the end of the week, students will have packed 40,000 meals for the project. Below left, the assembly line in high gear. Below right, Tori Mackenzie, of Gardner, fills packages.

SENTINEL & ENTERPRISE PHOTOS / ASHLEY GREEN



## COLLEGE TOWN

**By Bonnie Russell**

Telegram & Gazette Staff

### **FSU recognizes first grad of dyslexia program**

This spring, Margaret Reilley, a teacher in New Jersey's Stafford Township School District, earned her master's degree, top grades and the distinction of being the first graduate of Fitchburg State University's new dyslexia specialist concentration.

Reilley achieved her M.Ed. in Special Education: Guided Studies – Dyslexia Specialist via the online program, which launched in fall 2015 in partnership with Wilson Language Training, specializing in multisensory structured

language programs based on Orton-Gillingham principles of instruction.

The program is geared toward educators working or pursuing career opportunities as a Title I or reading teacher, reading specialist, literacy coach, private tutor, special education teacher (moderate special needs) or special education reading specialist.

FSU's Office of Graduate & Continuing Education will host an information session on its master's degree programs from 5 to 6:30 p.m. Aug. 8. A breakout session on the M.Ed. in Special Education: Guided Studies – Dyslexia Specialist program will begin at 5:30 p.m.



# Senior at FSU one of rally's sponsors

By **Amanda Burke**

[aburke@sentinelandenterprise.com](mailto:aburke@sentinelandenterprise.com)

and **Stephanie Murray**

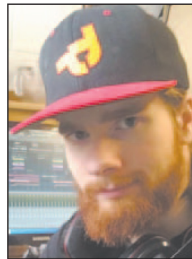
State House News Service

BOSTON — Fitchburg State University issued a statement Wednesday distancing itself from a senior who is one of the organizers of Saturday's Boston Free Speech rally.

John Medlar said he is one of six organizers of the rally, which aims to "get people listening to each other again." He received a permit Wednesday to assemble that bans "improvised weapons" like flagpoles and sticks.

"Our goal is a celebration of the First Amendment and the values upon which our society is fundamentally based," Medlar said, adding that organizers are discouraging "full-on white supremacist, neo-Nazi and KKK-type groups" from attending and telling protesters not to bring items emblazoned with swastikas or Confederate flags.

"It's partially a security decision because people who bring symbols like that are essentially painting targets on us," said Medlar, a Newton resident.



Medlar: "White supremacist, neo-Nazi and KKK-type groups" are discouraged from attending.

# Senior at FSU one of rally's sponsors

**RALLY**/From Page 1

Medlar said that during the rally, members of his group will be physically separated from counterprotesters. He said “anybody who tries to jump the barriers will be stopped by police.”

On Wednesday, FSU President Richard Lapidus sent an email to the university's student body letting them know that “one of our students may be an organizer” of the rally without mentioning Medlar by name, but also referencing “another student” who recently sent him a letter about the Boston rally.

Lapidus, in the email, said: “The university does not have any involvement in the Boston Free Speech event. ... We do not support groups or individuals that infringe upon others' rights, espouse hate speech, or commit acts of violence” and that the institution has “zero tolerance for bigotry and violence.”

Boston Free Speech posted a flier on Facebook describing the upcoming rally as a gathering of the “New Free Speech Movement,” the News Service previously reported. The flier encourages President Donald Trump supporters, libertarians, conservatives, traditionalists and “classic liberals” to attend Saturday and “reassert their right to the most basic necessity of civil society.”

Medlar said he is a libertarian and not a member of the “real far right.” He denounced hate groups like neo-Nazis and the Ku Klux Klan, and singled out two groups

that have advocated violence — Identity Europa and Vanguard — as not being welcome at Saturday's rally.

Boston Mayor Marty Walsh discouraged protesters from converging on the city Saturday, and he and Gov. Charlie Baker, during a press conference Monday, denounced racial violence at the deadly protest in Charlottesville, Va., last weekend.

Medlar is the chapter leader of Young Americans for Liberty at Fitchburg State, according to the group's website, though Lapidus said the university does not have a recognized chapter of that organization.

Young Americans for Liberty is a nonprofit group focused on libertarian values and free speech that formed at the end of former Texas U.S. Rep. Ron Paul's 2008 presidential campaign. It operates via chapters on college campuses.

According to a blog post penned by Medlar in May, the university's Student Government Association voted not to recognize the chapter as a club. The organization's website claims it has chapters at dozens of colleges and universities in the state, including Harvard University, the University of Massachusetts Amherst and Boston University.

“Fitchburg State University has long been, and will continue to be, a community that values diversity and inclusiveness and understands the richness they bring,” Lapidus said. “The institution upholds freedom of expression when free inquiry advances greater understanding among diverse viewpoints.”

Other university officials in the state who have spoken out following the violence in Charlottesville include UMass President Marty Meehan and UMass Amherst Chancellor Kumble Subbaswamy.



**CHAMPIONS  
ALL OVER**  
SPECIAL OLYMPICS  
TOUCHES HEARTS  
LOCAL — PAGE 8



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## CROSSING THAT FINISH LINE, THEY'RE WINNERS ALL



Special Olympics athletes had the crowds cheering during the Games at Fitchburg State University's Elliot Field on Friday. Above, Paul DiGeronimo greets Sammy Ramos, a Fitchburg High student athlete. At top right, Vinnie Nguyen and Kinsey Marceau, students from McKay Elementary School, compete. At right, Alanna Yannacopoulos and Rolando Baez, students from Fitchburg High School, take part in a relay race.



SENTINEL & ENTERPRISE PHOTOS / ASHLEY GREEN

Powered by BoardOnTrack



## LOCAL

NEWS TIPS? Contact Gerard Russell, assistant managing editor | 508-793-9245 | newstips@telegram.com

## SPECIAL OLYMPICS

**“I think this is the greatest thing ever.”**

— George H. Walters, parent



**FITCHBURG —** South Street School student Jayden Lora, 6, leaps over a hurdle during the obstacle course event in the Special Olympics at Fitchburg State University's Elliot Field on Friday. [T&G PHOTOS/CHRISTINE HOCHKEPPEL]

# Competition brings out the smiling

## 10th Annual North Central Day Games at Fitchburg State

By Paula J. Owen  
Correspondent

**FITCHBURG —** There was plenty of sun and lots of smiles Friday at Fitchburg State University's Elliot Field for the Special Olympics.

Opening ceremony at the free event kicked off at 9 a.m. with a parade of all schools' teams and a torch-lighting, followed by competitions taking place simultaneously around the field and athletic complex.

Ainsley M. Carman, 23, of Shirley, who is a senior at FSU majoring in middle school education, volunteered at the event with Kappa Delta Pi, a national honors society that



**FITCHBURG —** Annaleisse Garcia, 11, of Tyngsboro, gets high fives from her pal Rachel Walker during the Special Olympics at Fitchburg State University's Elliot Field Friday.

is promoting literacy across the country.

“This is so fulfilling,” Ms. Carman said of the event. “It is really wonderful, Powered by BoardOnTrack

to see all the happiness and kindness here.”

George H. Walters from Pepperell attended with sons Eric D. Walters, 11, who has

autism, and Evan Walters, 13, with the LEAP program at the North Middlesex Regional School District.

This was Eric's fourth year participating in the Special Olympics, his father said, and he loves it. Mr. Walters said he knows that because Eric communicates with an app on his iPad using emoticons and words. Eric excels in some of the events, his father said, including kicking the soccer ball.

“This is fantastic,” Mr. Walters said. “I think this is the greatest thing ever. There is no doubt he excels in some of the events and it's great to see the other kids. He really enjoys it and looks forward to it. He's excited and happy to be here.”

“I think it is a great



# OLYMPICS

From Page A3

program,” Evan said. “It’s awesome and I hope it keeps going.”

Evan said he liked the dance party on the upper part of the field because everyone participating seemed so happy.

Volunteer Sarah E. Morse, 17, of Lunenburg, with the Best Buddies organization, was dancing with participants at the dance party. It was her first year volunteering at the event, she said, compelled to help out by her cousin with Down syndrome.

“Honestly, this is so fun,” Sarah said. “It is so great to see all the kids smiling and enjoying themselves and doing all the activities I love to do. I love dancing and dancing with them is so fun.”

Steve Swartz, CIO at FSU, who was flying a drone to get aerial shots of the event, seemed to be having as much fun as the participants.

“This is a great day and everybody’s having a great time,” he said.

“I think the volunteers are having more fun than the athletes.”

Members of the FSU hockey team were hanging out with their little buddy, Hunter K. Specht, 7, of Lunenburg, who has a rare form of epilepsy, and his service dog Angel.

The hockey team formed Team Impact, that “adopts” kids who are unable to play sports and gets them involved with sports activities. They have taken Hunter on the ice at the practices, bowling and to Red Sox games, said hockey team captain Evan N. Byrnes, 23, of New York, who



**FITCHBURG — Volunteer Jacob Laflam encourages Jackson Landry, 6, to score a touchdown during the Special Olympics at Fitchburg State University’s Elliot Field on Friday. [T&G PHOTOS/CHRISTINE HOCHKEPPEL]**

is a junior majoring in business administration.

Mr. Byrnes said it was his third year volunteering with the Special Olympics and the team has bonded with Hunter.

“It’s nice,” he said. “It’s good to hang out with him.”

“He doesn’t get the opportunity to do sports like we do,” hockey team member Michael R. Fish said. Mr. Fish, 23, is from Salisbury majoring in industrial technology. “It’s nice to bring him out on the ice with us.”

There were 586 student-athletes from 23 local schools participating in the event, which was the 10th annual North Central Day Games. About 140 students from FSU volunteered to organize the day’s events.



**Alex Waite, 11, of Ashby participates in a dance park during the Special Olympics at Fitchburg State University’s Elliot Field on Friday.**