



Fitchburg State University

Board of Trustees

Published on June 25, 2020 at 8:02 AM EDT

Date and Time

Monday June 29, 2020 at 8:30 AM EDT

Location

This will be a remote meeting.

Notice of a meeting of the Fitchburg State University Board of Trustees

Monday, June 29, 2020 at 8:30 a.m. This meeting will be held via teleconference as approved by Governor Baker.

For public comments dial (when announced in the meeting): 978.665.3698

Public streaming: <https://stream.meet.google.com/stream/21e2f9f5-03a8-4fa7-82a4-35415739ed06>

Agenda

	Purpose	Presenter	Time
I. Opening Items			8:30 AM
Opening Items			
A. Record Attendance and Guests			
B. Call the Meeting to Order			
C. Public Comments			3 m
D. Approve Minutes from the Board of Trustees June 10, 2020 - VOTE (25-19/20)	Approve Minutes		2 m
Approve minutes for Board of Trustees on June 10, 2020			
E. Approval of June 10, 2020 Executive Session Minutes - VOTE (32-19/20)	Vote		1 m
II. Finance and Administration Committee			8:36 AM
A. FY2021 Budget Narrative	Discuss		10 m
B. Budget Narrative Appendix	Discuss		5 m
C. Annual Operating Budgets FY18-FY21	Discuss		5 m
D. Technology Fee Increase - VOTE (26-19/20)	Vote		3 m
E. GCE Student Fee - VOTE (27-19/20)	Vote		3 m
F. ALFA Fee - VOTE (28-19/20)	Vote		3 m
G. FY2021 Budget - VOTE (29-19/20)	Vote		2 m

H. Roll Forward of Funds to FY2021 Budget - VOTE (30-19/20)	Vote	2 m
III. Slate of Officers		9:09 AM
A. Slate of Officers - VOTE (31-19/20)	Vote	5 m
IV. Notifications		9:14 AM
A. Personnel Actions (N08-19/20)	FYI	2 m
V. Student Trustee Report		9:16 AM
A. Crystal Aneke will provide the Student Trustee Report		5 m
VI. Chair's Report		9:21 AM
A. Don Irving will provide the Chair's Report		5 m
B. Introduce new Student Trustee Steven Olson	FYI	2 m
VII. President's Report		9:28 AM
A. COVID-19 Update	FYI	10 m
B. Fall Enrollment	FYI	5 m
C. Courageous Conversations Forums/Anti-Racism Programming	FYI	5 m
D. Strategic Planning/Touchpoint II	FYI	2 m
E. News Articles	FYI	1 m
VIII. Closing Items		9:51 AM
A. Adjourn Meeting	Vote	

Cover Sheet

Approve Minutes from the Board of Trustees June 10, 2020 - VOTE (25-19/20)

Section: I. Opening Items
Item: D. Approve Minutes from the Board of Trustees June 10, 2020 - VOTE
(25-19/20)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Trustees on June 10, 2020
VOTE Minutes.pdf

DRAFT



Fitchburg State University

Minutes

Board of Trustees

Date and Time

Wednesday June 10, 2020 at 9:30 AM

Notice of a Meeting of the Fitchburg State University Board of Trustees on June 10, 2020 at 9:30 a.m.

This meeting will be held via teleconference as approved by Governor Baker.

Live stream event for view/listen only participation:

<https://stream.meet.google.com/stream/2aa00dd3-ae29-4e9b-a752-aa866712453a>

For public comments to the board (accepted at the beginning of the meeting):

978-665-3698

Trustees Present

A. Clementi (remote), C. Aneke (remote), C. Stimpson (remote), D. Irving (remote), D. Nieto (remote), D. Phillips (remote), D. Tiernan (remote), F. O'Donnell (remote), L. Barrieau (remote), M. Nicholson (remote)

Trustees Absent

None

Ex-Officio Members Present

R. Lapidus (remote)

Non Voting Members Present

R. Lapidus (remote)

Guests Present

(All guests attended remotely), A. Cardelle, C. Canney, G. Doiron (remote), J. Bry, J. Murdoch, J. Wolfman, L. Bayless, M. McKenzie, M. Siderwicz, P. McCafferty, S. Swartz (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

D. Irving called a meeting of the board of trustees of Fitchburg State University to order on Wednesday Jun 10, 2020 @ 9:30 AM.

C. Public Comments

There were none.

D. Approve Minutes from the Board of Trustees March 31, 2020 meeting - VOTE (14-19/20)

L. Barrieau made a motion to approve the minutes from Board of Trustees on 03-31-20.

C. Stimpson seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

A. Clementi Aye

D. Nieto Aye

D. Phillips Aye

L. Barrieau Aye

M. Nicholson Aye

C. Aneke Aye

D. Tiernan Aye

D. Irving Aye

F. O'Donnell Aye

C. Stimpson Aye

II. FY2020-FY2021 Endowment Incentive Program

A. Resolution Endowment Incentive Guidelines

The president explained the Endowment Incentive Program. The state provided a program which would match dollars raised by the institutions. The BHE guidelines were presented. There was a discussion.

C. Stimpson made a motion to to accept the succeeding resolution which follows the Board Higher Education FY2020-FY2021 Endowment Incentive Program Guidelines. Board Resolution: This resolution will certify that Fitchburg State University has received \$277,778 from the Commonwealth to be held in a segregated account in the Fitchburg State University Foundation. The money will be used to match \$1 for every \$2 in new endowments established between July 1, 2019 and June 30, 2021.

A. Clementi seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

D. Nieto Aye

C. Stimpson Aye

F. O'Donnell Aye

D. Phillips Aye

D. Tiernan Aye

M. Nicholson Aye

L. Barrieau Aye

C. Aneke Aye

D. Irving Aye
 A. Clementi Aye

III. Strategic Planning

A. Draft Strategic Plan

The president thanked Debbie Phillips for her insight and participation on the Strategic Planning Steering Committee. He also noted that Pamela McCafferty spent a tremendous amount of effort and time representing the administration. The president provided the history and timeline of the current Strategic Planning process that included various campus exercises and themed committees. He indicated that the process was inclusive and that there was strong participation. He indicated all of the information gathered and the recommendations made were funneled into a central repository used by the Steering Committee to draft the plan. He explained that the draft plan, if approved by the board would be submitted for review by the Commissioner and BHE Strategic Planning Committee on the general heading of Touchpoint II.

The president reviewed the major goals of the plan and the associated key performance indicators. He briefly discussed the overriding focus of the plan highlighting education justice and the idea of a student ready campus. He further noted that the goals and performance indicators aligned Department of Higher Educations' plan. A lively discussion ensued that included High School readiness, the impact of COVID19, K-12 concerns, class spaces, campus space in general, resource allocations, retention and completion rates.

M. Nicholson made a motion to to approve the submission of the draft Strategic Plan proposal for review by the Board of Higher Education Strategic Planning Committee.

C. Stimpson seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

F. O'Donnell Aye
 D. Nieto Aye
 M. Nicholson Aye
 A. Clementi Aye
 D. Tiernan Aye
 C. Stimpson Aye
 D. Phillips Aye
 L. Barrieau Aye
 D. Irving Aye
 C. Aneke Aye

IV. Notifications

A. Personnel Actions (N07-19-20)

The personel actions were presented for informational purposes.

V. Student Trustee Report

A. Crystal Aneke will provide the Student Trustee report.

C. Aneke read a prepared statement outlining the obstacles and struggles students had with the spring semester and the unexpected departure from campus due to the health pandemic. Students were pleased with the satisfactory/unsatisfactory grading policy. Students are stressed and are worried during these challenging times. She urged Board members to not stay silent regarding the Black Live Matters movement. She stated that she is proud of her education and was thankful to be able to serve on the Board of Trustees.

D. Irving thanked her for her comments. He stated that she has made great contributions to the board. He encouraged her to stay in touch and that it is gratifying to see how students' progress after they graduate. On behalf of the Board, he thanked her for her service. The president made a similar statement.

VI. Chair's Report

A. Don Irving will provide the Chair's report.

The chairman gave his report. D. Irving said there is a tremendous amount of change taking place in education. He stated Higher Education must change how it teaches. We are in exciting times and it's really positive. In regards to the financial future, we are all waiting to hear from the state when the funding will be allocated.

VII. President's Report

A. Campus Updates

The president gave his report. He thanked Crystal for her work and commended Student Government as a whole stating that they did a nice job this year. He recognized Crystal for her participation in Moot Court, and the other events that she was involved with. He commended her for taking advantage by participating so broadly in campus life, and wished others would follow her lead as it contributes greatly to a student's overall success.

He next discussed the rapid departure from campus due to COVID19. He shared the process of the return to campus. He indicated that it would continue to be a slow and staggered approach. He noted the four-stage plan from the Governor's Office is bringing various business' back. Higher Education is at the tail end of the state's thinking because it's so complex. The Governor and his task force must think of a broad range of implications from young children in the home to older faculty and staff, transportation challenges, residence hall living and all kinds of other compounding factors. Of recent, there is minimal specific guidance, just general frameworks to follow. The president said that over the summer we will have a slow return of staff. He discussed masks, cleaning, measuring offices and classrooms. He discussed the reconfiguration of the residence halls. He said everything would be systemized and our hope is that everyone follows it. The question is how to best enforce policy.

The president informed the board of summer classes and events that are now remote offerings, such as Summer Bridge and Orientation. There is activity on campus, just in a different format. He discussed enrollment, which is flat for new students and several hundred down with the returning student population. A discussion ensued.

B. News Clips

The news clips were presented for informational purposes.

VIII. Executive Session

A. It is requested that the Board of Trustees enter into executive session to discuss collective bargaining, and not return to public session. VOTE (17-19/20)

D. Tiernan made a motion to to enter into executive session to discuss collective bargaining, and not return to public session.

L. Barrieau seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

L. Barrieau Aye

D. Tiernan Aye
D. Irving Aye
M. Nicholson Aye
A. Clementi Aye
F. O'Donnell Aye
C. Stimpson Aye
D. Phillips Aye
D. Nieto Aye
C. Aneke Aye

IX. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:29 AM.

Respectfully Submitted,
L. Barrieau

Documents used during the meeting

- VOTE Minutes.pdf
- Endowment Match Guidelines 2020.pdf
- VOTE Resolution Endowment Incentive Program.pdf
- Draft Strategic Plan 6-2-20.pdf
- VOTE Draft Strategic Plan.pdf
- BOT Notifications 06102020.pdf
- Clips for June 2020.pdf
- VOTE Executive Session.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER: 25-19/20
SUBJECT: June 10, 2020 Board meeting minutes	

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the June 10, 2020 meeting.

Cover Sheet

Approval of June 10, 2020 Executive Session Minutes - VOTE (32-19/20)

Section: I. Opening Items
Item: E. Approval of June 10, 2020 Executive Session Minutes - VOTE
(32-19/20)
Purpose: Vote
Submitted by:
Related Material: BOT Executive Session June 10, 2020.pdf
VOTE Minutes Executive Session June 10, 2020.pdf

Executive Session
BOARD OF TRUSTEES

Fitchburg State University

Minutes of Remote Meeting Held on June 10, 2020 at 9:30 a.m.

Executive Session convened at 10:31 a.m.

Trustees Present: Donald Irving, Crystal Aneke, Lynn Barrieau, Martha Nicholson, Delfi Nieto, Frank O'Donnell, Carolyn Stimpson, David Tiernan, Anna Clementi, C. Deborah Phillips

Trustees Absent: None

Also Present: Richard Lapidus, Jay Bry, Christian Estrella, Gail Doiron

The president explained the current situation with MSCA Collective Bargaining.

With no further business before the Executive Session, it was voted by roll call vote to adjourn at 11:24 a.m.

Respectfully submitted,
Lynn Barrieau, Clerk

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 10, 2020
FROM: The President	REQUEST NUMBER: 32-19/20
SUBJECT: June 10, 2020 Executive Session minutes	

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the June 10, 2020 Executive Session.

Cover Sheet

FY2021 Budget Narrative

Section: II. Finance and Administration Committee
Item: A. FY2021 Budget Narrative
Purpose: Discuss
Submitted by:
Related Material: Budget Narrative FY2021 .pdf

June 24, 2020

Board of Trustees
Fitchburg State University
Fitchburg, MA 01420

SUBJECT: FY2021 BUDGET NARRATIVE

We are in uncharted budget planning territory due to the unprecedented financial pressures resulting from COVID-19 and its effect on campus life, the state tax revenue, and the global economy. And, when added to the existing challenges of the public demanding we minimize student debt and the continual demographic decline in traditional age undergraduate students, particularly in the New England region, we face one of the toughest budget cycles in this institution's history.

This current fiscal year, FY20, the University refunded \$3.5 million dollars to students due to the closing of the residence halls and dining facilities. The CARES Act provided some relief, \$1.9 million, to offset these costs. However, this budget year, FY21, there are also anticipated costs of at least \$2 million due to COVID-19 hygiene, cleaning and ppe supplies, information technology, and personnel costs to enable the University to have residential students on-campus, as well as, hybrid, and online modalities of learning in fall 2020. With a projected decrease in state tax revenue of \$2-7 billion a decline in our state appropriation is anticipated. While the amount is still unknown at this time, a 10% reduction (approximately \$3million loss) of our FY20 GAA appropriations has been assumed. The continual demographic decline in traditional age undergraduate students was of paramount concern during past budget cycle but now has the potential to exacerbate the financial pressures with an anticipated decline in undergraduate enrollments of as much as -15%, or over 400 full time students (resulting in a loss of over \$3 million in revenue). Finally, due to economic and health concerns, we anticipate our dorm occupancy also being reduced by an additional 27% (loss of \$3 million in revenue) as some double rooms become singles to minimize potential virus outbreaks.

Initially, pre-COVID, the University asked each division to prepare a flat operating budget for FY2021. However, in order to minimize the effects of the above noted revenue disruptions, significant efforts have been made to restrain planned spending in FY2021. These efforts include, but are not limited to: eliminating non-essential out-of-state travel and catered food; cancelling under-enrolled courses; implementation of a hiring freeze on all non-essential positions; attrition of positions through retirement; refinancing of MSCBA debt (saving \$7 million dollars in FY21); and consideration of furloughs to name a few highlights. With all these measures in place the projected budget deficit for FY21 is projected to be \$4.4 million dollars.

During the AY19-20, the University also worked to develop its next 5-year strategic plan, honing in on two key themes: that of education justice and becoming a student ready university. As such, during this upcoming year, the University will continue efforts to increase retention and serve non-traditional populations via multi-modal methods of delivery while balancing the challenges of the continual decline of traditional age undergraduate students and those presented by the COVID crisis. The University is committed to focusing its resources toward knowledge creation, career readiness, social mobility and lifelong learning, serving as an engine of development for the region, reinforcing our distinctive value proposition, while responsibly stewarding our physical and financial resources to navigate a path to long-term sustainability.

The steps taken in the past years to increase revenue while at the same time closely managing costs, has provided the University the financial footing to navigate the anticipated challenges but this new environment requires even more bold steps.

FY2021 Operating Budget

FY2021 Operating Budget

This scenario depicts our funding forecast with a state appropriation of \$29,400,756, tuition and fees of \$49,293,606, auxiliary services of \$ 10,987,107, and revenue of \$101,486,149. This results in a \$2,558,870 operating deficit (prior to additional COVID expenses). The overall goal is to strike a balance between fee increases and cost cutting measures, both of which further the effort to retain a stable financial footing while still remaining conscious of the cost of education for our students and their families, in an increasingly competitive higher education market. The strategy, while utilizing more of our cash reserves than in the past, allows the University to avoid drastic measures during a year of uncertainties. With the proposed fee increases, and utilization of a portion of the existing GCE fund balance, the University will balance the FY21 budget with unrestricted assets and still maintain reserves adequate to meet long-term obligations and ensure daily cash-flow needs.

Summary of Revenue Sources

Decreases in revenue are the result of a 10% anticipated state appropriation reduction; projected decline in tuition and fees due to a shortfall in day undergraduate enrollment; a loss of housing revenue is expected due to our efforts to comply with the state’s pandemic guidelines for social distancing; a decline in food services revenue due to the decline in the number of students living on campus. However, on the positive side, we are expecting the traditional Graduate Continuing Education division to break-even this year and continued enrollment growth in Accelerated Programs.

FY2021 Revenue Sources		
State Appropriations	\$	29,400,756
Collective Bargaining	\$	50,795
Financial Aid	\$	7,300,000
Grants	\$	1,492,410
Dorm Authority Housing	\$	7,907,107
Food Service	\$	3,080,000
Tuition and Fees	\$	49,293,606
Investment Income	\$	750,000
Sales and Service	\$	1,804,500
Unrestricted Assets	\$	2,558,870
Foundation	\$	266,000
Totals	\$	103,904,044

Summary of Operating Expenses

Total operating expenses are projected to be \$103,904,044. The bulk of these expenses consist of faculty and staff salaries and related personnel expenses (now approximately 47.4% of the budget), student aid and scholarships, auxiliary services expenditures, technology costs, and departmental operating budgets.

This represents a 8.7% decrease from the prior year budget. The decreases are primarily attributable to reduction in personnel cost and auxiliary services expenses.

Salaries & Benefits	\$	49,202,149
Financial Aid	\$	7,300,000
Grants	\$	1,492,410
Auxiliary Services	\$	10,547,107
Utilities / Space	\$	3,550,875
Scholarships / Insurance	\$	2,984,032
Information Technology	\$	4,825,272
Capital	\$	4,725,000
Department Operating	\$	13,537,770
Debt Service	\$	5,739,429
	\$	103,904,044

COVID-19 Expenses

In addition to the usual operating expenses outlined above, the University is projecting as much as \$2M in expenses for the purchases of supplies and cleaning products needed to prevent the spread of COVID-19, and respond to the technology changes in education and service delivery that will be required.. The state has mandated guidelines to follow for repopulating our campus. Supplies such as face masks for employees, hand sanitizing stations, and additional cleaning products will need to be purchased. The major uncertainty currently not included in our planning, or estimate, is for testing and contact tracing. The testing and tracing protocols for higher education in the Commonwealth are still being developed and evaluated, but they could also pose a significant additional cost burden. As these expenses are not part of our normal operation, this expense is not incorporated into the operating expenses above. We have shown these costs below the line to highlight these unusual expenses and on the remote chance we are able to be reimbursed for these expenses.

Staffing

The leadership team of the University continues to evaluate and capitalize on staffing vacancies to redeploy resources that strategically serve current and future needs. However, it is important to note that our state appropriation of \$29.4 million still falls short of the \$38.4 million needed to fully fund our payroll. This shortfall is further compounded because every payroll dollar not covered by the state appropriation adds an additional 38.8% percent to cover employee fringe benefits – or an additional \$3.9 million. As part of our cost containment and right-sizing efforts

as a result of continual enrollment decline in traditional age undergraduate students we are proposing a decrease of nearly \$3 million in regular employee compensation. We anticipate achieving this reduction by implementing a number of efforts that include hiring freezes, furloughs and attrition. We have also assumed no collective bargaining increases at this time given the current economic health of the Commonwealth. We are also reducing part-time employee expenses by nearly one million dollars through the reduction of adjunct faculty within the day division and elimination of some part-time positions across the campus.

Graduate and Continuing Education Division

The University's effort to increase enrollments and revenues by partnering with Academic Partnership nearly three years ago continues to be very successful as enrollments continue to grow within this division of Graduate and Continue Education (GCE). A continuation of growth is anticipated for FY21 and FY22.

The traditional GCE programs continue to struggle with enrollment growth as the master degree market has become much more competitive in recent years and enrollment growth rates are slowing. To counter that GCE has also begun to focus on the creation of workforce development programs as this is a key initiative of the current Baker administration. In addition, they are exploring expansion of life-long learning programs to build off the success of the ALFA program and to meet the changing educational landscape.

As part of this budget we are proposing modest fee increases to the traditional GCE undergraduate and graduate programs.

Facility and Technology Improvement Program

The University has continued to deploy funds toward capital renewal as an institution and in partnership with DCAMM and the MSCBA, to continue to improve the learning, living, and working environment of the campus. Key among these recent and current undertakings is the ongoing work to completely renovate Percival Hall with the 4th and final phase of construction slated for Summer/Fall of 2020.

Additionally, taking advantage of DCAMM Deferred Maintenance funding, approximately \$7.5 million over five years, the University is able to continue efforts of capital improvement while leveraging the outlay of University funds. Work in FY2021 will include the continued renovation of McKay C, with one half of the first floor being renovated during the Summer and

Fall of FY2020. Concurrently, plans continue for a DCAMM funded infrastructure initiative, which will replace antiquated electrical distribution systems, as well as replace and add generator capabilities to our facilities.

In FY2019, the IT department began its first year of a five-year plan designed for the renewal of systems and equipment that serve the student community. This has included upgraded student computer labs, upgraded wi-fi system and other core upgrades. This past year they also undertook the task of converting the university to the Google platform, which has been critical to our success in quickly converting to remote learning when the COVID pandemic hit in March. The ever-increasing demand for these services and capabilities by both students and staff, in addition to rapidly changing technologies, requires a substantial and continued investment. As such this budget includes a fee increase to support this continued investment..

Conclusion

This budget plan represents ongoing efforts to wisely invest in the future, while at the same time demonstrating continued diligence in both cost containment and right-sizing of operations during these challenging times and the ever changing higher education landscape. By recognizing and planning for the future enrollment challenges and the current, recognized realities of state funding resulting in the current budgetary climate, the University is taking proactive steps to ensure a stable financial future.

Cover Sheet

Budget Narrative Appendix

Section: II. Finance and Administration Committee
Item: B. Budget Narrative Appendix
Purpose: Discuss
Submitted by:
Related Material: 6 Year Net Price_Disount Rate.pdf
Note on CARES Act aid to Fitchburg State Students in FY2020.pdf

2014-15 Direct Cost and Net Price for FT/FT

	Direct Cost	less free monies	Net Price	less all student aid	Net Price
commuter	9,260	2,971	6,289	7,499	1,761
on campus	18,173	5,555	12,618	13,542	4,631

2015-16 Direct Cost and Net Price for FT/FT

	Direct Cost	less free monies	Net Price	less all student aid	Net Price
commuter	9,935	3,001	6,934	8,225	1,710
on campus	19,105	4,622	14,483	13,308	5,797

2016-17 Direct Cost and Net Price for FT/FT

	Direct Cost	less free monies	Net Price	less all student aid	Net Price
commuter	10,135	3,466	6,669	8,647	1,488
on campus	20,335	5,457	14,878	14,512	5,843

2017-18 Direct Cost and Net Price for FT/FT

	Direct Cost	less free monies	Net Price	less all student aid	Net Price
commuter	10,175	3,531	6,644	8,909	1,266
on campus	20,715	5,986	14,729	15,017	5,698

2018-19 Direct Cost and Net Price for FT/FT

	Direct Cost	less free monies	Net Price	less all student aid	Net Price
commuter	10,375	3,634	6,740	8,671	1,704
on campus	21,295	6,355	14,940	15,306	5,988

****2019-20 Direct Cost and Net Price for FT/FT**

	Direct Cost	less free monies	Net Price	less all student aid	Net Price
commuter	10,520	3,620	6,900	8,457	2,063
on campus	21,815	6,513	15,302	15,643	6,172

crystal report FTFR any grants resident with housing group 3 using budget IPEDS numbers are based on only FA recipients and direct costs after all aid has been applied
 **estimates

Note on CARES Act aid to Fitchburg State Students in FY2020

Earlier this spring, the federal government passed the Coronavirus Aid, Relief and Economic Security (CARES) Act. One of the provisions of this act included providing relief to college students whose educational experience was disrupted as a result of the Coronavirus pandemic. Through the CARES Act, Fitchburg State University has received funds that were disbursed directly to eligible undergraduate students who were enrolled in the spring 2020 semester.

The CARES Act funding is one of a series of ways Fitchburg State University is addressing the financial needs of students during the global COVID-19 public health crisis. The University's efforts to assist students have included housing and dining adjustments, continued payment of Federal Work Study wages, and, combined with donations to the Student Emergency Relief Fund, is contributing approximately \$300,000 toward the creation of the "Falcon CARES Fund" for otherwise ineligible students.

Fitchburg State University will use the \$1.9 million it receives in CARES Act funding to directly support eligible students who are facing significant financial challenges due to the ongoing COVID-19 pandemic. Through the federal CARES Act funding and the University Falcon CARES Fund, nearly all undergraduate students have received a payment.

Cover Sheet

Annual Operating Budgets FY18-FY21

Section: II. Finance and Administration Committee
Item: C. Annual Operating Budgets FY18-FY21
Purpose: Discuss
Submitted by:
Related Material: Summary Budget FY21.pdf
Summary of Operating Funds FY21.pdf

Annual Operating Budgets FY18 - FY21	FY2018 Budget	FY2019 Budget	FY2020 Budget	FY2021 Pre-COVID Budget	FY2021 Proposed BOT Budget
Revenue Sources					
State Appropriation	\$ 29,400,755	\$ 29,400,756	\$ 32,009,925	\$ 32,309,925	\$ 29,400,756
Collective Bargaining/ Other State Appropriations	\$ 618,215	\$ 605,539	\$ 300,000		\$ 50,795
DCAM	\$ -	\$ -			\$ -
Financial Aid	\$ 6,700,000	\$ 7,300,000	\$ 7,300,000	\$ 7,300,000	\$ 7,300,000
Grants	\$ 900,000	\$ 1,150,000	\$ 1,150,000	\$ 1,900,000	\$ 1,492,410
Auxiliary Services					
Dorm Authority - Housing	\$ 11,404,269	\$ 11,467,514	\$ 11,831,139	\$ 10,852,708	\$ 7,907,107
Food Service	\$ -	\$ 4,400,000	\$ 4,400,000	\$ 4,400,000	\$ 3,080,000
Tuition and Fees					
Tuition and Fees	\$ 42,355,952	\$ 46,980,471	\$ 48,956,655	\$ 31,447,704	\$ 29,631,896
Retained Out of State Tuition	\$ 1,510,000	\$ 1,400,000	\$ 1,400,000	\$ 1,546,000	\$ 1,500,000
Non State Supported Tuition	\$ 900,000	\$ 1,100,000	\$ 1,100,000	\$ 1,077,000	\$ 1,077,000
GCE Tuition & Fees				\$ 7,526,503	\$ 8,544,545
Accelerated Programs (AP) Tuition & Fees				\$ 8,366,222	\$ 8,540,165
Investment Income	\$ 450,000	\$ 437,285	\$ 512,644	\$ 450,000	\$ 750,000
Sales & Service	\$ 2,228,861	\$ 2,302,267	\$ 2,193,767	\$ 2,301,016	\$ 1,804,500
Unrestricted Assets	\$ 1,486,919	\$ 1,594,822	\$ 2,395,824		\$ 140,975
Foundation	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000	\$ 266,000
Total Revenue Sources	\$ 98,220,971	\$ 108,404,654	\$ 113,815,954	\$ 109,743,078	\$ 101,486,149

Operating Expenses					
Regular Employee Compensation	\$ 39,164,350	\$ 39,972,245	\$ 42,184,880	\$ 42,098,592	\$ 38,481,831
Pension and Ins-Related Exp.	\$ 3,335,001	\$ 3,822,112	\$ 4,331,562	\$ 4,089,956	\$ 3,815,463
Part-Time Salaries	\$ 6,501,216	\$ 6,972,662	\$ 7,545,685	\$ 7,427,936	\$ 6,904,855
Financial Aid	\$ 6,700,000	\$ 7,300,000	\$ 7,300,000	\$ 7,300,000	\$ 7,300,000
Grants	\$ 900,000	\$ 1,150,000	\$ 1,150,000	\$ 1,900,000	\$ 1,492,410
Auxiliary Services					
Dorm Authority - Housing	\$ 11,404,269	\$ 11,794,729	\$ 11,831,139	\$ 11,657,378	\$ 7,907,107
Food Service		\$ 4,400,000	\$ 4,400,000	\$ 4,400,000	\$ 2,640,000
Operational Costs					
Utilities' Expenses Space Costs	\$ 3,580,444	\$ 3,588,044	\$ 3,575,550	\$ 3,550,875	\$ 3,550,875
Scholarship Expenses Insurance Costs	\$ 2,851,059	\$ 2,906,059	\$ 2,902,059	\$ 2,963,532	\$ 2,984,032
Information Technology	\$ 3,618,524	\$ 4,553,362	\$ 4,592,125	\$ 4,602,314	\$ 4,825,272
Capital	\$ 4,725,000	\$ 4,725,000	\$ 4,725,000	\$ 4,725,000	\$ 4,725,000
Department Operating	\$ 10,475,693	\$ 11,820,025	\$ 13,662,468	\$ 13,913,890	\$ 13,537,770
Debt Service	\$ 4,965,415	\$ 5,400,416	\$ 5,615,486	\$ 5,710,985	\$ 5,739,429
Total Operating Expenses	\$ 98,220,971	\$ 108,404,654	\$ 113,815,954	\$ 114,340,458	\$ 103,904,044

deficit	\$ (4,597,380)	\$ (2,417,895)
COVID Expenses	n/a	\$ (2,000,000)
Final Deficit	\$ (4,597,380)	\$ (4,417,895)

Summary of Spending from Reserves		
Housing Reserve	\$ 804,670	\$ -
GCE/AP Reserve	\$ 764,743	\$ 79,289
University Reserves	\$ 3,027,966	\$ 4,338,606
TOTAL	\$ 4,597,379	\$ 4,417,895

Summary of Operating Funds

The University budget is composed of two primary sources: state appropriations and funds held in trust. The various trust funds come from fees, grants, auxiliary activities and other sources. State appropriations are estimated at \$29.4M, Trust funds from tuition and fees \$49.2M, Auxiliary \$10.5M and Financial Aid, Grants, etc. at \$8.8M.

FY2021 Summary of Operating Funds	FY2020 Budget Approved	FY2021 Budget Proposal	Delta
C81/C90 State Maintenance/Coll Bargaining	\$ 32,197,760	\$ 29,400,756	\$ (2,797,004)
T65/T65P University Fee	\$ 36,504,837	\$ 33,441,289	\$ (3,063,548)
T10/T19 Continuing Education CPS	\$ 6,676,674	\$ 6,287,051	\$ (389,623)
T15 Accelerated On-Line Programs	\$ 4,139,041	\$ 5,789,521	\$ 1,650,480
T11 Student Activity	\$ 400,000	\$ 400,000	\$ -
T16 Technology Fee	\$ 1,350,042	\$ 1,573,000	\$ 222,958
T22 Dorm Authority	\$ 11,831,139	\$ 7,907,107	\$ (3,924,032)
T25 Food Service	\$ 4,400,000	\$ 2,640,000	\$ (1,760,000)
T24 General Purpose	\$ 133,125	\$ 133,125	\$ -
T26 Student Financial Aid	\$ 31,200	\$ 31,200	\$ -
T36 Summer Conference	\$ 129,650	\$ 97,000	\$ (32,650)
T37 Bookstore Trust Fund	\$ 150,000	\$ 150,000	\$ -
T38 Parking Scholarship	\$ 25,000	\$ 45,500	\$ 20,500
T99 Out of State Tuition	\$ 1,400,000	\$ 1,500,000	\$ 100,000
N91/N93 Retirement of Debt	\$ 5,615,486	\$ 5,716,085	\$ 100,599
F13 Federal Work Study	\$ 260,060	\$ 260,060	\$ -
Transfer Fin Aid, Grants, Clubs, etc.	\$ 8,571,940	\$ 8,532,350	\$ (39,590)
Total	\$ 113,815,954	\$ 103,904,044	\$ (9,911,910)

Cover Sheet

Technology Fee Increase - VOTE (26-19/20)

Section: II. Finance and Administration Committee
Item: D. Technology Fee Increase - VOTE (26-19/20)
Purpose: Vote
Submitted by:
Related Material: VOTE Technology Fee Increase.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER: 26-19/20
SUBJECT: Student Fee Increase	

It is requested that the Fitchburg State University Board of Trustees vote to recommend the following annual student fee, effective for the fall semester 2020:

Technology Fee

Day Undergraduate

Technology Fee: \$75.00 per semester increase for FY2021. The new annual total will be \$500.00.

GCE Undergraduate and Graduate

Technology Fee: \$2.00 per credit increase for FY2021 for a total fee of \$9.00 per credit.

Cover Sheet

GCE Student Fee - VOTE (27-19/20)

Section: II. Finance and Administration Committee
Item: E. GCE Student Fee - VOTE (27-19/20)
Purpose: Vote
Submitted by:
Related Material: VOTE GCE Fee Increase.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER: 27-19/20
SUBJECT: GCE Student Fee Increase	

It is requested that the Fitchburg State University Board of Trustees vote to recommend the following Graduate and Continuing Education fee increases, effective fall semester 2020:

- An increase of \$11.00 per credit for the GCE undergraduate program for FY2021; the new total per credit fee will be \$319.00.
- An increase of \$13.00 per credit for the GCE graduate program for FY2021; the new total per credit fee will be \$332.00.

Cover Sheet

ALFA Fee - VOTE (28-19/20)

Section: II. Finance and Administration Committee
Item: F. ALFA Fee - VOTE (28-19/20)
Purpose: Vote
Submitted by:
Related Material: VOTE ALFA Fee Increase.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER: 28-19/20
SUBJECT: ALFA Program Fee Increase	

It is requested that the Fitchburg State University Board vote to recommend the following fee increase, effective for the fall semester 2020:

ALFA Program

ALFA Program: an increase of \$10.00 per course for FY2021; the new per course fee will be \$40.00.

Cover Sheet

FY2021 Budget - VOTE (29-19/20)

Section: II. Finance and Administration Committee
Item: G. FY2021 Budget - VOTE (29-19/20)
Purpose: Vote
Submitted by:
Related Material: VOTE Budget FY2021.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER: 29-19/20
SUBJECT: FY2021 Budget	

It is requested that the Fitchburg State University Board of Trustees vote to recommend the FY2021 Budget as presented by the President.

Cover Sheet

Roll Forward of Funds to FY2021 Budget - VOTE (30-19/20)

Section: II. Finance and Administration Committee
Item: H. Roll Forward of Funds to FY2021 Budget - VOTE (30-19/20)
Purpose: Vote
Submitted by:
Related Material: VOTE Roll forward of funds to FY2021 budget.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER:
SUBJECT: Roll Forward of Funds to FY2021 Budget	30-19/20

It is requested that the Fitchburg State University Board of Trustees vote to recommend that ongoing capital projects roll forward into the FY2021 University Budget.

Cover Sheet

Slate of Officers - VOTE (31-19/20)

Section: III. Slate of Officers
Item: A. Slate of Officers - VOTE (31-19/20)
Purpose: Vote
Submitted by:
Related Material: Slate of Officers vote.pdf

**Fitchburg State College
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	REQUEST NUMBER: 31-19/20
SUBJECT: Board Officers	

It is requested that the Board of Trustees of Fitchburg State University vote to approve the following slate of officers:

- Chair —
- Vice Chair —
- Clerk —

Cover Sheet

Personnel Actions (N08-19/20)

Section: IV. Notifications
Item: A. Personnel Actions (N08-19/20)
Purpose: FYI
Submitted by:
Related Material: BOT Notifications 06292020 (1).pdf

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

TO: Board of Trustees	DATE: June 29, 2020
FROM: The President	NOTIFICATION NUMBER: N08-19/20
SUBJECT: Personnel Actions	

Interim Position

Jeanette Robichaud Interim Director \$70,000.00
Effective: 6/8/2020 Grants and Special Services

Elizabeth Swartz Interim Director \$62,000.00
Effective: 7/1/2020 TRIO Student Support Services

Retirement

John Paul Professor \$117,595.71
Effective: 8/29/2020 Economics, History & Political Science

Employee Separation

Karen Frank Mays Director \$77,011.29
Effective: 6/2/2020 Grants and Special Services

Promotion

Tammy Soucie Burke From: Admin Assistant II From: \$59,196.28
Effective: 6/8/2020 To: Staff Assistant, Assistant Registrar To: \$60,197.00
 Registrar's Office

Stefan Dodd From: Director of OneCard Office From: \$89,514.47
Effective: 6/28/2020 To: Chief Technology Officer To: \$102,942.00
 Technology

2nd Year Reappointment

Mary Vreeland Assistant Professor \$66,300.00
Effective: 9/1/2020 Communications Media
End: 5/31/2021

Cover Sheet

News Articles

Section: VII. President's Report
Item: E. News Articles
Purpose: FYI
Submitted by:
Related Material: Clips for June 29 2020.pdf

Sentinel & Enterprise

Wednesday, June 24, 2020 \$2.00 FACEBOOK.COM/SENTINELANDENTERPRISE TWITTER.COM/SENTANDENT

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STUDENTS' RETURN

FSU prepping for fall semester

College using remote and in-person teaching when students return

Submitted Article

FITCHBURG » Fitchburg State University students will return to campus for the fall semester with a mixture of in-person and remote instruction while keeping all members of the campus community safe, according to an

announcement by University President Richard Lapidus on Tuesday.

“Our goal is to offer as much flexibility for students and faculty as possible,” Lapidus said.

“The combination of course types and numbers are still under consideration with the understanding that certain courses

require in-class delivery and conversely reducing the number of people on campus at one time is an important consideration,” he said.

“Additionally, we will continue to work on various ways to deliver the robust array of support services that students both on- and off-campus need and de-

pend on.”

The COVID-19 pandemic’s arrival in the spring semester required colleges and universities to move to remote instruction and online delivery of student support services.

The experience was disruptive but provided valuable lessons that are helping shape the development of the fall semester plans, Lapidus said.

When the semester begins in

September, most classes will be offered in a hybrid format, blending in-person instruction with remote sessions and classroom configurations will be modified to allow for social distancing on campus, according to Lapidus’ announcement.

Residence halls will open with reduced occupancy.

Most rooms will be configured as singles with some others con-

FSU » 8A

FSU

FROM PAGE 1A

figured as doubles to serve as “family units” within suites.

The university is still determining how room assignments will be made. The university’s dining areas will be open but with new protocols and occupancy limits, along with regular sanitizing of chairs and tables, according to Lapidus’ announcement.

These plans, designed to protect the health and safety of our community, meet current guidance provided by Gov. Charlie Baker’s higher educational working group shared as part of the state’s safe reopening plan, and the U.S. Centers for Disease Control and Prevention and the Massachusetts Department of Public Health.

The university is prepared to alter its direction should these guidelines

change and will follow any new guidance from the state as it pertains to testing and contact tracing for which protocols are still being developed, Lapidus said in the announcement.

Officials are also awaiting guidance from the National Collegiate Athletic Association and the Massachusetts State College Athletic Conference about organized sports for this fall.

But President Lapidus said that the university is committed to developing programs that will foster the sense of belonging that is crucial to a robust collegiate experience.

“All of us are committed to fulfilling our mission and providing students with the academic and life experiences they deserve and have come to expect,” Lapidus said.

Information on the university’s ongoing COVID-19 response can be found at fitchburgstate.edu/coronavirus.



Fitchburg State University President Richard Lapidus at a trustees meeting in January.

SENTINEL & ENTERPRISE FILE PHOTO

LOCAL

Gerard Russell, Assistant managing editor
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Worcester State, Fitchburg State to return in the fall

The schools and others plan a 'blended model of instruction with face-to-face and remote coursework'

By Michael P. Norton
State House News Service

State universities in Bridgewater, Fitchburg, Framingham, Salem, Westfield and Worcester plan in September to bring students back to campuses, where they are scheduled to return to dorms and attend on-campus classes as the state copes with the uncertainties posed by COVID-19.

The state universities, in addition to the Massachusetts College of Liberal Arts in North Adams, Mass. College of Art and Design in Boston, and the Mass. Maritime Academy in Buzzards Bay, plan to offer a "blended model of instruction with face-to-face

and remote coursework for the fall semester."

The public higher education institutions announced their plans Thursday night, about three months after students were sent off campuses to pursue remote learning.

"Because the state universities have very few large lecture-style classes, and maintain low student-to-faculty ratios, we are confident our campuses will be able to provide students some level of in-classroom instruction," said Vincent Pedone, executive director of the State Universities Council of Presidents. "Our campuses are well-positioned to adapt to gathering size limitations and social distancing requirements, while providing the high-quality and affordable programming that is our hallmark."

See RETURN, A4



The Helen G. Shaughnessy Administration Building on the Worcester State University campus. Worcester State University among schools planning to open in the fall. [T&G STAFF/CHRISTINE HOCHKEPPEL]

RETURN

From Page A3

The large University of Massachusetts system, which has campuses in Amherst, Boston, Dartmouth, Lowell and Worcester, has not announced its plans for the fall semester, and a spokesman for UMass President Marty Meehan said each of the UMass campuses will be making final plans available in the coming weeks.

The announcement came hours after state public health officials reported 271 new cases of COVID-19 and 36 new deaths, raising total reported infections in the state since the outbreak began to 106,422 and increasing the death toll to 7,770. COVID-19 hospitalizations, the seven-day average of the positive test rate and the three-day average of COVID-19 deaths continued to trend in downward in Massachusetts, but are rising in several southern and western states.

The state universities group said

Phase 3 of Gov. Charlie Baker's economic reopening plan is "expected by mid-August," and said they plan to follow state and federal COVID-19 health and safety protocols and procedures. Gov. Baker, according to his own plan, could move the state into Phase 3 as soon as June 29.

The nine state universities said they are still accepting admission and residence hall applications through the summer, and will be releasing more detailed "safe return plans" in the coming days and weeks.

"We are hearing from our students a demand for the return to in-classroom instruction and a return to their on-campus housing," Pedone said. "Our students value the personal attention afforded them by our small class sizes and enjoy the residence life experience offered at all our state universities."

The state Board of Higher Education plans to meet on Tuesday at 10 a.m., with members participating remotely in a meeting accessible on Zoom.

EARLY CHILDHOOD

New pact between FSU, Monty Tech transfers credits

Submitted Report

FITCHBURG » Leaders from Fitchburg State University and Montachusett Regional Vocational Technical High School recently signed an articulation agreement that will let high school students receive credits in early childhood education toward their bachelor's degrees.

The agreement is designed to support students by building on past learning experience and eliminating unnecessary dupli-

cation of learning outcomes.

Under terms of the agreement, Monty Tech students who have completed the Early Childhood Education Career Pathway Levels I-IV with a grade of B or higher will be granted six college credits at Fitchburg State, replacing the collegiate courses on Foundations of Inclusive Education and Designing Environments for Young Children.

The credits will be accepted for four years after the student graduates from Monty Tech. The agreement was created after a

lengthy review of course objectives at the high school and collegiate level to insure students were acquiring college level knowledge and competencies.

"This agreement recognizes the caliber of early childhood education preparation occurring at Monty Tech, and will give students a head start on their collegiate aspirations," Fitchburg State President Richard S. Lapidus said.

"We're proud to continue the constructive collaboration with area school districts that result

in opportunities for student success," he added.

"Monty Tech is thrilled to partner with Fitchburg State University on the Early Childhood Program articulation," Monty Tech Superintendent-Director Sheila M. Harrity, said. "With this agreement, our Early Childhood program students will have the opportunity to earn six college credits from Fitchburg State and apply it to their undergraduate program at no cost to them or their families.

"This is a wonderful way to

build the early childhood training and workforce pipeline that is needed in our region," she continued. "In addition, this partnership has allowed our Early Childhood program instructors to work directly with faculty from Fitchburg State.

"These conversations allowed for the sharing of curriculum and improving the rigor of our coursework at the high school level," Harrity said.

The articulation agreement is effective immediately and will be reviewed in May 2023.



Local police recruits learning new lessons in era of reform



By: [Wale Aliyu, Boston 25 News](#)

Updated: June 18, 2020 - 10:01 PM

FITCHBURG, Mass. — Just as police departments across the state are experiencing reform right now, so are the police academies, where future officers are learning what it takes.

Boston 25 News has been closely following recruits for months, and spent the day at the Fitchburg State Police Academy, to see how educators there are dealing with the civil unrest head-on.

The recruits recently got candid lessons from current officers on protecting and serving the community, including Harvard, Massachusetts Police Chief Edward Denmark.

“There have been times where I’ve used force in my past and a lot of that was anger,” Chief Denmark told the recruits. “I got so wrapped up in what my task was in that moment, as opposed to what my purpose was in the bigger picture.”

The recruits are also dissecting mistakes officers around the country have made in hopes of avoiding similar situations. For example, recruits had to write a two-page essay on what the four officers did wrong in the George Floyd incident.

“When we spend 15 weeks here, you do what you’re told here when you’re told to do it and nothing more. I think it can be challenging to get out on the street and confront a veteran officer, but those are the skills that we are learning here to be able to step up and make those tough decisions,” Medfield Police recruit William Bento told Boston 25 News reporter Wale Aliyu.

Fitchburg State University Police Academy has a model of training and educating the recruits simultaneously, which they say is the first in the country.

“Research has shown that educated officers have less ‘use of force’ incidents, they have less deadly force incidents, they are better problem solvers,” academy director Lisa Lane McCarty said. “To their credit, this is not a great time to be going through a police academy. And they have these faces on that say ‘they will be the change,’” she added.

In the five-year program, the 21 recruits will get a criminal justice bachelors, a master’s degree, a police certification, and first-hand lessons on the ethics and nuances of policing.

“They need to understand the limitations of some of the things that we have tried or even some of the things people are suggesting now,” Chief Denmark said. “How is a certification going to change the way someone feels in their heart and their mind? It’s not going to. It may help to make sure we have the right education. But at two in the morning when a fight starts in the middle of the street that doesn’t matter.”

Four of the recruits already have jobs waiting for them. Benjamin Torrence will be joining the short-staffed Haverhill Police Department, and says as an officer of Color, he feels the pressure to bridge the gap.

“I do feel the pressure, but I know I’m not alone,” Torrence said. “I’m excited, my fellow recruits are excited, to get out on the street to make a difference.”

With calls to defund, and dismantle entire departments, these recruits know their goal is to provide change, one interaction at a time.

“We want to be able to change peoples’ perspective if they have a negative outlook on this job,” Bento said.

“This is all fear-driven,” said Chief Denmark. “This is cops fearing people which causes them to have heightened fear and feel they need to use force. And communities of color don’t trust the cops based on the history of this country. This goes far beyond policing so they’re afraid.”

Sentinel & Enterprise

Thursday, June 18, 2020

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FITCHBURG STATE POLICE ACADEMY

'NEVER JUST BLUE'



NICOLE DEFEUDIS / LOWELL SUN

Harvard Police Chief Edward Denmark encouraged Fitchburg State Police Academy recruits to consider their own biases in a presentation on Wednesday morning.

Self-reflection a key theme in chief's address to future officers of the law

By Nicole DeFeudis
nndefeudis@lowellsun.com

FITCHBURG » When Harvard Police Chief Edward Denmark was training to become an officer decades ago, racial bias wasn't discussed in depth.

He recalls an instructor telling his class: "You're no longer black, white... You're all blue."

"And I thought to myself... 'That's not true,'" Denmark said. "Because when you go home, you get to take your blue off, and you can walk down the street, and no one's going to

mess with you. But when I go home, I can take my blue off, and depending on where I walk, I'm just another black guy that's going to rip (people) off or break into their car."

"So you're never just blue. You're always who you are underneath that uniform," he said.

Self-reflection was the theme of Denmark's presentation to Fitchburg State University Police Academy recruits and campus police staff on Wednesday morning. In response to na-

RECRUITS » 8A



NICOLE DEFEUDIS / LOWELL SUN

Fitchburg State Police Academy Recruits, bottom from left, Joshua Folmer-Lafleur, Abigail Robinson, Michael Brito, Keegan O'Donnell, Kelly McCusker Brown, rear from left, Jared Taje and Alyssa King listen to a presentation on fair policing at Weston Auditorium at Fitchburg State.

Recruits

FROM PAGE 1A

tional protests sparked by the killing of George Floyd during an arrest in Minneapolis, Denmark challenged the recruits to consider their own biases.

“Yes, we all have a role in this. We 100% have a responsibility to do our part to try to make this better — and it starts with this discussion we’re having here, to recognize our weaknesses and call each other out when we see something wrong. We have to do that,” Denmark said.

He began the presentation by showing footage of an officer pointing a gun at a black college student who was picking up trash outside a dormitory building in Colorado. Denmark intermittently paused the video, urging the recruits to question the meaning of “reasonable and necessary” use of force.

“It’s the old adage: If the only tool you have is a hammer ... (everything) looks like a nail,” Denmark said. “What makes something reasonable and necessary?” he asked later.

Academy Director Lisa Lane McCarty said she cleared the day for Denmark to deliver the “timely” and “important” message. She said recent events have made the recruits “more determined to go out there and do the job the right way... if anything, they want to be the change.”

Typically, a police recruit would be hired or sponsored by a police department before enrolling in a 20-week academy to be certified.

But students in the Fitchburg State Police Program study Municipal Police Training Committee curriculum over four years, beginning when



NICOLE DEFEUDIS / LOWELL SUN

Harvard Police Chief Edward Denmark, standing, gave a presentation titled, ‘Fair and Impartial Policing and Procedural Justice’ to Fitchburg State Police Academy recruits on Wednesday.

they are college freshmen.

Upon graduating with a degree in criminal justice, the recruits complete a summer academy to become certified police officers.

Then, they enter a one-year graduate program in criminal justice.

“What I’m seeing is that the Massachusetts Chiefs of Police Association, along with MPTC and other organizations, have been really starting to push for an education requirement for police officers, because right now there isn’t any,” McCarty said.

“There is an understanding that a better-educated police officer is going

to have a skill set that could promote change. And research has shown that police officers who have a post-secondary education are less likely to use use of force ...

“They’re just better problem-solvers and decision-makers,” she continued.

Fitchburg State’s academy was spearheaded in 2013 by now-retired Fitchburg Police Chief Robert DeMoura, who previously served as deputy chief in Lowell, and university instructor David Weiss. DeMoura sought to transform students into “street-ready” police officers through extensive college

training.

Denmark said he believes police officers should be required to take a philosophy course.

“Where we’ve been lacking is teaching people how to think. We teach people skills, we teach people how to follow rules, how to follow directions. But in part of that process, sometimes we diminish their ability to think,” he said.

Recruit Benjamin Torrence, of Haverhill, said policing has “always been a calling” to him.

“Police officers need to be more than just people who go out and just arrest people, and beat up people and handcuff people. They

need to be expert communicators, they need to be experts in empathy, experts in sympathy, and experts in teamwork,” Torrence said.

Alyssa King, a recruit from Groton, said, “Every single one of us needs to be a difference, and in a good way.”

Both recruits earned bachelor’s degrees in May, and are currently in their third week of police academy training.

This group of 21 recruits will be the third to complete the Fitchburg State Police Academy.

“My bigger fear with this ... is that we try to plaster some new training, some

new certification some new requirements and think it’s going to fix (the situation). But we have a broader system built on systemic racism that the police didn’t cause, but they’re part of,” Denmark said.

“It’s not a training program that’s going to change our culture. It’s not a training program that’s going to change the way you feel about certain communities. It’s not a training that’s going to change the communities to feel differently about you. It’s the one-on-one interaction every day that’s going to make a difference,” he told the recruits.

COLLEGE TOWN

Fitchburg State to revamp career advising

By **Scott O'Connell**

Telegram & Gazette Staff

FITCHBURG – Fitchburg State University announced it has received a six-figure award from the David Educational Foundation to “remake” its career advising program.

The grant, worth more than \$250,000, will enable the university to build a new model for how it provides career advising and related services to students, as well as create a new internship and employer relations model.

The Davis Foundation has provided funding to Fitchburg State in the past as well, to improve data collection practices and the rate at which students complete their degrees, according to university president Richard S. Lapidus.

“The foundation’s latest investment will support career outcomes in connection to degrees and academic credit accumulation,” he said. “We are strategically focused on student success through career mapping, experiential learning, and advising to expedite students’ pathways toward careers.”

“My staff and I are excited to continue this work thanks to the support of the Davis Educational Foundation,” said Melisa Alves, the school’s director of career services and advising. “As we move forward with this work, along with our plans to build career communities, an internship program, and career readiness courses, we are confident our students will benefit greatly as we provide career services support that will prepare them for whichever step they decide to take upon graduating from Fitchburg State University.”

LOCAL NEWS

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FITCHBURG

Downtown businesses get boost from grants



JOHN LOVE / SENTINEL & ENTERPRISE

Kim Jones, owner of Strong Style Coffee in Fitchburg, said 'knowing that organizations like North of Main and other community organizations in Fitchburg are there in the worst of times to support us is why I choose to do business in Fitchburg.'

Staff Report

FITCHBURG » Downtown Fitchburg businesses hit hard by the COVID-19 pandemic

have received more than \$62,000 in emergency grants through MassDevelopment's Transformative Development Initiative (TDI), in partnership with ReImagine North of Main,

according to a press release from the downtown revitalization group.

"It was nice to see the organized groups involved with Fitchburg do something to help

support the businesses that have made investments in the city," Steven Duvarney, owner of Duvarney Jewelers on Main Street, said. "For a retailer that

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Grants

FROM PAGE 3A

was deemed nonessential during COVID, Fitchburg has made us feel essential."

The grants were designed to provide flexible, emergency funding to help small businesses in the Fitchburg TDI District navigate these unprecedented times. The funds were targeted to support restaurants and businesses deemed "nonessential" by

Gov. Charlie Baker's executive order.

Administered by ReImagine North of Main with the support of the Fitchburg TDI Partnership, applications from 25 businesses were received and approved, according to the release.

Funding was made possible through MassDevelopment's TDI Local Emergency Funding and the ReImagine North of Main, which is supported by The Health Foundation of Central Massachusetts.

gy Initiative.

"As a small business owner, the last few months have been filled with uncertainty and fear," Kim Jones, owner of Strong Style Coffee on Boulder Drive, said. "Knowing that organizations like North of Main and other community organizations in Fitchburg are there in the worst of times to support us is why I choose to do business in Fitchburg. The financial support given to us has helped us reopen and hire staff. This gesture

shows that they see beyond just numbers and care about the businesses and community that make our city a special place."

ReImagine North of Main is a collective impact initiative led by Fitchburg State University, the City of Fitchburg, Fitchburg Art Museum, The Minority Coalition, Making Opportunity Count and NewVue Communities. Fitchburg State University is the fiscal agent and project manager for the ReImagine North of Main initiative.