



# Fitchburg State University

## Board of Trustees Meeting

Published on September 7, 2021 at 2:04 PM EDT

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### Date and Time

Tuesday September 14, 2021 at 8:15 AM EDT

### Location

This meeting will be held remotely.

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Notice of a meeting of the Fitchburg State University Board of Trustees on Tuesday, September 14, 2021 at 8:15 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 viewing:

Live stream

[stream.meet.google.com/stream/80f67a47-6c6a-403c-8962-a80eda969142](https://stream.meet.google.com/stream/80f67a47-6c6a-403c-8962-a80eda969142)

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>8:15 AM</b>
Opening Items			
<b>A.</b> Record Attendance and Guests			1 m
<b>B.</b> Call the Meeting to Order		Deborah Phillips	1 m
<b>C.</b> Public Comments			3 m
<b>D.</b> Approve Minutes from the May 4, 2021 Meeting - VOTE (01-21/22)	Approve Minutes		1 m
<b>II. President's Assessment and Goals</b>			<b>8:21 AM</b>
<b>A.</b> President's Goal Performance 2020-2021 Academic Year	Discuss		8 m

	<b>Purpose</b>	<b>Presenter</b>	<b>Time</b>
<b>B.</b> Accept the President's Goal Assessment for AY2020-2021- VOTE (02-21/22)	Vote		1 m
<b>C.</b> President's Goals AY2021-2022	Discuss		8 m
<b>D.</b> Accept the President's Goals for AY2021-2022 - VOTE (03-21/22)	Vote		1 m
<b>III. Budget Update</b>			<b>8:39 AM</b>
<b>A.</b> Jay Bry will provide a budget update.			
<b>IV. Notifications</b>			<b>8:39 AM</b>
<b>A.</b> Personnel Actions (N01-21/22)	FYI		1 m
<b>V. Student Trustee Report</b>			<b>8:40 AM</b>
<b>A.</b> Joseph Cautela will provide the Student Trustee Report			5 m
<b>VI. Chair's Report</b>			<b>8:45 AM</b>
<b>A.</b> Debbie Phillips will provide the Chair's Report.	FYI		5 m
<b>VII. President's Report</b>			<b>8:50 AM</b>
<b>A.</b> Opening of the university	FYI		10 m
<b>B.</b> COVID	FYI		10 m
<b>C.</b> Conflict of Interest	FYI		5 m
The form will be sent to each Trustee electronically for completion.			
<b>D.</b> News Articles	FYI		1 m
<b>VIII. Closing Items</b>			<b>9:16 AM</b>
<b>A.</b> Adjourn Meeting	Vote		1 m

## Cover Sheet

### Approve Minutes from the May 4, 2021 Meeting - VOTE (01-21/22)

<b>Section:</b>	I. Opening Items
<b>Item:</b>	D. Approve Minutes from the May 4, 2021 Meeting - VOTE (01-21/22)
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for Board of Trustees on May 4, 2021 VOTE Minutes.doc.pdf

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## Fitchburg State University

# Minutes

## Board of Trustees

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### Date and Time

Tuesday May 4, 2021 at 8:00 AM

### Location

This meeting will be held remotely.

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Notice of a meeting of the Fitchburg State University Board of Trustees  
Tuesday, May 4, 2021 at 8:00 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:

Live stream

[stream.meet.google.com/stream/eea6ff37-2eb0-4360-b1a0-c9f4f2ee0c46](https://stream.meet.google.com/stream/eea6ff37-2eb0-4360-b1a0-c9f4f2ee0c46)

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### Trustees Present

C. Stimpson (remote), D. Irving (remote), D. Phillips (remote), D. Tiernan (remote), F.  
O'Donnell (remote), K. SPINELLI (remote), L. Barrieau (remote), M. Fiorentino, Jr.  
(remote), M. Nicholson (remote), S. Olson (remote)

### Trustees Absent

*None*

### Ex Officio Members Present

R. Lapidus (remote)

### Non Voting Members Present

R. Lapidus (remote)

### Guests Present

A. Alberto (remote), C. Bullis (remote), C. Canney (remote), C. Estrella (remote), G.  
Doiron (remote), J. Bry (remote), J. Murdoch (remote), J. Wolfman (remote), L. Bayless  
(remote), M. McKenzie (remote), P. McCafferty (remote), S. Swartz (remote)

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## I. Opening Items

### A. Record Attendance and Guests

### B. Call the Meeting to Order

D. Phillips called a meeting of the board of trustees of Fitchburg State University to order on Tuesday May 4, 2021 at 8:01 AM.

### C. Public Comments

There were none.

### D. Approve Minutes from the Board of Trustees March 30, 2021 - VOTE (24-20/21)

F. O'Donnell made a motion to approve the minutes from Board of Trustees on 03-30-21.

D. Irving seconded the motion.

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

#### Roll Call

F. O'Donnell	Aye
C. Stimpson	Absent
L. Barrieau	Aye
M. Nicholson	Aye
K. SPINELLI	Aye
M. Fiorentino, Jr.	Aye
D. Phillips	Aye
D. Irving	Aye
D. Tiernan	Aye
S. Olson	Aye

## II. Finance and Administration Committee

### A. FY2022 Budget Narrative

The Chair officially welcomed Dr. Michael Fiorentino, Jr. to the Board.

M. Fiorentino expressed his pleasure to returning to Fitchburg State and looked forward to working with everyone.

D. Phillips next presented the Finance and Administration Committee report. She reported that the committee met last Tuesday. The committee discussed in detail the budget narrative and reviewed the financial documents. She stated the president reported at the meeting the budget cycle was extremely challenging as the result of COVID-19 and the need to conduct classes in a predominately remote format for the entire year. She said with a tradition of strong budget management, fiscal belt tightening and the implementation of an early retirement program, the institution remained reasonably healthy. She indicated that the university was fortunate that the state came through with level funding and COVID-19 relief. She indicated that the COVID-19 protocols put in place by the institution, helped to mitigate the infection rate. She expressed kudos to the president and the administration and to everyone that worked to develop and implement the COVID-19 protocols. She reported that it was the university's intention to return in the fall semester with in-person classes. She noted however, that planning is fluid as the university awaits guidance from the state. She indicated that expenses related to COVID-19 would continue to be significant.

D. Phillips stated that there was some good news in the information packet. There was currently an increase in undergraduate applications and deposits compared to the prior year, but cautioned about becoming too optimistic at this early date. The institution does anticipate an increase in the residence halls occupancy from last year but, is still planning for a deficit. She reminded the board that debt service must still be paid to the MSCBA whether students reside in the residence halls or not. She reported that at the committee meeting, the current financial situation was reviewed. Liquidity calculations indicate the campus could operate for 5.9 months. She stated that the university is in good financial shape compared to other institutions in the system. The outside study done by Parthenon, confirmed our current financial stability and the committee was pleased to hear that.

D. Phillips next discussed the budget narrative and expenses. She indicated that the largest share of expenses stemmed from personnel. She highlighted COVID-19 relief information and the anticipation of long-term COVID expenses. She noted the decline in college age students due to the decrease in birth rates. The university has been working to diversify its revenue streams. The Finance and Administration Committee reviewed the budget details with the president and the administration, and they felt the university did a fantastic job under extraordinary circumstances. She reported that the Finance and Administration Committee voted to recommend the budget and to roll forward funds for capital projects into the next budget cycle.

The president thanked the Chair for her thorough job of summarizing the information. It was indicated that the university anticipates three pools of money from federal relief, two have arrived to date. Again, it was indicated that the university anticipates bringing everyone back face-to-face in the fall and planning has begun. COVID-19 costs will continue to roll into the next year with testing, cleaning and sanitizing and will be moderated by the state of the pandemic at the time. In looking ahead regarding the state appropriation, the university continues to plan based on flat funding. At this time, enrollment looks positive but, we are cautious. Enrollment is a little ahead of last year but overall, we continue to trend downward. It is believed that residence hall occupancy will be above last year, but will also be trending down overall. Some relief in debt service was provide in FY21 but obligations return in the fall. The bottom line is the university will be operating with a deficit anticipated to be at least \$4.5 million.

A discussion ensued.

There was a discussion on what the impact of furloughs would be on the institution. The president indicated that he did not want to take that approach.

There was a discussion on liquidity and how it varies across all sectors including the Community Colleges. The president indicated that the university was currently at the higher end of the liquidity calculation.

There was a discussion on the merger of institutions. The work by Parthenon was discussed.

The president noted that the university was aggressive in reaching out to Becker College and creating academic pathways to assist students to transfer here.

## **B. Budget Summary Revenue**

## **C. Budget Summary Expenses**

### **III. FY2022 Budget Votes**

**A. FY2022 Budget - VOTE (25-20/21)**

L. Barrieau made a motion to approve.

C. Stimpson seconded the motion.

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

**Roll Call**

K. SPINELLI	Aye
F. O'Donnell	Aye
L. Barrieau	Aye
C. Stimpson	Aye
M. Fiorentino, Jr.	Aye
S. Olson	Aye
D. Tiernan	Aye
M. Nicholson	Aye
D. Phillips	Aye
D. Irving	Aye

**B. Roll Forward of Funds to FY2022 Budget - VOTE (26-20/21)**

D. Irving made a motion to approve.

L. Barrieau seconded the motion.

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

**Roll Call**

C. Stimpson	Aye
M. Nicholson	Aye
D. Phillips	Aye
F. O'Donnell	Aye
D. Tiernan	Aye
M. Fiorentino, Jr.	Aye
D. Irving	Aye
S. Olson	Aye
K. SPINELLI	Aye
L. Barrieau	Aye

**IV. Notifications**

**A. Personnel Actions (N07-20/21)**

The personnel actions were submitted for informational purposes.

**B. Financial Statements (N08-20/21)**

The financial statements were submitted for informational purposes.

**V. Student Trustee Report**

**A. Steven Olson will provide the Student Trustee Report**

S. Olson said this was his last meeting as student trustee and it was bitter sweet.

Students are excited to get back to face-to-face learning in the fall. He did note there was some push back regarding the mandate for the vaccine by students, but he did mention that most schools in the state are requiring the same. He stated his time as a student trustee has been a tremendous experience, it's been hard but a lot of fun learning from everyone. He thanked everyone. The Chair responded with gratitude and thanked S. Olson for his service.

**VI. Chair's Report**

**A. C. Deborah Phillips will provide the Chair's Report**

C. Phillips summarized that there was nothing to report regarding the bylaw review. She is still hoping to have a retreat later this summer after graduation. A great deal of time has gone into our virtual graduation. Our outside contractor is doing a great job working with Information Technology and the administration. She thought they did an outstanding job. She next shared a nice note from former student trustee, Crystal Aneke who will be going to law school at Boston College. The chair said that receiving the note warmed her heart and it was a pleasure to hear from Crystal. We should all be very proud and she's looking to hear how Crystal's future unfolds. She expressed thanks to all the students for persevering during this difficult year and stated that the board was very proud of them.

**VII. President's Report**

**A. COVID-19 Update**

The president next gave his report. The last day of classes is on Wednesday and the next week will start the exam period. He said the university continues with COVID-19 testing and will finish the year strong. He said that if you add up all the weeks of testing, the overall positivity rate on campus was below 1%. This was particularly impressive given that the City of Fitchburg spent a considerable amount of time as a high COVID-19 positive region. He gave credit to the student body who followed the university COVID protocols. He noted that students were wearing their face masks whether they were being observed or not. We will continue to COVID test through the summer with faculty and staff. He anticipates that the university will begin in the fall with a similar testing protocol. The state has not yet provided an operational plan moving forward. We are currently set up with 6 ft distance, a change in densification would have a great impact on how we operate. We anticipate that guidance will come shortly and we will configure operations to meet requirements. He mentioned that face coverings will most likely be required for fall.

**B. Falcon Walk**

The president reported on the Falcon Graduation Walk. He explained the event and the virtual commencements. The university received good feedback from our 2020 graduates that they appreciated the virtual commencement. Our vendor, Davis Advertising, is doing a great job with our commencement videos. He expressed his appreciation to Dr. Catherine Canney and Mr. Frank Campo, the commencement committee co-chairs as well as the commencement committee.

**C. Fall Enrollment and Reopening**

The president said that fall application numbers were significantly up from last year, but that yield is the important metric. We are currently ahead by about 150 students compared to last year when looking at deposits. We need to remain cautious because compared to 2018, and 2019, we are still behind. We will have to see where we land further into the process. Typically, we would have a large in person Future Falcon Day, which typically produces a spike in deposits that we are unable to hold this year. We did provide an opportunity for students to come to campus and tour the buildings. We have increased on campus tours and increased the numbers that can participate in the tours. We have extended the deadline for deposits which is traditionally on May 1st. The admissions department has been aggressively reaching out to students that have expressed an interest in coming to school. He said the national trend is that students have been slow in making decisions regarding enrollment in school.



There was a discussion.

The president reported on the renewal of the MOU with the Fitchburg Art Museum. We have a great deal of interactive programs. The faculty, staff and students have an opportunity to use the museum. It's a good relationship and it speaks well to our collaborative nature which also benefits the city.

S. Olson suggested that incoming students, that are hesitate to committing to Fitchburg State, receive current student testimonials of the benefits of attending. There was a brief discussion.

S. Olson will speak with the Student Government Association and report back.

**D. News Articles**

The news articles were submitted for informational purposes.

**VIII. 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 9:22 AM.

Respectfully Submitted,  
D. Tiernan

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**Documents used during the meeting**

- VOTE minutes.doc.pdf
- Budget Narrative FY2022 Final RSL.pdf
- BOT Budget Summary Revenue 4.13.21.pdf
- BOT Budget Summary Expenses 4.13.21.pdf
- VOTE Budget FY2022.doc.pdf
- VOTE Roll forward of funds to FY2022 budget (1).pdf
- Notifications 5-4-21.pdf
- FSU\_ Mar 2021 Quarterly Financial statement.pdf
- Mar 21 Executive Summary (2).pdf
- May 2021 News Clips.pdf

**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 14, 2021
FROM: The President	REQUEST NUMBER:
SUBJECT: May 4, 2021 Board Meeting minutes	01-21/22

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the May 4, 2021 Board Meeting.

# Cover Sheet

## President's Goal Performance 2020-2021 Academic Year

<b>Section:</b>	II. President's Assessment and Goals
<b>Item:</b>	A. President's Goal Performance 2020-2021 Academic Year
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	President's - Goal Results 2020-21 FINAL .pdf

## **President's Report to Trustees: Goals for 2020-21 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. Continue to lead the campus efforts related to the COVID-19 pandemic.**

- Managed the campus consistent with the Higher Education Control Plan.
- The campus conducted its academics in fully remote, hybrid and face-to face this academic year.
- Support services were provided both face-to-face and in a remote form.
- Housing was de-densified and food services were distributed on a to-go basis.
- The Environmental, Health and Safety team collected and processed approximately 22,000 COVID-19 tests.
- Case management of positive cases and close contacts were handled internally with support from local public health officials.
- Quarantine and isolation accommodations were provided to residential students impacted.
- Overall campus positivity rate was approximately 0.5% as compared to the city and region which hovered at its height at approximately 14%.
- Adjusted maintenance and cleaning to successfully operate during the COVID pandemic.
- Worked closely with Fitchburg Public School to open McKay Elementary School during the pandemic.
- Delivered virtual commencements and the Falcon Walk for student graduates.

#### **2. Maintain sound financial management and operational controls.**

- The university had a clean audit in FY2020.
- Managed and disbursed CARES Act funding.
- Total private support (new gifts and pledges) yielded \$835,451.
- Grants totaled \$2,119 million.
- Student fees were held relatively stable.
- Managed an early retirement program (19 departures) and worked to reassess ongoing personnel needs.
- The Accounting Department has transitioned to 85% electronic processing which has improved efficiency and allowed for successful transition to remote work.
- Implemented SMS text messaging in Student Accounts to better communicate with students.

- Completed the payment site optimization in Student Accounts to allow for mobile devices with Touchnet

## **Information Technology**

### User Services

- Upgraded and rebuilt our Virtual Desktop Infrastructure that improved performance, security and speed for over 800 systems.
- Restricted rights and increased security on high-risk factor personnel.
- Removed all instances of Windows 7 in conjunction with end-of-life support from Microsoft.
- Loaned out several hundred laptops and WIFI hotspots to students in need as the University transitioned to remote instruction.
- Conducted extensive training on system and application usage for faculty and staff as they worked remotely.
- Implemented multi-language support on all multifunction devices on campus.
- Developed a Covid tracking system to invite, track and report on all employees and student Covid testing for all semesters.
- Began conversion of on-campus drive storage for individuals to Google Drive.

### Networking and Telecommunications

- Converted wireless networks to a single SSID that is role-based for increased security.
- Investigated core networking replacement equipment, developed an RFP and awarded a vendor.
- Installed three Google Meet room conferencing systems on campus for easy virtual meeting.
- Encrypted all main wireless networks from edge to core.
- Converted all classrooms to wireless electronic door locks with lockdown alerts generated automatically to Campus Police.
- Installed Panic Button software on all dedicated phones on campus to allow Campus Police to be notified of an emergency and listen in.

### Security

- Enabled 2 factor authentication for Banner for critical users with elevated privileges and for all of IT on Gmail.
- Updated Spirion and began scans of all University owned devices for protected information.
- Responded to the Raiser's Edge breach affecting only ~ 400 alumni internally.
- Migrated to Cygilant's Logpoint system with no additional cost to upgrade our SIEM and threat protection posture.
- Completed IT annual risk assessment and assigned responses.

- Enabled SSO on a number of services and applications.

#### Core Services

- Encrypted all data at rest on our VM environment including our Banner data.
- Continued to produce electronic forms and routing information for the campus - now up to 88 forms in production.
- Migrated to a new website that is hosted on a Drupal platform for the main university.
- Created several programs that allowed FSU to track student attendance for COVID tracking and contact tracing.
- Added gender-neutral restroom location to the mobile map.
- Completely redesigned the self-help website for technology questions to make it easier for remote users to find help.

### **3. Continue to work on the completion and approval of the new campus strategic plan (2020- 2025).**

- The Strategic Plan was completed and granted final approval by the Board of Higher Education with a unanimous vote in December.
- The three main principles of the plan are education justice, being a student-ready campus, and inclusive excellence.

### **3a. Begin the implementation of strategic initiatives.**

#### New Programs

- Campus Based M.Ed. in Educational Leadership in Management added 2 new concentrations. Both will be offered 100% online in a 7-week format.
  - Online Education Administration Graduate Certificate
  - Special Education Graduate Certificate
- A certificate in Teaching English as a Second Language was approved and will be available Fall 2021.
- Delivered workforce development and corporate training
  - Supporting LGBTQIA and Gender Diverse Students in the K-12 Environment
  - An Introduction to Cultural Competency for Educators
  - MassEdCO New Employee DEI Workshop/Staff Retreat
  - Social Justice Webinar Series
  - Intercultural Competency for Real Estate Professionals
  - NewVue Community Steward Social Justice Training
  - COVID-19 Business Training Series
- Continued the implementation of the revised general education program. 623 LAS courses were moved successfully through campus governance.
- All academic departments now have a Freshman Year Experience course.

- Arts and Sciences moved through governance a new interdisciplinary major and minor (English Studies and Communications Media) in Digital Media Innovation.

### Student Success

- Received governance approval of the *Institutional Learning Priorities* which served as a framework for a new strategic plan and the general education curriculum.
- As part of the implementation of the new general education curriculum, 200 Integrated High-Impact Practice courses will be making their way through governance.
- Established a case management and coordinated care system in the peer tutoring and academic coaching program. The program tracks multiple alerts (attendance, mid-semester deficiencies, academic coaching/tutoring referrals, and students on probation and warning). Through this coordination a holistic picture of a student needs is identified so that appropriate services can be deployed.
- The Center for Teaching and Learning was restructured with a strengthening of advising in an effort to enhance retention and student success.
- Created and passed through governance new General Education Transfer Pathways in an effort to streamline the student approval process.
- OER Pilot Phase 1 and Phase 2 were completed through a Davis Education Foundation grant. Students are expected to save over \$40,000 per semester in textbooks in 15 courses.
- A Digital Reserves Pilot Project was successfully implemented. This allows students to use e-textbooks on reserve for a period of time and not come to campus for their use.
- The Career Center established a Career Success Certificate Program. This is a 6-week course open to all students (asynchronous format) that assists with cover letter, resume and interview preparation.
- Recruited a new Associate Director for Career Services who will lead efforts to generate visible pathways for students to move from academics to careers.
- TRIO Student Support Services Grant renewed (\$1.46 over five years).
- Agreed to participate in the “Moving to College” program to assist students that are currently experiencing homelessness.

### Equity

- Anti-Racism scholarship and curricular development. Deans’ Anti-racism fund established to assist faculty in developing curriculum and planning programming to embed anti-racist lens across the curriculum. Funds will also assist with faculty social justice and ant-racist scholarship.
- Implemented the Future Educators Academy and the Young Falcons Academy to increase recruitment of underrepresented student populations and create a feeling of belonging for these students on campus.

- Awarded \$51,743 grant by the Department of Higher Education Innovation Fund (HEIF) grant for Heritage Language Program. Funds provide support for English-language programming for students across campus.
- Summer Intensive English Program for English Language Learners.
- Middle School Young Falcon’s Camp (4-day camps during February and April school breaks).
- Recruitment and training of Fitchburg High School tutors for our Early College students.

### Community

- Creation of the Corporate and Community Engagement Working Group. Fostered collaboration with:
  - Association of General Contractors (\$100,000 gift, development of an Advisory Board and participation at the on-campus Career Fair.)
  - Partnership with PTC engineering software (creation of a regional training hub for their product.)
  - Unutil MOA (\$15K over 3 years) to support ENGT capstone for solar decathlon and undergraduate research conference.
- Crocker Center continued to offer its \$1,000 “mini-grants” to faculty, librarians, and staff for the implementation of various community engagement projects. This past academic year saw the following eight mini-grants awarded:
  - Racial Disparities and COVID-19 in Greater Fitchburg Area.
  - Community Conversation on the State of Local News.
  - Real Talk: A Facebook Live/YouTube Panel Discussion of Critical Health/Social Issues Affecting the Ghanaian Community in New England.
  - Life Outside the Bubble: The Benefits of Living an Inclusive Life.
  - Not Just Not-Racist, but Antiracist: Exploring the Student Perspectives of Antiracism Action in the Behavioral Sciences Department at Fitchburg State University.
  - Virtual Choir Collaborative.
  - Cultural Heritage Through Image.
  - Falcon Bazaar Intern.
- As a campus member of the Equity & Engagement Consortium (EEC) with Salem and Worcester awarded a \$100,000 Higher Education Innovation Fund (HEIF) Grant. The initiative supports community engaged work and support a commitment to building and maintaining diversity in the faculty.

### **4. Oversee the self-study year in support of the NECHE accreditation process to conclude in March 2022 with a review team visit.**

- The NECHE self-study process is well underway and on schedule.
- Inclusive campus committees have drafted sections of the report consistent with the



NECHE standards.

- NECHE personnel have reviewed the first draft of the report with positive feedback.
- The Chair of the NECHE Review Team will be on campus to meet with members of the campus team in early October.

**5. Continue to finalize the work on the new website redesign and launch.**

- The website was completed and launched in December.
- Feedback thus far has been positive.
- Refinements are underway and will be ongoing.
- During the course of the year, the university website had 3,048,237 page views and 2,462,356 unique page views.

**5a. Guide the development of integrated communication in support of the website and campus brand.**

- A broad range of ads were generated to targeted populations in support of university recruiting and special interest topics (Google Ads, viewbook, promotional display ads, radio ads, connected TV)
- Social media emphasis was increased with the following results:
  - **Facebook:** 11,383 page “Likes” (increase of 4% compared to the previous year)
  - **SGOCE Facebook:** 2,828 page “Likes” (increase of .75% compared to the previous year)
  - **Instagram** (our fastest growing channel): 3,158 followers (increase of 20.21% compared to the previous year)
  - **LinkedIn:** 29,075 (increase of 6.2% compared to the previous year)
  - **SGOCE LinkedIn:** 1,971 followers (increase of 6.02% compared to the previous year)
  - **Twitter:** 4,732 followers (increase of 2.45% compared to the previous year)
  - **SGOCE Twitter**
    - 294 followers (increase of 3.52% compared to the previous year)
    - 17,423 tweet impressions (decrease of 11.11% compared to the previous year)

**6. Continue to work on student enrollment goals.**

- Hired an Associate VP of Enrollment Management.
- Hired a Customer Service Management professional.
- Contracted with EAB services to enhance the enrollment funnel (increase of 1,758 applicants).
- Increased communication efforts targeted at rising juniors and seniors.
- Increased parent communications.
- Sent materials in Spanish to prospective students.
- Increased the variety and amount of financial aid incentives targeted at the incoming class.
- Delivered a broad range of virtual information sessions, open houses, financial aid

seminars, among others.

**7. Continue to evaluate the campus organizational structure in support of the university mission.**

- Administered a successful early retirement program for faculty and staff.
- Hired three tenure-track faculty members, five one-year faculty and 37 staff members.
- Critically evaluated and redefined job descriptions as necessary to meet the changing needs of the university and the realities of declining enrollment.
- Emphasized the importance of diversity of all candidate pools.

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

- Continued work on the electric infrastructure power project (approximately \$25 million).
- Completed, or nearly completed, \$1.2 million in small deferred maintenance projects.
- Upgraded the energy management system at Simonds Hall to integrate to an Automated Logic System
- Changed 70 campus water meters.
- Completed phase 4 of McKay C-Wing construction.
- Completed the final phase of Percival Hall.
- Installed a new roof on the Recreation Center and a portion of the Service Center.
- Received the Leading By Example Award from the State of Massachusetts for outstanding clean energy and sustainability achievements.

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

- The University has placed significant effort on strengthening alumni relations with support of the Alumni Association
- Developed virtual alumni town halls, coffee hours and “Falcon Talks.”
- Continued to strengthen connection with the Fitchburg Art Museum with programing and sponsorship support. Renewed our MOU with the museum in support of strengthening and broadening collaborative interaction.
- The university produces a monthly Alumni E-Newsletter and Contact Magazine.
- The university has worked with the City of Fitchburg on infrastructure planning around the downtown main street area (ReImagine North of Main).
- The university supported the creation and development of the Snow Street Abolitionist Park.
- The university has assisted the city with distribution of COVID-19 vaccinations.
- 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
- Cushing Academy - Board of Trustees

- Fitchburg Public Library - Foundation Board
- NCAA Presidents Advisory Group
- NCAA Committee on Infractions
- Presidents Higher Education Reopening Working Group (Advisory to Governor Baker's Massachusetts Reopening Advisory Board)

## Cover Sheet

### Accept the President's Goal Assessment for AY2020-2021- VOTE (02-21/22)

**Section:** II. President's Assessment and Goals  
**Item:** B. Accept the President's Goal Assessment for AY2020-2021-  
VOTE (02-21/22)  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:**  
VOTE Accept the President's Goal Performance for 2020-2021.pdf

**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 14, 2021
FROM: The President	REQUEST NUMBER: 02-21/22
SUBJECT: Accept the President’s Goal Performance for AY2020-21	

It is requested that the Board of Trustees accept the performance appraisal summary of the president by the Chair for AY2020-AY2021 in accordance with the guidelines set forth by the Commissioner of the Board of Higher Education.

And

It is requested that the Board of Trustees recommend to the Commissioner of the Board of Higher Education the maximum allowable compensation adjustment.

# Cover Sheet

## President's Goals AY2021-2022

<b>Section:</b>	II. President's Assessment and Goals
<b>Item:</b>	C. President's Goals AY2021-2022
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	President's - Goals 2021-22 FINAL.pdf

## Goals for the 2021-22 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. Continue to lead the campus efforts related to the COVID-19 pandemic.
2. Maintain sound financial management and operational controls.
3. Continue the implementation of strategic initiatives as articulated in the 2020-2025 Strategic Plan.
4. Oversee the NECHE accreditation process to completion (report process and review team visit).
5. Continue to work on student enrollment goals.
6. Continue to evaluate the campus organizational structure in support of the university mission.
7. Oversee ongoing capital projects and advocate for additional funding to address deferred maintenance and renovation needs as appropriate.
8. Continue to strengthen university/community relationships.

## Cover Sheet

### Accept the President's Goals for AY2021-2022 - VOTE (03-21/22)

<b>Section:</b>	II. President's Assessment and Goals
<b>Item:</b>	D. Accept the President's Goals for AY2021-2022 - VOTE (03-21/22)
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	VOTE President's 2021-2022 Goals.pdf



**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 14, 2021
FROM: The President	REQUEST NUMBER: 03-21/22
SUBJECT: Accept the President's Goals for AY2021-2022	

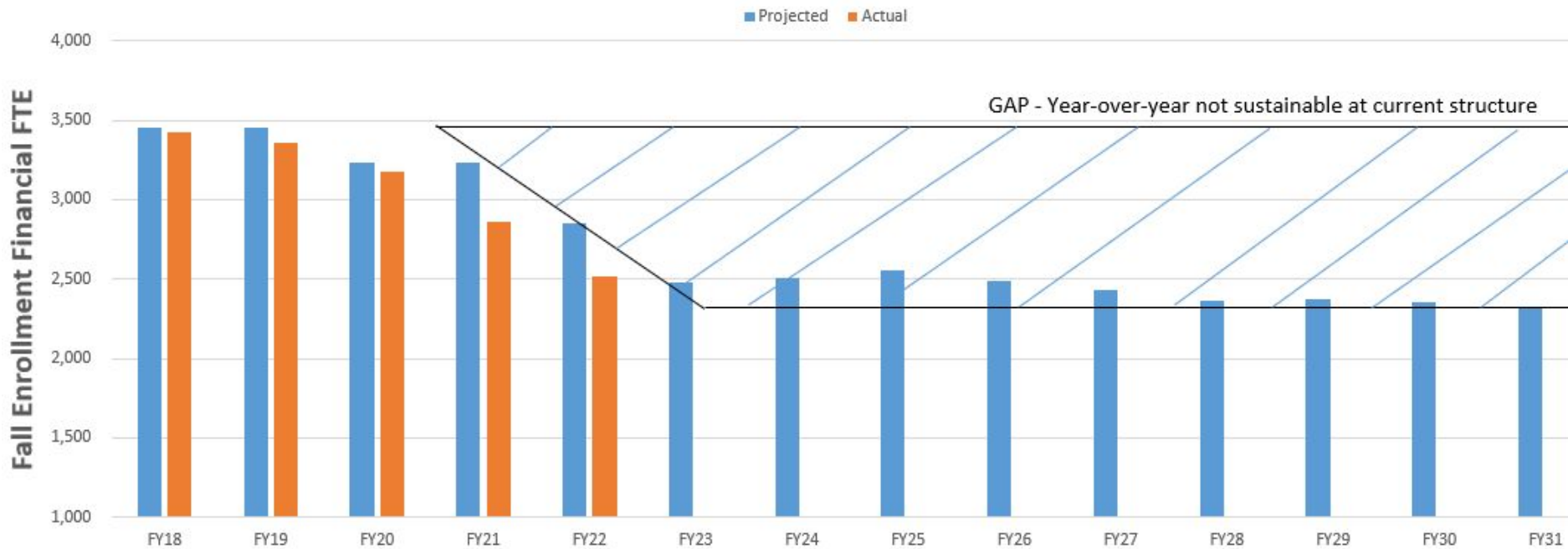
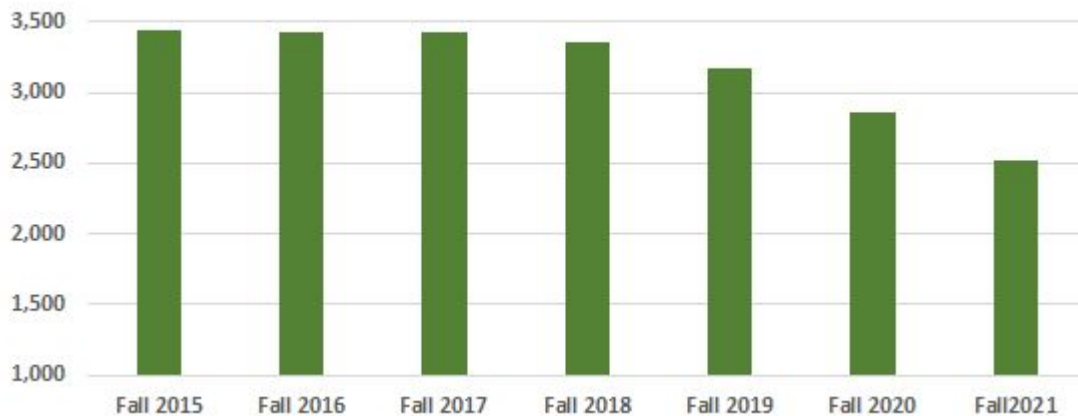
It is requested that the Board of Trustees accept the President's goals for AY2021-2022.


## Cover Sheet


Jay Bry will provide a budget update.

**Section:** III. Budget Update  
**Item:** A. Jay Bry will provide a budget update.  
**Purpose:**  
**Submitted by:**  
**Related Material:** BoT FY22 Enrollment Day Undergrad (1).pdf  
FY22 BOT Budget Summary Draft 1 (2).pdf

### UG Day FTE



	BOT APPROVED BUDGET	Less 300 FFTE Day Undergrad	Delta	FY22 Variance Description
	FY22 Budget	FY22 Budget 8.31.2021	Change from Approved FY22 Budget	
<b>REVENUE SOURCES</b>				
<b>Day Revenue</b>				
General Appropriations Act	\$ 33,197,515	\$ 33,771,458	\$ 573,943	
Collective Bargaining (CBA) funding	\$ -	\$ -	\$ -	
Other State Appropriations	\$ 573,943	\$ -	\$ (573,943)	performance formula now part of the base
DCAM	\$ -		\$ -	DCAM funds are awarded after budget cycle
Tuition and Fees - Day	\$ 31,394,668	\$ 27,795,460	\$ (3,599,208)	Less Day Undergrad than expected 2600 Fall & 2300 Spring
Retained Out-of-State Tuition	\$ 1,500,000	\$ 1,125,000	\$ (375,000)	Revised based on final FY21 and FY22 enrollment decline
Non-State Supported Tuition	\$ 1,110,387	\$ 1,045,000	\$ (65,387)	Revised based on final FY21 and FY22 enrollment decline
Financial Aid	\$ 7,300,000	\$ 7,300,000	\$ -	
Grants	\$ 1,492,410	\$ 1,492,410	\$ -	
Investment Income	\$ 768,800	\$ 1,500,000	\$ 731,200	continued anticipated positive returns
Sales, Service, & Other Income	\$ 2,009,050	\$ 2,009,050	\$ -	
Reserve from Fund Balance	\$ 308,268	\$ 308,268	\$ -	
Transfer - Foundation, etc.	\$ 266,000	\$ 326,000	\$ 60,000	increased \$60K - software expense move to Univ
<b>Subtotal Day</b>	<b>\$ 79,921,041</b>	<b>\$ 76,672,646</b>	<b>\$ (3,248,395)</b>	
<b>Auxillary Revenue</b>				
Dorm Authority - Housing	\$ 7,526,689	\$ 7,526,689	\$ -	pending final "no shows"
Food Service	\$ 3,388,000	\$ 3,388,000	\$ -	
<b>Subtotal Auxillary</b>	<b>\$ 10,914,689</b>	<b>\$ 10,914,689</b>	<b>\$ -</b>	
<b>GCE + CPS &amp; AP Revenue</b>				
Graduate & Continuing Education (GCE)	\$ 8,742,657	\$ 8,742,657	\$ -	Preliminary data indicates slight decline and will continue to monitor as enrollment is finalized
Accelerated Programs (AP)	\$ 10,257,657	\$ 10,257,657	\$ -	
<b>Subtotal GCE &amp; AP</b>	<b>\$ 19,000,314</b>	<b>\$ 19,000,314</b>	<b>\$ -</b>	
<b>Total Revenue</b>	<b>\$ 109,836,044</b>	<b>\$ 106,587,649</b>	<b>\$ (3,248,395)</b>	

	BOT APPROVED BUDGET	Less 300 FTE	Delta	FY22 Variance Description
	FY22 Budget	FY22 Budget 8.31.2021	Change from Approved FY22 Budget	
<b>OPERATING EXPENSES</b>				
<b>Day Expenses</b>				
Day Salaries	\$ 40,502,811	\$ 41,504,002	\$ 1,001,191	\$38.5M active payroll; \$820k savings ERIP; \$1.1M CBA
University Fringe	\$ 3,366,253	\$ 3,449,464	\$ 83,211	
University Operating	\$ 32,168,648	\$ 32,168,648	\$ -	
Utilities	\$ 3,897,320	\$ 3,897,320	\$ -	
Capital	\$ 4,725,000	\$ 4,725,000	\$ -	
<b>Subtotal Day</b>	<b>\$ 84,660,032</b>	<b>\$ 85,744,433</b>	<b>\$ 1,084,401</b>	
<b>Housing Expenses</b>				
Housing Salaries	\$ 1,193,843	\$ 1,241,597	\$ 47,754	CBA
Housing Fringe	\$ 457,482	\$ 475,781	\$ 18,299	
Housing Utilities	\$ 1,001,500	\$ 1,001,500	\$ -	
Housing Operating	\$ 6,666,140	\$ 6,666,140	\$ -	
<b>Subtotal Housing</b>	<b>\$ 9,318,965</b>	<b>\$ 9,385,018</b>	<b>\$ 66,053</b>	
<b>GCE + CPS Expenses</b>				
GCE + CPS Salaries	\$ 1,291,356	\$ 1,343,010	\$ 51,654	CBA
GCE + CPS Fringe	\$ 602,499	\$ 626,599	\$ 24,100	
GCE + CPS Operating	\$ 3,862,219	\$ 3,862,219	\$ -	
Ed Service Fee Transfer to University	\$ 2,882,470	\$ 2,882,470	\$ -	
<b>Subtotal GCE + CPS</b>	<b>\$ 8,638,544</b>	<b>\$ 8,714,298</b>	<b>\$ 75,754</b>	
<b>AP Expenses</b>				
AP Salaries	\$ 398,184	\$ 414,111	\$ 15,927	CBA
AP Fringe	\$ 177,063	\$ 184,146	\$ 7,083	
AP Operating	\$ 5,385,895	\$ 5,385,895	\$ -	
Ed Service Fee Transfer to University	\$ 3,383,085	\$ 3,383,085	\$ -	
<b>Subtotal AP</b>	<b>\$ 9,344,227</b>	<b>\$ 9,367,237</b>	<b>\$ 23,010</b>	
<b>Total Expense</b>	<b>\$ 111,961,768</b>	<b>\$ 113,210,987</b>	<b>\$ 1,249,218</b>	

<b>BUDGETED Net Surplus/(Loss)</b>		
Day Operations	\$ (1,350,991)	\$ (5,683,787)
Housing	\$ (1,792,276)	\$ (1,858,329)
COVID Expenses	\$ (1,500,000)	\$ (1,500,000)
<b>Day Subtotal</b>	<b>\$ (4,643,267)</b>	<b>\$ (9,042,116)</b>
GCE/CPS	\$ 104,113	\$ 28,359
AP	\$ 913,430	\$ 890,420
<b>GCE/AP Subtotal</b>	<b>\$ 1,017,543</b>	<b>\$ 918,779</b>
<b>Total Net Surplus/(Loss)</b>	<b>\$ (3,625,724)</b>	<b>\$ (8,123,337)</b>

# Cover Sheet

## Personnel Actions (N01-21/22)

<b>Section:</b>	IV. Notifications
<b>Item:</b>	A. Personnel Actions (N01-21/22)
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	Notifications 091421.pdf

## FITCHBURG STATE UNIVERSITY

## Board of Trustees

## NOTIFICATIONS

<b>TO:</b> Board of Trustees	<b>DATE:</b> September 14, 2021
<b>FROM:</b> The President	<b>REQUEST NUMBER:</b> N01-21/22
<b>SUBJECT:</b> Personnel Actions	

**New Hire**

John Colautti, MA Effective: 9/1/21 End: 5/31/22	Instructor Behavioral Sciences	\$56,000.00
Barbara Cormier, MS Effective: 7/1/21	Registrar Registrar's Office	\$96,000.00
Zeddie Eisenhaure, BS Effective: 8/23/21 End: 6/18/22	Staff Associate, Coordinator of Greek Life Student Development	\$36,040.00
Barbara Farrington, MS Effective: 9/1/21 End: 5/31/22	Instructor Nursing	\$62,500.00
Phillip Fennell, MS Effective: 8/9/21 End: 6/30/21	Staff Assistant, Area Coordinator Housing & Residential Services	\$42,728.00
Elizabeth Frankland, MS Effective: 8/2/21	Staff Assistant, Athletic Trainer (10 mth) Athletics	\$47,000.00
Lori Leonard, MA Effective: 9/1/21 End: 5/31/22	Instructor Mathematics	\$61,375.00
Vineeth Narreddy, MS Effective: 5/24/21	Staff Assistant, Network Administrator Technology	\$72,000.00
Shami Qazi, MBA Effective: 9/1/21	Associate Director of Maintenance Capital Planning and Maintenance	\$95,000.00

Olivia Rossetti, BA Effective: 8/23/21	Assistant Librarian Library	\$50,000.00
Junior Pena, MS Effective: 7/5/21	Director, Student Diversity, Equity & Belonging Student Development	\$94,000.00
Phillip Saisa, Ph.D. Effective: 9/1/21 End: 5/31/22	Assistant Professor Education	\$73,000.00
Brian Schremser, MS Effective: 8/2/21	Staff Asst. Outreach & Recruitment Coord. SGOCE	\$51,000.00
Richard Toomey, MED Effective: 6/28/21	Associate VP of Enrollment Management Enrollment Management	\$153,000.00
<b>Resignation</b>		
Caroline Bollettiero Effective: 5/31/21	Instructor Nursing	\$52,000.00
Alberto Cardele Effective: 9/3/21	Vice President, Academic Affairs/Provost Academic Affairs	\$186,772.61
Nicole Chelonis Effective: 7/30/21	Director of Digital Learning School of Graduate, Online & Cont. Education	\$90,434.00
Nathan Emery Effective: 9/3/21	Staff Associate (10 month) Student Development	\$40,044.18
Juan Gonzalez Effective: 7/9/21	Staff Assistant, Academic and Career Advisor Career Services and Advising Center	\$54,000.00
Carolyn Gustason Effective: 7/31/21	Assistant Professor Nursing	\$81,671.40
Whitney Jarvenpaa Effective: 7/9/21	Assistant Registrar Registrar's Office	\$54,000.00
Nathan Knight Effective: 8/21/21	Staff Assistant/Area Coordinator Housing & Residential Services	\$46,506.38

Rose Kronziah-Seme Effective: 5/31/21	Assistant Professor Nursing	\$89,760.00
Jinawa McNeil Effective: 7/23/21	Director of Admissions Admissions	\$109,242.00
Marissa Monteiro Effective: 8/20/21	Staff Assistant, Downtown Events & Marketing Coordinator Reimagine North of Main	\$47,500.00
Kristin Murphy Effective: 5/30/21	Director of Title IX Compliance Human Resources/Payroll Services	\$93,840.00
Rebecca Putorti Effective: 7/23/21	Staff Assoc. Coord. of Greek Life and Student Leadership (10 Month) Student Development	\$40,044.18
Matthew Serafini Effective: 6/30/21	Staff Assistant, Digital Content Manager Marketing & Integrated Communications	\$69,216.54
Natalia Serna Effective: 8/6/21	Staff Assistant Student Affairs	\$52,000.00
Douglas Thomas Effective: 6/3/21	Director of Capital and Construction Capital Planning and Maintenance	\$99,453.37
<b>Retirement</b>		
Augustine Aryee Effective: 5/31/21	Professor Behavioral Sciences	\$126,873.90
Chola Chisunka Effective: 6/30/21	Professor English Studies	\$116,132.81
Rodney Christy Effective: 6/30/21	Associate Professor Economics, History & Political Science	\$94,550.83
Ellen (Cap) Corduan Effective: 6/1/21	Associate Professor Communications Media	\$85,264.01



Linda Dupell Effective: 6/5/21	Registrar Registrar's Office	\$110,181.07
Meledath Govindan Effective: 5/31/21	Professor Biology/Chemistry	\$120,295.39
Lynn Kellner Effective: 5/31/21	Professor Behavioral Sciences	\$107,182.44

**Change in Title/Salary**

Glen Fox Effective: 4/25/21	From: Staff Assistant, HVAC Manager To: Staff Assistant/HVAC/Power plant Mgr Capital Planning and Maintenance	From: \$79,903.65 To: \$83,500.00
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**Salary Adjustment**

Eric Boughton Effective: 7/1/21	Staff Assistant, Information Security Officer Technology	From: \$75,081.96 To: \$79,081.96
Crystal Bouphe Effective: 6/20/21	Staff Assistant, Education Coordinator Upward Bound	From: \$48,000.00 To: \$49,500.00
Jay Bry Effective: 7/1/21	Vice President, Finance & Administration Finance and Administration	From: \$176,645.00 To: \$182,645.00
Lindsay Carpenter Connors Effective: 7/4/21	Associate Director for Internship Coord. & Employer Relations Career Services and Advising Center	From: \$68,500.00 To: \$73,700.00
Catherine Canney Effective: 7/1/21	Associate Vice President Academic Affairs	From: \$167,364.82 To: \$172,364.82
Renee Fratantonio Effective: 7/1/21	Assistant Librarian Library	From: \$53,988.96 To: \$57,288.96
Mark LeBlanc Effective: 6/6/21	Senior Assistant Registrar Registrar's Office	From: \$70,856.10 To: \$76,056.10
Joseph LoBuono Effective: 6/6/21	Assistant Vice President Capital Planning & Maintenance	From: \$114,240.00 To: \$120,000.00

Megan Martin Effective: 8/1/21	Staff Associate, Instructional Technologist School of Graduate, Online and Cont. Ed.	From: \$66,000.00 To: \$71,200.00
Pamela Mayou Effective: 7/1/21	Staff Assistant Human Resources & Payroll Services	From: \$63,672.48 To: \$65,672.48
James McGuire Effective: 7/1/21	Staff Assistant, Strength & Conditioning Athletics	From: \$52,020.00 To: \$54,020.00
Kimberly Page Effective: 7/1/21	Director Human Resources & Payroll Services	From: \$80,651.40 To: \$85,651.40
Kelly Sylvia Effective: 7/1/21	Director of Donor Relations Alumni and Development	From: \$69,837.51 To: \$72,000.00
Jasmine Yang Effective: 7/4/21	Staff Assistant Alumni and Development	From: \$54,621.00 To: \$56,121.00

**One Time Bonus**

Leah Fernandes Effective: 6/27/21	Director of University Services Financial Services	Bonus: \$1,500.00 Salary: \$95,000.00
Christopher Medley Effective: 8/15/21	Director of Housing Housing & Residential Services	Bonus: \$1,000.00 Salary: \$81,600.00

**Promotion**

Laura Croteau Effective: 4/25/21	From: Staff Assistant, Building Services Mgr. To: Assistant Director of Building Services Capital Planning & Maintenance	From: \$71,400.00 To: \$79,400.00
Summer Fetterroll Effective: 7/18/21	From: Staff Associate To: Director Student Accounts	From: \$85,494.31 To: \$100,000.00
Joseph Flanagan Effective: 8/22/21	From: Staff Associate To: Assistant Director Student Development	From: \$49,980.00 To: \$55,980.00

Jennifer Jimenez Effective: 7/11/21	From: Administrative Assistant II To: Assistant Registrar Registrar's Office	From: \$49,610.34 To: \$53,200.00
Henry Parkinson III Effective: 9/19/21	From: Associate Dean To: Dean of Students Student Development	From: \$105,530.24 To: \$115,000.00
Sonia Root Effective: 8/8/21	From: Clerk IV To: Staff Asst. Academic Advisor (10 mth) TRIO SSS	From: \$20,168.51 To: \$39,500.00

**Change in Department/Supervisor**

William Cummings Effective: 9/19/21	From: Dean of Students To: Director of Compliance, Title IX/ADA and EEO Human Resources & Payroll Services	From: \$93,840.00 To: \$105,000.00
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**Acting Position**

Franca Barricelli Effective: 8/15/21	From: Dean of Arts and Sciences To: Acting Associate VP, Academic Affairs Academic Affairs	From: \$148,656.00 To: \$160,000.00
Catherine Canney Effective: 8/15/21	From: Associate VP, Academic Affairs To: Acting Vice President, Academic Affairs Academic Affairs	From: \$172,364.82 To: \$185,000.00
Sara Levine Effective: 8/22/21	From: Professor To: Acting Dean of Arts and Sciences Academic Affairs	From: \$103,873.07 To: \$140,000.00

**Rehire**

Althea Aranda Effective: 9/1/21 End: 1/18/22	Instructor Nursing	\$68,447.00
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Wendy Arena Effective: 9/1/21 End: 5/31/22	Instructor Nursing	\$67,000.00
Arlana Arsenault Effective: 9/1/21 End: 1/18/22	Instructor Nursing	\$73,159.89
Karen Beaton Effective: 9/1/21 End: 1/18/22	Instructor (11 credits) Nursing	\$30,498.00
Caroline Bollettiero Effective: 9/1/21 End: 5/31/22	Instructor Nursing	\$52,000.00
Jennifer Dupuis Effective: 9/1/21 End: 5/31/22	Instructor Nursing	\$64,000.00
Teresa Finn Effective: 9/1/21 End: 1/18/22	Instructor Nursing	\$73,424.98
Nancy Green Effective: 9/1/21 End: 5/31/22	Instructor Nursing	\$62,560.60
Christine Oleksyk Effective: 9/1/21 End: 5/31/22	Instructor Nursing	\$62,000.00
Debra Turner Effective: 9/1/21 End: 5/31/22	Instructor Education	\$68,600.00
<b>Leave with Pay</b>		
Benjamin Levy Effective: 9/1/21 End: 5/31/22	Associate Professor (FTE .25/1 class) Mathematics	\$17,852.07

**Change in Work Schedule**

Heide Messing Effective: 7/11/21 End: 6/30/22	Staff Assistant Capital Planning and Maintenance	From: \$63,626.75 To: \$95,440.13
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Nathan Emery Effective: 6/6/21 End: 6/26/21	Staff Associate, Coord. of Student Programs Student Development	From: \$40,044.18 To: \$80,088.36
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Melissa Monteiro Effective: 7/1/21 End: 6/30/22	Staff Assistant (additional year) Reimagine North of Main	\$47,500.00
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**Change in Title**

Tony Chila Effective: 7/1/21	From: Staff Assistant, Network Administrator To: Staff Associate, Network Administrator	\$79,447.63
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# Cover Sheet

## Conflict of Interest

<b>Section:</b>	VII. President's Report
<b>Item:</b>	C. Conflict of Interest
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	Conflict of Interest Policy.pdf Conflict of Interest Disclosure Statement.pdf



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**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:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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 \_\_\_\_\_



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**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

## News Articles

**Section:** VII. President's Report  
**Item:** D. News Articles  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** News Clips for Sept 2021.pdf

# LOCAL NEWS

UPDATES AT FACEBOOK.COM / SENTINELANDENTERPRISE AND TWITTER.COM / SENTANDENT

sentinelandenterprise.com

## FITCHBURG STATE UNIVERSITY



COURTESY FITCHBURG STATE UNIVERSITY

Students from Fitchburg High School and Leominster High School completed a CPR/AED course as part of their training with the Future Educator Academy at Fitchburg State University recently.

# College initiative aims to train future educators of color

### Submitted Article

**FITCHBURG** » A new initiative at Fitchburg State University is designed to address the nation's changing demographics by recruiting and training fu-

ture educators from traditionally underrepresented populations.

The Future Educator Academy is designed to address ongoing demographic shifts, according to Lourdes Ramirez, coordinator of field place-

ments, partnerships and recruitment for Fitchburg State's School of Education. About 40% of the state's public school students are people of color, but only 8% of their teachers come from minority groups. Research has shown that

students of color are less likely to drop out if they have at least one teacher of color, Ramirez said. "We know that students who attend urban schools, regardless of their ethnic or socioeconomic background, **EDUCATORS** » 6A

## Educators

FROM PAGE 3A

bring important knowledge and experiences from living in a diverse environment," she added.

The academy's programs will focus on culturally relevant education that values students' cultural, linguistic and ethnic contributions as future teachers.

"We are excited about engaging high school students with our community at Fitchburg State," Ramirez said. "This is a great opportunity for students who are considering becoming an educator in the future, or those who want to further explore education. This initiative will impact the diversity gap in the teaching population and ultimately benefit all students."

The first cohort of students, hailing from Fitchburg High School and Leominster High School, recently gathered on Fitchburg State's campus for CPR/AED trai-

course, taught by Fitchburg State University Police Officer Timothy Grant, resulted in certification for all of the participants.

The academy is still accepting students from Fitchburg High and Leominster High. Academy students will earn a leadership certificate from Fitchburg State, as well as university credits that can be applied to their first year of college. They will also earn badges to build their resumes and gain knowledge and experience working with groups. Some of the badges include learning how to facilitate group activities; how to support students with mental health issues; working with underserved, traditionally marginalized, and disenfranchised students; and career planning. The future educators will be participating in internships and community engagement.

To learn more, contact Ramirez at 978-665-3685 or by email [lramire1@fitchburgstate.edu](mailto:lramire1@fitchburgstate.edu)

NEWS

# College Town: FSU program aims to increase teacher diversity

**Scott O'Connell** Telegram & Gazette

Published 3:48 p.m. ET May 5, 2021

FITCHBURG — A new program at Fitchburg State University aims to produce more educators of color to meet a need for more diversity in the local teaching workforce.

According to the university, 40% of the state's public school students are minorities, but only 8% of public teachers are people of color.

The Future Educator Academy, which accepts students from Fitchburg High School and Leominster High School, will help those students earn a leadership certificate from Fitchburg State as well as credits they can apply to their first year of college.

“We know that students who attend urban schools, regardless of their ethnic or socioeconomic background, bring important knowledge and experiences from living in a diverse environment,” said Lourdes Ramirez from Fitchburg State’s School of Education, who added studies have also shown minority students are less likely to drop out if they have at least one teacher of color.

“This is a great opportunity for students who are considering becoming an educator in the future, or those who want to further explore education,” she said. “This initiative will impact the diversity gap in the teaching population and ultimately benefit all students.”

# Sentinel & Enterprise

Sunday, May 2, 2021 \$3.00 FACEBOOK.COM/SENTINELANDENTERPRISE TWITTER.COM/SENTANDENT

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## FITCHBURG STATE UNIVERSITY

# ‘To have this ... to celebrate is so important’

## Class of 2021 graduates able to walk across the stage – by appointment

By Danielle Ray

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

**FITCHBURG** » The familiar notes of the iconic melody “Pomp and Circumstance” was heard, a palpable feeling of excitement could be felt, and a lot of happy smiles were seen at the Falcon Graduation Walk at Fitchburg State University on Friday.

Close to 400 members of the FSU Class of 2021 participated in the in-person, by-appointment commencement experience held in the Athletics and Recreation Center on North Street that was spread out over three days – April 29, April 30, and May 1. The bonus graduation option was offered in addition to the virtual commencement ceremonies that will take place in May.

FSU Director of Public Relations Matthew Bruun is on the Commencement Committee made up of students and faculty that organized the event and the upcoming virtual ceremonies. He said they are not having a traditional in-person commencement ceremony due to the COVID-19 pandemic and restrictions as a result of it.

“The Falcon Graduation Walk (was) a complementary experience for those graduates who wanted an in-person celebration,” Bruun said. “We were happy to create an opportunity for graduates and guests to share a safe but joyful acknowledgement of their accomplishment.”



DANIELLE RAY / SENTINEL & ENTERPRISE

Neve Palmier from Uxbridge is graduating from Fitchburg State University with a Bachelor of Science degree in Communications Media and is on the Commencement Committee as student representative. She participated in the Falcon Graduation Walk on Friday which gave graduating seniors a chance to make appointments to cross the stage and pose for photos with family present.

Bruun said the Falcon Graduation Walk went “great” on Thursday.

“People were really happy,” he said.

Participating graduates signed up for an appointment time on one of the three days and could bring up to four guests with them to watch them walk across the stage, whether it be family members or friends.

The graduates’ names were called by Vice President for Academic Affairs Alberto Cardelle and they were greeted on stage by Chief Information Security Officer Sherry Horeanopoulos before collecting a diploma cover.

Neve Palmier from Uxbridge is graduat-

# FSU

FROM PAGE 1A

ed with a bachelor's degree in communications media and is on the Commencement Committee as student representative.

"It is amazing," Palmier said when asked how it felt to be able to walk across the stage with her family and friends watching, beaming with pride. "To have this as a way to celebrate is so important."

Palmier brought her mother Julie McMurray, her aunt Jean McMurray, her grandmother Genevieve McMurry, and her best friend, Kathleen Gallahue, an FSU education major and fellow graduate who said she was doing the Falcon Graduation Walk on Saturday.

"Thank you for sharing Neve with us," Bruun said to Palmier's family at the event.

After getting their official graduation portrait taken on stage by professional photographer Ed Collier, the graduates got the chance to pose for photos solo and with their guests and take some selfies by life-size cardboard cutouts of school mascot Freddy the Falcon and FSU President Richard S. Lapidus.

"We will be sending the digital photos to the grads as a gift," Bruun said.

In addition, all walk participants were gifted with graduation swag that included a stainless-steel tumbler emblazoned with the FSU logo containing a keychain, a pin, letters from the president and alumni association, and a 2021 gold tassel.

"We have received overwhelmingly positive feedback from the graduates and their families, who are grateful to have the opportunity to walk across the stage and be cheered on by their loved ones," Bruun said.

"The many volunteers from the ranks of university staff and faculty have also been glad to congratulate our graduates in person," he said.

Traditionally, the undergraduate commencement ceremony takes place on



DANIELLE RAY PHOTOS / SENTINEL & ENTERPRISE

The family and friends of graduate Neve Palmier who were able to watch her participate in the Falcon Graduation Walk on Friday at Fitchburg State University include, from left, her grandmother Genevieve McMurry, her aunt Jean McMurray, her best friend and fellow FSU Class of 2021 graduate Kathleen Gallahue, and her mother Julie McMurray.



DANIELLE RAY / SENTINEL & ENTERPRISE

Leominster resident Lynn Ayers was all smiles after walking across the stage while photographer Angela Ryan captured a photo of her and her three children, James, Katelyn, and Ryan.

the main quad and the graduate ceremony in the Athletics and Recreation Center.

FSU held virtual commencement ceremonies last year for both spring and winter Class of 2020 graduates and the ceremonies premiered online in December for both sets of

graduates. The commencement ceremonies are once again being conducted virtually this year for the 900 graduates total in the Class of 2021, with graduate degrees being conferred at 6:30 p.m. on May 13 and undergraduate degrees at 10 a.m. on May 15.

"We are excited to share

the virtual commencement ceremonies in May, where all of the members of the Class of 2021 will get their well-deserved spotlight," Bruun said.

FSU faculty members from academic support, student life, human resources, professors, and more, pitched in to help



Graduation swag included a stainless-steel tumbler emblazoned with the FSU logo that contained a keychain, a pin, letters from the president and alumni association, and a 2021 gold tassel.

with the walk, all smiles watching the graduates participating, and will be doing the same for the commencement ceremonies. "We are fortunate to have a committed team that develops our commencement celebrations, all of whom go above and beyond their regular daily duties to create these occasions," Bruun said. "The work of the university is

about much more than graduation day, but it's a powerful symbol of accomplishment and a chance for us to pay tribute to the graduates who have worked so hard."

For more information visit <https://www.fitchburgstate.edu/academics/academic-affairs-division/commencement>.

## Editorial

# Saluting college grads, no matter their sendoff

With the number of fully vaccinated Massachusetts residents now surpassing 2.5 million, commencement constraints imposed by many of our area colleges and universities may seem overdone, especially to those grads who won't be able to enjoy tossing those mortarboards with their classmates.

If the public-health environment continues to improve as a result of further inoculations, 2021 should be the last COVID-19 class, giving way to traditional graduations next spring.

That's no consolation for the thousands of this year's grads and their tuition-paying parents.

In their defense, the state's improving COVID-19 picture came too late for those institutions of higher learning to significantly alter their commencement-related plans, an intricate exercise that takes months to formulate.

But a nimble few did manage to insert some normalcy into their ceremonies, for which they deserve credit and recognition.

At Fitchburg State University, close to 400 members of the Class of 2021 chose to take part in an appointment-only, in-person commencement program held in the Athletics and Recreation Center.

Spread over three days — April 29, April 30 and May 1 — the bonus graduation option served as a complement to the virtual commencement ceremonies taking place later in May.

"We were happy to create an opportunity for graduates and guests to share a safe but joyful acknowledgement of their accomplishment," FSU Director of Public Relations Matthew Bruun told the newspaper. Participating graduates could bring up to four guests to watch them walk across the stage, where they were greeted by Chief Information Security Officer Sherry Horeanopoulos before collecting a diploma cover.

"It is amazing," said grad Neve Palmier when asked how it felt to have her family and friends on hand for this special moment. "To have this as a way to celebrate is so important," added the student representative on the FSU Commencement Committee.

Other schools will hold commencements tailored to their particular circumstances. That includes the University of Massachusetts system, where the Amherst campus will hold in-person graduations in May.

At UMass Lowell, seven ceremonies will be held, offering in-person and fully remote options. Graduates of both master's and bachelor's degree programs will be able to bring two guests with them to a series of brief, small ceremonies on Thursday, May 13, and Friday, May 14, at the Tsongas Center at UMass Lowell. They will be able walk in, receive their diploma covers and have an official photo taken before departing. An in-person ceremony for graduates receiving doctoral degrees is set for Wednesday, May 12.

UMass Boston will hold a virtual ceremony this spring, but after an outcry from students frustrated that they would still be charged the usual \$200 graduation fee, school officials announced this past week that it would also hold an in-person graduation in September.

Anticipation mixed with frustration might be the theme of this spring's commencement season. At Boston College, the school's decision to limit commencement attendance to graduating students and school officials angered the more than 2,000 parents who've signed an online petition urging administrators to reconsider the guest policy.

Boston University took its commencement exclusion policy to the extreme. Graduating seniors at its ceremony at the school's athletics stadium can't invite any guests.

But some other area colleges also came up with imaginative ways to satisfy both grads and parents.

Northeastern, Suffolk, and Bentley universities are all separately holding in-person commencements for graduating students and a small number of their guests at Fenway Park, where caps and gowns will be the official uniforms of the day.

No matter the method, commencement, as the word suggests, signifies a new beginning, the next step in one's life journey.

Graduation Day, as the song of the same name reminds, "... is a time for joy, a time for tears, a time we'll treasure through the years ..."

# Sentinel & Enterprise

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## FITCHBURG STATE UNIVERSITY

# VAX MANDATE EASES WORRY

### Concerns over daily student life addressed



COURTESY JOSEPH CAUTELA III  
Fitchburg State University junior Joseph Cautela III got his second COVID-19 vaccine on April 30 and said he 'undoubtedly' supports the state universities requiring students to be vaccinated before attending in-person classes next fall.

By Danielle Ray

dray@sentinelandenterprise.com

**FITCHBURG** » After the leaders of the state's nine universities decided last week to require all students to have been vaccinated against COVID-19, a Fitchburg State student and professor said it was the correct decision to return the campus back to a relative sense of normal.

FSU history and secondary education major and resident adviser Joseph Cautela III said he was "relieved" when he heard the news about state universities and colleges requiring a COVID-19 vaccination.

"With the accessibility of the vaccine, the student body was starting to wonder what the state schools' stance would be on the matter," he said. "I am glad the state schools made their decision early on."

Cautela, a member of the FSU Class of 2022, was recently elected the student representative to the university's Board of Trustees. As such he will have full voting powers as the voice of the student body when his term begins July 1. He said he agrees with the vaccine requirement decision.

"As someone who has been very vigilant regarding the pandemic, I undoubtedly support mandating the COVID vaccine," Cautela said. "Requiring immunizations isn't unprecedented for Massachusetts state schools, as a multitude of other vaccines are required for students to attend these public institutions. I think it's very reasonable to add another vaccine to that list, especially the COVID-19 vaccine as we are currently in a worldwide pandemic. Requiring the vaccine will make the campus much safer for the faculty, staff, student body, and the overall Fitchburg community."

Cautela received his second Moderna vaccine on April 30.

"I had a 99 temperature and I felt fatigued after my first vaccine, however the side effects only occurred for a day or two," he said.

The Massachusetts State University system, which includes Fitchburg State University, recently joined a growing number of colleges and universities across the country and state requiring students to be vaccinated against COVID-19 before attending in-person classes this coming fall.



DANIELLE RAY / SENTINEL & ENTERPRISE

Leaders of the state's nine universities, including Fitchburg State University, decided last week to require all students to have been vaccinated against COVID-19 to return to campus.

According to a press release, the presidents of the nine universities in the system unanimously decided to require undergraduate and graduate students who are attending

research on campus, living in residence halls, or participating in campus life activities to become fully inoculated with an approved COVID-19 vaccine prior to the start



# Mandate

FROM PAGE 1A

of the 2021 academic year. The presidents expect that all employees will also be fully vaccinated prior to the start of the fall semester.

“Prior to the beginning of the fall semester and following state, federal and legal guidance, the Massachusetts State Universities will require all students to be fully immunized before returning to campus for the start of the fall semester,” James Birge, president of Massachusetts College of Liberal Arts and chair of the Massachusetts State University Council of Presidents, said in the press release. “Student safety and the safety of our communities remains at the forefront of our planning as we prepare to return to in-person learning and campus life in the fall.”

All state universities will offer a traditional schedule of in-person classes in addition to online and hybrid options for both residential and commuter student populations.

The nine campuses in the system are Bridgewater, Fitchburg, Framingham, Salem, Westfield and Worcester State Universities, Massachusetts College of Art & Design, Massachusetts College of Liberal Arts, and the Massachusetts Maritime Academy.

“We are sharing this information now to give students, their families and our employees ample time to make plans to be vaccinated prior to the start of the fall term,” Birge said.

FSU Director of Public Relations Matthew Bruun

said all students who will be living and or studying on campus this fall, or involved in any on-campus activities, “will be required to be inoculated with an approved vaccine by the beginning of the fall semester in September.” In addition, weekly COVID testing is required for FSU student athletes, commuter students taking on-campus classes, and residential and nursing students.

According to the press release the state universities have been leaders in the Stop the Spread Campaign and throughout the year have made COVID-19 testing and contact tracing a priority on the campuses. Since returning to campus last year, the nine state universities have operationalized a robust on-campus COVID testing and tracing system for students, staff and faculty, which successfully resulted in helping to identify and contain the COVID virus in campus communities.

FSU associate professor of biology Sean Rollins is “grateful and relieved” that the vaccine will be required.

“I agree with this decision,” he said. “First off, it will reduce case numbers. Secondly, it will let students and teachers concentrate on learning, instead of constantly dealing with changes in the way courses are taught and worrying about how to distance our interactions. I teach a lot of lab techniques — it is impossible to remain 6 feet apart and show a student fine details on a lab diagnostic.”

Rollins, who has taught at FSU for nine years, said he has primarily been

teaching nursing students since the vaccine became available.

“They became eligible early in the process due to patient interactions,” he said. “Most of them were enthusiastic to receive the vaccine. I feel most students are really just interested in returning to normal as soon as possible and see vaccination as a means to get there. It is the post-college age people that are more concerned about requiring the vaccine.”

Rollins said he is “double dosed already” with the Pfizer vaccine, having received his vaccine at Lawrence East Elementary School in March. He said he had no side effects after the first shot. After the second one, he “felt a little achy and lethargic” for a day, although he still took his 9-year-old daughter skiing.

“I absolutely think vaccination will get us back to normal sooner,” Rollins said. “I am really looking forward to just concentrating on teaching.”

As for Cautela, he said he is looking forward to “a vibrant campus community when we return to some sort of normalcy.”

“My favorite semester in my college career so far was the fall semester of my sophomore year, fall 2019, because the campus reached its peak with student involvement and engagement in the community,” he said.

“Although I don’t anticipate the same lively FSU that we once had, I hope we build back to that point. FSU requiring the COVID vaccine is the only way to get us to FSU’s once vibrant campus community,” he said.



DANIELLE RAY / SENTINEL & ENTERPRISE

Weekly COVID-19 testing is required for Fitchburg State University student athletes, commuter students taking on-campus classes, and residential and nursing students. 49 of 57

# LOCAL NEWS

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## FITCHBURG STATE

# College's Moot Court nationally ranked

### Submitted Article

**FITCHBURG** » The American Moot Court Association has released its annual rankings of college and universities and again Fitchburg State University is among the top 20 in the U.S., according to an announcement from the university.

**MOOT** » 6A

## Moot

**FROM PAGE 3A**

The moot court competition pits teams of students against one another on opposing sides of a legal case, as in an appellate court proceeding. Students must argue both sides of the case in the course of the competition, making timed arguments as well as fielding questions from a panel of legal experts, as well as submitting written briefs, according to the university.

Fitchburg State, whose program was founded in 2000 by Professor Paul Weizer of the Economics, History and Political Science Department, has competed with distinction every year.

Weizer said Fitchburg State is the smallest public institution to crack the top 25 in the nation.

“This is a great testament to the hard work of our students and the support of the institution,” he said. “More than 500 teams competed in the last season, and our students were able

to qualify for the national tournament in oral advocacy and also had one team earn national recognition in brief writing. While the level of competition continues to rise, our students continue to show great results.”

The American Moot Court Association’s Top Program Scores recognize schools based on their performance in both the AMCA National Tournament Oral Advocacy competition and the AMCA National Tournament Written Brief competition. The scores are weighted at 67% for the oral advocacy competition and 33% for the written brief competition.

More than 200 Fitchburg State students have competed in the tournament since the local program was founded. Many graduates of the program return to campus each year for the regional tournament on the Fitchburg State campus.

Their ranks include police officers, lawyers and court clerks, though Weizer said the skills developed through moot court are applicable far beyond the legal profession.

# Sentinel & Enterprise

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## FITCHBURG STATE UNIVERSITY GRADUATION

# ‘Do not be afraid to take a chance on yourself’

### Submitted Article

**FITCHBURG** » Fitchburg State University recently held its 125th commencement exercises, with virtual ceremonies honoring the graduating class.

Fitchburg State President Richard S. Lapidus saluted the graduates for persevering through the challenges of a global pandemic.

“You’re transitioning into a very different world from the one that you had been planning for when you started college, and find yourself at a pivotal time in our country’s evo-

lution,” Lapidus said. “The pandemic has changed all of our lives in significant ways. It has impacted the way we live and work, think and behave. It has raised questions of uncertainty about the financial future, it has enhanced political polarization and magnified ongoing issues of inequality and injustice.

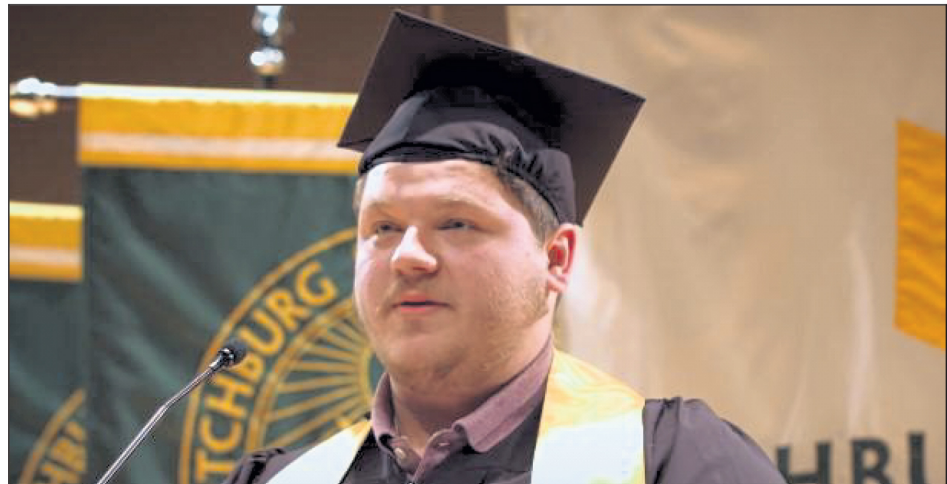
“The experience has, at times, been chaotic, stressful and often fatiguing,” Lapidus continued. “In many ways, how you respond to this current situation will define your generation. You are well trained and possess the talent and skills to do great things. So,

use your education wisely, summon your knowledge, insight, creativity, and courage. It’s your time to challenge what is, effect real change, and realize what can be in the world.”

At the graduate ceremony, Graduate Student Leadership Award recipient Christopher S. Brooks talked about his journey from serving in the U.S. Navy to becoming a physician assistant, and the decision to continue his education with an MBA from Fitchburg State. He said he was encouraged to go back to school by a patient who was recovering from a

**FSU » 6A**

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COURTESY FSU

Fitchburg State university undergraduate Valedictorian Joseph Bourgeois offers his thoughts on the college and how it prepared him for the next chapter of his life during the virtual commencement ceremonies held Saturday. **See a list of grads on Page 6.**

CLASS OF 2021

# Fitchburg State University graduates

**Ashburnham:** Michael L. Amblo, BS Business Administration; Alicia M. Cournoyer, BS Nursing; Brooke S. Czasnowski, MBA Business Administration; Melaina L. Duval, BS Psychological Science; Brooklyn L. Gardner, BS Communications Media; Adam R. Goguen, BS Business Administration; Daniel R. Hall, MBA Business Administration; Stacy M. Lapierre, MBA Business Administration; Andrew J. MacNeil, MED Education 5-12; Owen D. Napolitano, BS Communications Media; Michael J. Riley, BS Interdisciplinary Studies; Johnna L. Roy, BS Nursing; Laura M. Storm, CAGS Interdisciplinary Studies; Patricia R. Woodliff, BS Criminal Justice.

**Ashby:** Joshua T. Goliber, BS Business Administration; Amanda M. Haley, MS Counseling; Kyle R. Kelsea, BS Industrial Technology; Makenzie M. MacDonald, BS Business Administration; Madison A. Marchese, BS Biology; Ashley A. Osborne, BS Criminal Justice.

**Athol:** Jillian M. Euvrard, BS Nursing; Summer B. Lafortune, BS Criminal Justice.

**Ayer:** Benjamin R. Hebert, BS Industrial Technology; John H. Matthews, MED Special Education; Jarrod T. Oberg, BS Business Administration; Mario F. Sousa, BS Occupational/Vocational Education.

**Fitchburg:** Danielle Acevedo, BSE Early Childhood Education; Valerie R. Alejandro, BS Business Administration; Kasey C. Babbitt, BS Interdisciplinary Studies Education; Nolan J. Baird, BS Criminal Justice; Jennifer A. Belli, BS Biology; Adrien D. Brodeur-Edmonds, BS Computer Science; Colline D. Butler, BS Exercise and Sports Science; Catherine M. Carden, BS Nursing; Jonathan K. Carlson, BS Game Design; Sophia A. Ciampaglia, BS Communications Media; Randely E. Fernandez, BS Sociology; Connor Fitzsimons, BS Business Administration; Nicholas D. Fortin, BS Economics; Renee M. Gladu, BS Nursing; Jocelyn M. Hains, MED Special Education; Evan A. Hanson, BS Communications Media; Jody Holden, BS Nursing; Karen L. Jackson, BS Mathematics; Debra M. King, MED Curriculum and Teaching; Madison R. Laliberte, BS Interdisciplinary Studies Education; Kristy L. Landine, MS Counseling; Mathew Lor, BS Human Services; Kangsen M. Masango, BS English Studies; Jillian T. Nowd, BSE Elementary Education 1-6; Ryan E. O'Neil, BS Psychological Science; Adrian J. Olivera, MBA Business Administration; Alondra Y. Pedraza, MED Early Childhood Education; Danielle B. Pratt, BS Interdisciplinary Studies; Erin M. Primeau, BS Psychological Science; Megan C. Ptak, BS Communications Media; Jame-

son W. Quirk, BS Business Administration; Erin N. Reffitt, BS Human Services; Katrina R. Reilly, BS Psychological Science; Florencia J. Rivas, BS Criminal Justice; Eliezer Rivera, BA Biology; Micaela Rodriguez, BS Criminal Justice; Madison B. Russo, BS Biology; Sylvia Salcedo, BS Psychological Science; Christina M. Sauer, MED Special Education; Hannah J. Sheldon, BS History; Kade L. Shipley, BS Business Administration; Rachel Shipp, MBA Business Administration; Bradleigh S. Shultz, BS Mathematics; Bianca E. Suero Mendez, BS Computer Science; Susan C. Thompson, BS Nursing; Michaela K. Valois, BSE Early Childhood Education; Brenda M. Vandal, BS Nursing; Mariah A. Vanderveer, BS Environmental & Earth Science; Sean Veronesi, BS Business Administration; Timothy M. Whalen, BS Business Administration; Bob A. Williams, BS History; Tara V. Witzgall, MED Special Education; Nhia Xiong, BS Business Administration; Johnny T. Xiong, BS Economics; Miranda L. Zeidler, BS Psychological Science; Casadie A. Zeltsky, BS Criminal Justice.

**Gardner:** Ross J. Adams, BS Business Administration; Crystal A. Boupha, MED Educational Leadership/Management; Joseph A. Bourgeois, BS Business Administration; Christopher S. Brooks, MBA Business Administration; Julie A. Foster, BSE Early Childhood Education; Heather A. Girouard, BS Interdisciplinary Studies; Shane P. Grenier, BS Exercise and Sports Science; Ellen S. Honsa, MS Counseling; Christoph A. Knoll, BS English Studies; Jeremy R. Nash, BS Business Administration; Sarah E. Olson, MBA Business Administration; Kristin R. Phelps, MS Counseling; Sahil N. Prajapati, BS Business Administration; Michael T. Sadowski, BS Psychological Science; Frances Sanchez, BS Criminal Justice; Cristian Sanchez, MBA Business Administration; Calvin C. Wong, BS Psychological Science; Jillian L. Woodward, BS Business Administration.

**Lancaster:** Eric E. Fahim, BS Biology; Pamela Knop, MBA Business Administration; Matthew J. Legere, BS Psychological Science; Abigail C. Mackillop, BSE Early Childhood Education; Kaitlyn M. Rouleau, BS Psychological Science; Nicole M. Vautour, MED Early Childhood Education; Zachary Zarrella, BS Environmental & Earth Science.

**Leominster:** Omnia M. Abouhassan, BS Computer Science; Cesar Acosta, BS Psychological Science; Waldemar Agostini, MBA Business Administration; Timothy J. Anderson, MED Special Education; Benjamin L. Ashton, BS Criminal Justice; Lynn

M. Ayers, BS Business Administration; Kaelyn M. Bastarache, BS Interdisciplinary Studies; Natalie R. Bergeron, BSE Early Childhood Education; Jessica A. Bibeault, CAGS Interdisciplinary Studies; Joshua M. Blair, BS History; Beau M. Brassard, BS Business Administration; Louis M. Brown, MBA Business Administration; Brendan V. Byrne, BS Exercise and Sports Science; Hailey R. Carter, BS Criminal Justice; Matthew Casaubon, MBA Business Administration; Ashlyn A. Cormier, BS Biology; Edgar J. Dedos, BS Human Services; Aislinn R. Dehorney, BS Sociology; Isabella M. Denio-Miller, BS Psychological Science; Meghan L. Donlan, MBA Business Administration; Kayla I. Douglas, MBA Business Administration; Selina T. Fascioli, BS Business Administration; Diana L. Fitch, MBA Business Administration; Sylvia Forku, BS Nursing; Louna B. Francois, BS Psychological Science; Renee R. Fratantonio, MS Applied Communication; Marissa L. Gemma, MBA Business Administration; Jenniffer D. Goncalves, BS Communications Media; Ashley R. Grant, BA English Studies; Emily J. Howard, BS Industrial Technology; Katelyn A. Jenson, MBA Business Administration; Christopher M. Jollimore, BS Comp Info Systems; Dana R. Jones, BS Business Administration; Brittany A. Kaldis, BS Computer Science; Erika M. Kirby, CAGS Educational Leadership/Management; Xhulja Kola, BS Business Administration; Brandon T. Lefebvre, BS Business Administration; Chad F. Linstruth, MED Special Education; Jordan D. Long, BSE Special Education; Zachary A. Lorkiewicz, BS Computer Science; Candice M. Ludden, BS Biology; Elizabeth M. McNiff, BS Business Administration; Austin J. McDonald, BS Exercise and Sports Science; Sharon C. Mendes, MED Curriculum and Teaching; Deliciana R. Montoya, BS Communications Media; Julia A. Moran, BS Nursing; Fernanda Munari, BS Environmental & Earth Science; Dario J. Nieves, BS Criminal Justice; Jenna M. Norstrom, MED Curriculum and Teaching; Emily C. Patella, BSE Elementary Education 1-6; Ashley N. Perez, BS Educational Studies; Brooke H. Phaneuf, BSE Elementary Education 1-6; Sarah J. Plouffe, MED Special Education; Alexander Ramos, BS Political Science; Tiana A. Roman, BA Biology; Zachary A. Romero, BS Computer Science; Thomas F. Rooney, MED Curriculum and Teaching; Stacia J. Stevens, MED Educational Leadership/Management; Nicholas R. Thornton, MBA Business Administration; Karyn D. Van Guilder, BS Nursing; Rosemarie W. Wamugunda, MBA Business Administration;

tion; Teigan R. Weissman, BS Environmental & Earth Science; Cassandra M. Winikainen, BS Criminal Justice; Shayla M. Works, MED Special Education.

**Lunenburg:** Michelle A. Abbascia, MBA Business Administration; Benjamin P. Algarin, MED Occupational Education; Jennifer M. Cassidy, MED Special Education; Jennifer M. Cassidy, CERG Autism Spectrum Disorder; Liam D. Celuzza, BS Political Science; Amy L. Cortezia, MED Special Education; Anthony A. Crowley, MS Applied Communication; Tanya M. Crowley, MS Applied Communication; Michelle DellaValle, CAGS Educational Leadership/Management; David J. Fors, BS Criminal Justice; Nicole L. Fors, MED Special Education; Sarah L. Henry, MS Counseling; Bradley F. Pudsey, BS Computer Science.

**Princeton:** Kelina Smith, BS Communications Media.

**Rutland:** Heather Fiato, MBA Business Administration; James P. Grady, BS Criminal Justice; Devon A. Hawley, BS Game Design; Jakub J. Sawczuk, BS Game Design.

**Shirley:** Michael K. Brown, MBA Business Administration; Thomas J. Consalvo, BS Business Administration; Julia E. Howard, BSE Elementary Education 1-6; Sarah L. Mello, BS Criminal Justice; Muaau Pau, MBA Business Administration.

**Sterling:** Luiza N. Camelo, MS Counseling; Christopher J. Graves, BS Comp Info Systems; Michael J. Misilo, BS Business Administration; Shelly F. Saben, MED Arts Education.

**Townsend:** Bailey Breen, BA Psychological Science; Casey L. Breen, BSE Early Childhood Education; Jessica J. Croft, BS Interdisciplinary Studies; Anna L. DeLeo, BSE Elementary Education 1-6; Brett Poindexter, MBA Business Administration; Clancy A. Ronan, BSE Elementary Education 1-6; Elizabeth A. Schatia, BS Nursing, LPN to BS; Jessica D. Watson, MBA Business Administration.

**Westminster:** Barbara J. Albert, MED Special Education; Chelsea E. Carey, BS Interdisciplinary Studies Education; Patrick I. Doyle, BS English Studies; Bryanna N. Hache, MBA Business Administration; Jillian E. Iacobone, MED Curriculum and Teaching; Brendon M. Kelleher, BS Industrial Technology; Kathryn M. Leger, MED Special Education; Kimberly A. Lier, BS Communications Media; Ian M. McGuirk, BS History; Jarrod R. Moeckel, BS History; Jared A. Moore, BS Communications Media; William O. Morgan, MBA Business Administration; Eva M. Tolman-Brown, MBA Business Administration; Cody T. Walter, MS Criminal Justice.

— Fitchburg State University President Richard Lapidus

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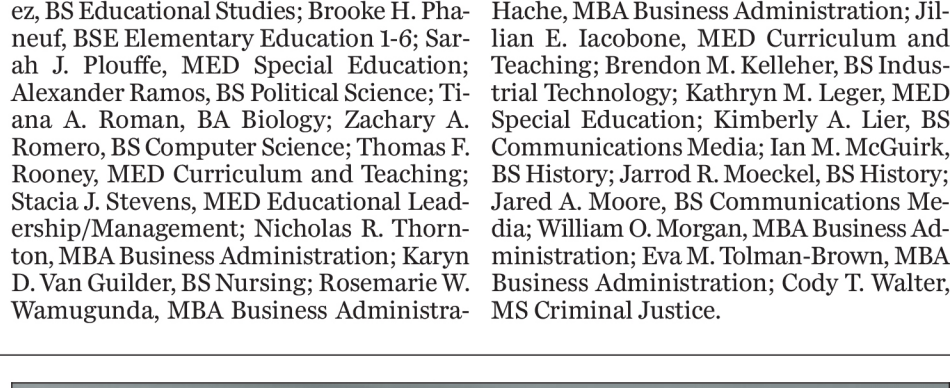
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SENTINEL &amp; ENTERPRISE FILE PHOTO

Fitchburg State University President Richard Lapidus.

## FSU

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stroke, who was also a teacher.

“To make a long story short, for every excuse that I had on why I could not go back to school, the teacher had given me a positive answer on how and why I should,” Brooks said, encouraging others to follow the teacher’s example. “Help guide or teach someone that may be feeling stuck. Lead others to help them achieve their goals.

Lastly, do not be afraid to take a chance on yourself, whether it is continuing your education further, or possibly applying for that job that you saw, but did not think you’d get.”

Undergraduate Valedictorian Joseph Bourgeois recounted the challenges all of the members of the Class of 2021 had faced in pursuit of their degrees. “As the brilliant Albert Einstein once said, ‘In the middle of every difficulty lies opportunity,’” Bourgeois said.

“This past year has been filled with challenges

brought on by COVID. Our lives have been changed drastically, especially in terms of our academics,” he said. “The transition from in-person classes to online was not easy by any means but we were able to push forward and cross the finish line. When we face difficulty in life, we must adapt to the changes and make the best out of a bad situation.”

*The complete virtual ceremonies can be viewed online at [fitchburgstate.edu/commencement](https://fitchburgstate.edu/commencement).*

# LOCAL NEWS

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## Grant will benefit FSU students

### University working to increase free educational resources

#### Submitted Article

**FITCHBURG »** Fitchburg State University is among a consortium of colleges that were recently awarded more

than \$440,000 from the U.S. Department of Education to increase the number of free, open educational resources that are designed with a

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## FSU

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versity, equity and inclusive lens and used in lieu of more expensive traditional textbooks, according to an announcement from the university.

This work is driven by “the increasing diversity of the public higher education student population and the desire to provide students and faculty accessible, intentionally inclusive textbooks that reflect and honor their lives,” according to the grant application, according to the university.

The open educational resources (OER) movement is designed to bring down costs for students pursuing higher education.

The recently announced grant will support a six-campus project that seeks to support under-represented students through the use of free, culturally relevant course materials. Librarians and faculty at each of the campuses will receive training and assistance in the creation and adaptation of OER materials that are accessible, intentionally inclusive and representative of the student populations at the six consortium member colleges. Once these OER materials are created, it is expected student savings on textbooks over the life of the project will exceed \$800,000 with a goal of continued savings into the future.

“The approach of creating or adapting OER using an equity lens to better serve under-represented students is exciting and

novel,” said Jacalyn Kremer, dean of the Amelia V. Gallucci-Cirio Library at Fitchburg State. “In addition to Fitchburg State faculty receiving training and support for the creation of these culturally relevant materials, librarians at the university will take the lead in tracking the project’s outcomes including its impact on student success.”

Framingham State University was the lead institution in pursuing the grant. In addition to Fitchburg State, other participating institutions are Holyoke Community College, Northern Essex Community College, Salem State University and Springfield Technical Community College.

The member institutions will form a consortium with representatives collaborating to create new OER textbooks and adapt existing resources using a diversity, equity and inclusion lens. The program will target courses in high-enrollment disciplines as well as those supporting major employment sectors like health, education and criminal justice.

At Fitchburg State, OER projects have saved students more than \$30,000 in the past academic year. The university’s Open and Affordable Education Committee supported more than 20 OER proposals in 2020 and 12 OER proposals in 2021 thanks to funding from the Davis Educational Foundation Presidential Grant, the Academic Affairs Office, the School of Graduate, Online and Continuing Education and the Amelia V. Gallucci-Cirio Library.

# College Town: Fitchburg State rolling out student housing program this fall

**Scott O'Connell** Telegram & Gazette

Published 4:32 p.m. ET May 26, 2021

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FITCHBURG — Fitchburg State University and its partners will be trying out a new initiative this fall intended to combat student housing insecurity.

The Moving to College program, which is part of a statewide initiative recently launched by the Department of Higher Education, will see Fitchburg State house up to five students a year from either its campus or Mount Wachusett Community College.

The aim is to test out different ways to address homelessness among college students in the state, an issue that affects public four-year and two-year institutions like Fitchburg State and Mount Wachusett in particular.

“Fitchburg State has long been a student-centered campus, nationally recognized for supporting social mobility,” Fitchburg State President Richard Lapidus said. “The Moving to College Program will open doors of opportunity for more students, and we are honored to be a part of it.”

“We look forward to supporting our partners in this initiative as we strive to remove barriers to higher education,” Mount Wachusett Community College President James Vander Hooven said. “Housing and food insecurity are significant problems for college students, and this program is a positive move toward addressing these issues.”

While Fitchburg State will cover housing and meal plans for participating students, LUK Inc., a local social service agency, will provide case management and other services to further help them. The Fitchburg school system will also be involved in the project by identifying potential applicants.

# Sentinel & Enterprise

Wednesday, April 28, 2021

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## FITCHBURG

# Abolitionist Park nearing completion

By Matthew Bruun

*Special to the Sentinel & Enterprise*

**FITCHBURG** » A green space paying tribute to Fitchburg citizens who fought to abolish slavery is taking shape on Snow Street. Sponsor support has made the Abolitionist Park nearly complete, but organizers are looking to the public to help finish the project.

When finished, the Abolitionist Park will stand as a permanent reminder of Fitchburg's role in one

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## Park

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of the nation's greatest struggles, helping current and future residents and visitors understand a vital piece of American history.

The Friends of the Fitchburg Abolitionist Park have secured several small grants to get the project this far.

"Too often history is not contextualized, which results in people feeling disconnected from the amazing stories and valuable

lessons that can be learned through the study of community-based history," said Danette Day, co-chair of the Friends of the Fitchburg Abolitionist Park and a member of the Education Department faculty at Fitchburg State University.

"Ideally, the creation of this Abolitionist Park in Fitchburg will give individuals and groups a place to gather and learn about local citizens who before the Civil War were anti-slavery and created methods to disrupt slavery, and who supported the ratification of the 13th Amendment to

the U.S. Constitution that abolished slavery after the Civil War," Day said. "Authentic community-based learning opportunities that take place at the park can increase knowledge about the past, improve current community relationships and motivate future civic engagement."

Fitchburg's role in the anti-slavery movement dates to the 1830s, when city residents participated in local, regional and national efforts, with multiple homes serving as stations or depots on the Underground Railroad.

The Trinitarian Church was established in 1843 as an anti-slavery church, and the home of Benjamin Farwell Snow Jr. (1813-1892) was located nearby at Day and Waverly streets.

Snow's estate was one of Fitchburg's stations on the Underground Railroad, which provided temporary shelter for escaped slaves making their way to Canada from the 1840s to the 1860s.

Several other homes in Fitchburg were stations, and Snow hosted speeches from prominent abolitionists including Frederick

Douglass, Lucy Stone, Sarah and Angelina Grimke, and Wendell Phillips.

To keep this history alive, the Friends of the Fitchburg Abolitionist Park scoured neighborhoods to identify possible lots for a "pocket park." Fitchburg State University donated a patch of land at 42-50 Snow St. to serve as the park's future home.

*To learn more about the park and to support its continued development, visit [www.abolitionistpark.org/donate](http://www.abolitionistpark.org/donate).*

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## FITCHBURG STATE UNIVERSITY

# Learn about bias in the workplace

### Submitted Article

**FITCHBURG** » Fitchburg State University's Center for Professional Studies continues its series of offerings on equity and social change this October with a course exploring the complexity of culture and bias in the workplace.

The course, Exploring the Complexity of Culture and Bias in the Workplace, will provide employers and employees with engaging

opportunities to explore, examine and assess how they identify themselves to the world, how biases and misconceptions interfere with understanding others around them, and what systems limit diversity, inclusion and equity, according to an announcement from the university.

Throughout the course, participants will respond to the content and reflect on how it has influenced and impacted their per-

**BIAS** » 5A

## Bias

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spectives, their personal interactions and their professional relationships, while also focusing on people's shared humanity.

The program will be offered online with self-paced modules, videos, articles, inquiry-based questions and assessments, as well as a one-hour remote live diversity orientation. Among the learning objectives:

- Participants will learn foundational terms such as diversity, equity, inclusion, racism, prejudice, discrimination and bias.

- Participants will consider where they are receiving messages about

others and how those messages impact their interactions with others.

- Participants will explore how intersections of identity traditionally have more or less power. They will examine where power corrupts justice and limits inclusion and how positive relations build community.

- Participants will expand their understanding of diversity, traveling throughout the world to interact digitally with other cultures.

- Participants will be able to embrace the humanity of others and choose new avenues to invite dialogue.

- Based on course content, participants will be asked to share their reflections, takeaways and action items going forward.

The course is taught by instructor Angele Goss, who has more than 20 years of professional experience connecting low-income and first generation students (middle, high school and college) to resources and experiences that improve their access to and through post-secondary education.

"I welcome participants to be reflective and curious about the messages and dynamics of culture," Goss said. "This course is designed to be interactive, informative, and inviting."

"Employees value working for a company that strives toward inclusiveness and cultural responsiveness," said Associate Dean Lisa Moison of Fitchburg State's School of Graduate, Online, and

Continuing Education. "We all want to be treated fairly, be part of decision-making, feel safe, and be seen for our authentic selves during the workday. The Center for Professional Studies' upcoming training will help employers to understand the importance of cultural and equitable responsiveness, and the impact it has on their workforce and organization as a whole."

The course will begin with a one-hour remote orientation session at 9 a.m. on Oct. 22, followed by three hours of self-paced online modules (for a total of four instructional hours). The cost for the course is \$70 and registration can be completed online at [fitchburgstate.edu/cps](https://fitchburgstate.edu/cps).



## FITCHBURG STATE UNIVERSITY, FITCHBURG ART MUSEUM

# University, art museum plan to enhance cooperation

### Staff Report

**FITCHBURG** » A newly reauthorized pact between Fitchburg State University and the Fitchburg Art Museum will deepen the collaboration between two of the city's most important and enduring institutions, enriching

opportunities for programming and professional development for both organizations that are designed to enhance the quality of life for all city residents, according to an announcement from the university.

The agreement, signed Thursday, April 29, by Fitchburg State President Richard S. Lapidus

and FAM Director Nicholas Capasso, calls for both institutions "to engage in activities that are mutually beneficial, as well as activities that help support the economy, livability, and quality of life in the city of Fitchburg and North Central Massachusetts," according to the announcement.

"Fitchburg State University and the Fitchburg Art Museum have enjoyed a long and significant history of mutually beneficial collaboration, and this new agreement further formalizes opportunities for us to work together on projects that will have meaningful impacts on students, faculty, and the broader commu-

nity," Lapidus said. "I am grateful for the partnership and excited about the potential for growth the updated agreement will help facilitate."

"Our strengthened agreement will help to more firmly embed the Fitchburg Art Museum within the Fitchburg State communi-

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## Art

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ty," Capasso said. "We want to make FAM part of the overall campus experience for students, faculty, and staff alike. This enhanced partnership also recommit both institutions to community and economic development work for our city and region. The possibilities are endless!"

"I extend my thanks to President Lapidus and the university administrators and faculty who have worked to support our collaboration," Capasso said.

Among other facets, the pact will make FAM the de facto art museum for Fitchburg State, with free admission for all universi-

ty students, faculty and staff, along with FAM's participation in class and curriculum planning for a variety of university disciplines from art, art history and communications media to business administration, education, history and the humanities.

FAM will also provide university students with additional high-quality internship opportunities in fields including management, curation, conservation and exhibition planning.

Fitchburg State will also work with the museum on developing new undergraduate and graduate programs using the museum as the applied learning context, such as degrees in arts management or museum studies, or a graduate certificate in digital curation.



COURTESY FITCHBURG STATE UNIVERSITY

Fitchburg Art Museum Executive Director Nicholas Capasso and Fitchburg State University President Richard Lapidus pose after signing the memorandum of agreement at the museum last week.



COURTESY FITCHBURG STATE UNIVERSITY

Fitchburg State University President Richard Lapidus (sitting at table) speaks before FSU signs a memorandum of agreement with the Fitchburg Art Museum.