



Fitchburg State University

Board of Trustees Meeting

Published on September 6, 2022 at 4:23 PM EDT

Date and Time

Tuesday September 13, 2022 at 8:15 AM EDT

Location

Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Notice of a meeting of the Fitchburg State University Board of Trustees on Tuesday, September 13, 2022 at 8:15 a.m. in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Agenda

	Purpose	Presenter	Time
I. Opening Items			8:15 AM
Opening Items			
A. Record Attendance and Guests			1 m
B. Call the Meeting to Order		Deborah Phillips	1 m
C. Public Comments			3 m
D. Approve Minutes from the May 3, 2022 Meeting - VOTE (01-22/23)	Approve Minutes		1 m
II. President's Assessment and Goals			8:21 AM
A. President's Goal Performance 2021-2022 Academic Year	Discuss		8 m
B. Accept the President's Goal Assessment for AY2021-2022 - VOTE (02-22/23)	Vote		1 m
C. President's Goals AY2022-2023	Discuss		8 m
D. Accept the President's Goals for AY2022-2023 - VOTE (03-22/23)	Vote		1 m

	Purpose	Presenter	Time
III. Notifications			8:39 AM
A. Personnel Actions (N01-22/23)	FYI		1 m
IV. Student Trustee Report			8:40 AM
A. Allison Turner will provide the Student Trustee Report			5 m
V. Chair's Report			8:45 AM
A. Debbie Phillips will provide the Chair's Report.	FYI		5 m
B. Committee Assignments	Discuss		5 m
C. Board Retreat date - June 6,7 or 8, 2023	Discuss		3 m
D. Board Giving	Discuss		3 m
E. Conflict of Interest	FYI		3 m
The form will be sent to each Trustee electronically for completion.			
VI. President's Report			9:04 AM
A. Opening of the university	FYI		5 m
B. COVID	FYI		5 m
C. NECHE Update	FYI		3 m
D. Approval of Bachelor of Arts and Bachelor of Science in Digital Media Innovation	FYI		2 m
E. Housing	Discuss		5 m
F. Game on Fitchburg	FYI		3 m
G. Main Street Properties	Discuss		3 m
H. Informational Articles	FYI		1 m
VII. Executive Session			9:31 AM
It is requested that the Board of Trustees enter into executive session in accordance with MGL c. 30A, Section 21 (a)(1) to discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual in relation to the sabbatical leave provision within the terms of Article XV, Section C of the MSCA and BHE collective bargaining agreement. (other information withheld under MGL c. 214, Section 1B right to privacy)			
The Board will return to open session.			
A. Executive Session - VOTE (04-22/23)			5 m
VIII. Executive Session discussion			9:36 AM
A. VOTE(5-22/23)			2 m
IX. Closing Items			9:38 AM
A. Adjourn Meeting	Vote		1 m

Coversheet

Approve Minutes from the May 3, 2022 Meeting - VOTE (01-22/23)

Section:	I. Opening Items
Item:	D. Approve Minutes from the May 3, 2022 Meeting - VOTE (01-22/23)
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Trustees Meeting on May 3, 2022 VOTE Minutes.pdf



Fitchburg State University

Minutes

Board of Trustees Meeting

Date and Time

Tuesday May 3, 2022 at 4:00 PM

Location

Presidents' Hall, Mazzaferro Center
291 Highland Ave.
Fitchburg, MA 01420

Notice of a meeting of the Fitchburg State University Board of Trustees, Tuesday, May 3, 2022 at 4:00 p.m.

The meeting will take place in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Public comments only:

978-665-3846

Live stream

stream.meet.google.com/stream/8730b5ba-af8b-484a-8c9a-026817d4cf83

Trustees Present

D. Phillips, D. Tiernan, E. Gregoire, J. Cautela III, J. Flanagan, K. Spinelli, L. Barrieau, M. Fiorentino, Jr., M. Nicholson (remote)

Trustees Absent

C. Stimpson

Guests Present

A. Tourigny, A. Turner, C. Bullis, C. Canney, C. Estrella, F. Barricelli, G. Doiron, G. Doiron, J. Bry, J. Murdoch, J. Wolfman, M. McKenzie, P. McCafferty, R. Lapidus, R. Toomey, S. Swartz

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 3, 2022 at 4:02 PM.

C. Public Comments

There were none.

D. Approve Minutes from the Board of Trustees March 29, 2022 - VOTE (23-21/22)

M. Fiorentino, Jr. made a motion to approve the minutes from Board of Trustees Meeting on 03-29-22.

J. Flanagan seconded the motion.

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

Roll Call

D. Tiernan	Aye
K. Spinelli	Aye
M. Fiorentino, Jr.	Aye
J. Flanagan	Aye
L. Barrieau	Aye
M. Nicholson	Aye
J. Cautela III	Aye
D. Phillips	Aye
C. Stimpson	Absent
E. Gregoire	Aye

II. Finance and Administration Committee

A. FY2023 Budget Narrative

D. Phillips provided the report from the Finance & Administration Committee. She stated they had an informative meeting and as a committee they recommended the budget proposed with the fee increases as suggested.

The president spoke broadly about the budget relative to the changing higher education environment. He noted that on the revenue side of the equation there was an increase in state appropriations that included an increase in Mass Grant Plus. This will positively impact students through their financial aid packages. He indicated that the budget was based on using 2600 FTE as an estimate of fall student enrollment. Additionally, a fee increase is recommended. The university is seeing some growth in online programs. The online programs have been doing well. He stated that the budget assumes that residence hall occupancy will remain level.

The goal of the university is to try and repurpose some of the unused residence hall space. He reported that employee salary increases are to be awarded. The Governor has provided those funds, which include retro money plus a 2% increase for the coming year. He also indicated that the operating account budget cuts of 3% implemented across the divisions in the prior year would be returned. Finally, he discussed the allocation of innovation funds that are being made available.

J. Bry noted that as SGOCE growth continues there are also associated increases in expenses.

M. Fiorentino asked what is the focus with repurposing some of the residence halls? The president responded that two strategic plans ago, there was a reasonably strong interest by the campus community for day care. That interest still remains. We are exploring a day care option for campus members and the broader community. Also, there have been requests by organizations for us to consider housing for the homeless.

B. FY2023 BOT Budget Summary

The document was discussed.

C. FY2023 BOT Fund Summary

The document was discussed.

III. FY2023 Budget Votes

A. Undergraduate University Fee Increase - VOTE (25-21/22)

D. Phillips stated that for the first time in five years the university is proposing raising this fee which will still result in our fees being below of our sister institutions.

J. Bry discussed the comparisons to the schools in our system. We still remain next to the lowest with the exception of Mass Maritime.

L. Barrieau made a motion to approve a three and a half percent (3.5%) DAY Undergraduate University Fee increase of \$133.00 per semester effective for the fall semester 2022.

K. Spinelli seconded the motion.

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

Roll Call

M. Nicholson	Aye
E. Gregoire	Aye
K. Spinelli	Aye
J. Flanagan	Aye
D. Phillips	Aye
M. Fiorentino, Jr.	Aye
C. Stimpson	Absent
J. Cautela III	No
L. Barrieau	Aye
D. Tiernan	Aye

B. GCE Ed. Service Fee Increase - VOTE (26-21/22)

J. Flanagan made a motion to approve an increase of \$8.00 per credit for the graduate program ed service fee, effective for the fall semester 2022. The new total is \$123.00 per credit.

D. Tiernan seconded the motion.

J. Bry noted that this fee has not had an increase in 15 years.

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

Roll Call

D. Phillips	Aye
M. Fiorentino, Jr.	Aye
J. Cautela III	No

Roll Call

D. Tiernan	Aye
K. Spinelli	Aye
E. Gregoire	Aye
J. Flanagan	Aye
C. Stimpson	Absent
L. Barrieau	Aye
M. Nicholson	Aye

C. GCE Tuition Increase - VOTE(27-21/22)

E. Gregoire made a motion to approve the following GCE tuition increases, effective for the fall semester 2022: • An increase of \$5.00 per credit for the graduate GCE program for FY23, for a new total of \$195.00 per credit; and • An increase of \$6.00 per credit for the undergraduate GCE program for FY23, for a new total of \$150.00 per credit.

J. Flanagan seconded the motion.

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

Roll Call

D. Phillips	Aye
J. Cautela III	No
D. Tiernan	Aye
L. Barrieau	Aye
K. Spinelli	Aye
M. Fiorentino, Jr.	Aye
M. Nicholson	Aye
E. Gregoire	Aye
J. Flanagan	Aye
C. Stimpson	Absent

D. Accelerated Online Program Tuition and Fee Structure - VOTE (28-21/22)

K. Spinelli made a motion to vote to recommend the following accelerated online program tuition and fee structure: • An increase of \$19 per credit for the accelerated online MBA, for a new total of \$436 per credit hour, consisting of \$284 tuition and \$152 of fees; and • An increase of \$13 per credit for the Accelerated Online Masters of Education, for a new total of \$385 per credit hour, consisting of \$233 tuition and \$152 of fees.

L. Barrieau seconded the motion.

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

Roll Call

D. Tiernan	Aye
M. Fiorentino, Jr.	Aye
K. Spinelli	Aye
J. Flanagan	Aye
C. Stimpson	Absent
D. Phillips	Aye
M. Nicholson	Aye
E. Gregoire	Aye
L. Barrieau	Aye
J. Cautela III	No

E. FY2023 Budget - VOTE (24-21/22)

J. Flanagan made a motion to vote to recommend the FY2023 Budget as presented by the President.

D. Tiernan seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Nicholson	Aye
L. Barrieau	Aye
D. Tiernan	Aye
J. Flanagan	Aye
E. Gregoire	Aye
K. Spinelli	Aye
D. Phillips	Aye
J. Cautela III	Aye
C. Stimpson	Absent
M. Fiorentino, Jr.	Aye

F. Roll Forward of Funds to FY2023 Budget - VOTE (29-21/22)

K. Spinelli made a motion to vote to recommend that ongoing capital projects roll forward into the FY2023 University Budget.

J. Flanagan seconded the motion.

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

Roll Call

M. Fiorentino, Jr.	Aye
L. Barrieau	Aye
J. Cautela III	Aye
E. Gregoire	Aye
D. Phillips	Aye
J. Flanagan	Aye
C. Stimpson	Absent
M. Nicholson	Aye
K. Spinelli	Aye
D. Tiernan	Aye

IV. Finance Dashboard

A. Current Finance Dashboard

D. Phillips indicated the finance dashboard was included for discussion.

J. Bry provided a quick review. Enrollments have been going down and trying to maintain the faculty/staff ratios is always at the forefront. He discussed the appropriations and percentages. We have been averaging around \$21million and assets have increased. J. Bry suggested other data can be included in the future if that is the Board's preference.

There was a discussion regarding getting the institution right sized given the past few years and looking at the dashboard more frequently.

The board thanked J. Bry for the information.

V. Slate of Officers

A. VOTE (32-21/22)

E. Gregoire made a motion to approve the following slate of officers effective July 1, 2022: Chair– C. Deborah Phillips Vice Chair – Lynn Barrieau Clerk – David Tiernan.

J. Flanagan seconded the motion.

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

Roll Call

J. Flanagan	Aye
E. Gregoire	Aye
D. Phillips	Aye
L. Barrieau	Aye
K. Spinelli	Aye
M. Fiorentino, Jr.	Aye
C. Stimpson	Absent
J. Cautela III	Aye
D. Tiernan	Aye
M. Nicholson	Aye

VI. Auditing Services

A. VOTE (33-21/22)

J. Flanagan made a motion to approve the President's recommendation to name Bollus Lynch, LLP as the new auditing firm for the University, the Foundation, and the Supporting Organization.

M. Nicholson seconded the motion.

E. Gregoire asked out of the two firms' presentations, what was the distinguishing factor?

The president responded that both had the credentials to do the job and both provided good presentations. He indicated that the finance team preferred Bollus Lynch, LLP, and thought that they would provide more guidance and hands-on services. He also expressed that some concern had been voiced regarding a firm that services so many other state institutions and if that might lend itself to a cookie-cutter approach to handling our audit. It was felt that Bollus Lynch LLP, being a smaller firm, would provide more customized services and attention that matched the needs of our institution. Again, it was reiterated that both firms were qualified.

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

Roll Call

C. Stimpson	Absent
E. Gregoire	Aye
D. Phillips	Aye
M. Fiorentino, Jr.	Aye
M. Nicholson	Aye
K. Spinelli	Aye
L. Barrieau	Aye
J. Cautela III	Aye
D. Tiernan	No
J. Flanagan	Aye

VII. Notifications

A. Personnel Actions (N10-21/22)

The personnel actions were submitted for informational purposes.

B.

Financial Statements (N11-21/22))

The financial statements were submitted for informational purposes.

VIII. Student Trustee Report

A. Joseph Cautela will provide the Student Trustee Report

J. Cautela provided a few updates since the last meeting regarding communication to Theater students. He met with Dr. Cathy Canney, Interim Provost and Vice-President, Academic Affairs to discuss some of these concerns. They had a productive meeting.

J. Cautela proudly announced that he and former Student Trustee, Steve Olson led the charge to vote against the Masspirg \$9.00 charge to all students. Many students were unaware that they were being billed for this. The students voted to eliminate the Masspirg charge.

He next introduced Ms. Allison Turner, who was recently elected as the new student trustee.

He expressed his appreciation to the Board. He has learned so much by developing a new perspective on how the institution operates. He thanked everyone and has enjoyed working closely with the administration. He commended Dr. Laura Bayless and Dr. Cathy Canney for going out of their way to meet and attend student events such as the Student Government Association meetings. He concluded his remarks by asking the Board to continue to listen to student voices.

IX. Chair's Report

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

D. Phillips thanked J. Cautela for his perspective and great reports. She stated that the Board expects to hear from him in the future on all the numerous things that he has accomplished.

The president asked about the initiatives that Masspirg had in place and how those plans would continue, especially around green initiatives?

J. Cautela responded that SGA has been taking on that charge to complete the open initiatives. SGA communicated to the students that there was a position to be filled to spearhead the green proposals moving forward. They have a sustainability committee which has implemented recycling bins around student campus living. He said, that the work that Masspirg should have been doing will now be completed by the SGA.

D. Phillips officially welcomed the newest trustees.

Mr. Eric Gregoire is the alumni representative to the board. He lives in Western Massachusetts where his family owns and operates a small farm. He also works at UMASS as a senior budget analyst in the President's Office. E. Gregoire stated that he was also a student trustee during his time at Fitchburg State and is very happy to return to the Board.

Ms. Jennifer Flanagan provided information on her background. She graduated with her masters from Fitchburg State in 2004 while running for state office for the first time. She was elected State Representative for two terms. She was elected to the Massachusetts State Senate in 2008 and served until 2017. She later went on to serve on the Governor's Cannabis Commission and now is the Director of Regulatory Policy at Vicente Sederberg LLP. She noted while going to school here, she loved the faculty and staff, and indicated that her time at Fitchburg State was rewarding.

D. Phillips announced that M. Nicholson will be resigning as of July 1. We are sorry to see her go. She has made wonderful contributions to the board and her questions were always student focused. She will be missed.

The president next presented certificates of appreciation to J. Cautela and M. Nicholson and thanked them both for their service and contributions. D. Phillips acknowledged M. Nicholson's role on the Provost search.

D. Phillips next asked for a volunteer to serve on the Steering Committee for the Theater Block project. The president said the seat to be filled would provide guidance with regard to philanthropic donors and an extra set of eyes on grant proposals, and fundraising.

M. Fiorentino stated that he would be pleased to serve. D. Phillips expressed her appreciation, and accepted his willingness to serve on the committee.

L. Barrieau wanted to inform the Board that the president was highlighted in the Worcester Business Journal as one of the Central MA Power 50. This distinction is so well deserved. She extended her congratulations.

X. President's Report

A. COVID-19 Update

The president said we are two weeks until the end of the academic year and in the past 2.5 years we have really weathered the storm regarding the health crisis. We have not had any major COVID-19 outbreaks and we continue to have conversations as a system on the subject. We will have to decide for the incoming new students and staff whether or not to mandate vaccines. We know it's on top of everyone's minds and he will keep the board posted on next steps.

B. Commencement

The president said we are excited about holding our two in person commencements. All Board members are invited to be members of the platform party. He noted the dates and times.

C. Enrollment Update

The president provided an enrollment update. We continue to work aggressively on enrollment. Students are making decisions slower. He noted that in the Honors Program, there is a significant increase in interest and enrollment. He explained the Honors Program. He indicated that we will find the resources necessary to keep this program moving forward as enrollment grows. He stated that we are seeing healthy-sized campus tour groups around campus. Our biggest feeders are the Community Colleges and their current enrollment is down.

There was a discussion on the Honors Program, 3-year degree, and early college students.

D. Nursing Pinning - May 11 at 6 p.m. Weston Auditorium

The president extended an invitation to the Board to attend the nursing pinning.

E. Academic Calendar 2022-2023

The academic calendar was presented for planning purposes.

F. News Articles

The news articles were submitted for informational purposes.

There was a brief discussion on the Dean search.

The president formally thanked Dr. Catherine Canney for her stellar performance this past year as the Interim Provost, and Vice President for Academic Affairs.

XI. 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 5:06 PM.

Respectfully Submitted,
D. Tiernan

Documents used during the meeting

- VOTE Minutes.pdf
- Budget Narrative FY2023 4.25.2022.pdf
- FY23 BOT Budget Summary.pdf
- FY23 BOT Fund Summary.pdf
- VOTE - DAY Undergraduate University Fee Increase.pdf
- VOTE - GCE Ed Service Fee Increase.pdf
- VOTE - GCE Tuition Increase.pdf
- VOTE - Accelerated Online Program Tuition and Fee Structure.pdf
- VOTE Budget FY2023.pdf
- VOTE Roll forward of funds to FY2023 budget.pdf
- FY23-Master Data Sheet-Dashboard-BoT 4.21.2022.pdf
- VOTE Slate of Officers.pdf
- VOTE Auditing Services.pdf
- BOT Notifications 05032022.pdf
- FSU_MAR 31 2022-Financial Statement with Executive Summary.pdf
- 2022-2023 Academic Calendar.pdf

- Clips for May 2022.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 13, 2022
FROM: The President	REQUEST NUMBER: 01-22/23
SUBJECT: May 3, 2022 Board Meeting minutes	

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the May 3, 2022 Board Meeting.

Coversheet

President's Goal Performance 2021-2022 Academic Year

Section:	II. President's Assessment and Goals
Item:	A. President's Goal Performance 2021-2022 Academic Year
Purpose:	Discuss
Submitted by:	
Related Material:	President's - Goals 2021-22 Results.pdf

Goal Results 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.

- Managed the campus consistent with guidance from state and federal authorities.
- The campus conducted its academics primarily in an in-person format with fully remote and hybrid offerings allowing flexibility to students and faculty as necessary.
- Student support services were provided both face-to-face and in a remote form.
- Telework was provided as an option to staff when appropriate.
- Housing was de-densified and more single accommodation options were offered.
- Food services returned to a more normal format, but the highly successful to-go option was retained.
- The Environmental, Health and Safety team collected and processed approximately 16,500 COVID-19 tests.
- Case management of positive cases and close contacts were handled internally (approximately 400 positive cases).
- Quarantine and isolation accommodations were provided to residential students impacted.
- Overall campus positivity rate was approximately one percent as compared to the city and region which hovered at a rate considerably higher.
- Masks and sanitizing supplies were maintained and distributed to the campus community on request.

2. Maintain sound financial management and operational controls.

Accounting

- The university had a clean audit in FY2021.
- Managed and disbursed HEERF funding to students (100% distributed).
- Total private support (new gifts) yielded \$1,648,885 (an increase of 50% over last year).
- Total grants awarded was \$3,566,088 (an increase of 9% over last year), total grants pending \$23,138,993).
- Student fees were increased slightly but still remain at the low end of the state university system.
- Successfully implemented remote working on an ongoing basis when appropriate.
- Continued to move more paperwork to digital formats.
- Implemented processes to submit RT TV to State Comptroller monthly, as required by law.

- Implemented a new process for managing outstanding checks between Student Accounts/Accounts Payable.

Budgeting

- Implemented virtual budget training sessions for new academic department chairs.
- Implemented a virtual training module for budget tracking and adjustments for department users.
- Created a new Financial Services newsletter - "Financial Times".

Other Finance and Administration

- Environmental Health and Safety implemented a new online training program resulting in 95% training compliance of required personnel.
- Materials Management deployed 500 new RFID tags for enhanced ease of inventory tracking.
- Student Accounts managed the Perkins Loan Liquidation project.

IT

- Created four more Google Meet system conference rooms on campus to encourage and increase virtual collaboration.
- Created a new 30-person zero-client virtual desktop classroom in McKay with seven additional computers for student-only usage.
- Brought online new 16-unit small computer lab for the business department.
- Enabled student recording capabilities in Google Meet so that students can record collaborations or presentations online.
- Replaced the Media Wall system with a new management unit in the lobby of Conlon Hall.
- Produced over 50 recorded electronic trainings for faculty and staff to guide them in the use of different technology.
- Removed all Windows 7 systems on campus as that O/S is end of life and no longer received security patches.
- Encrypted all server data in both datacenters so that data-at-rest is encrypted.
- Forced two-factor authentication for all employees on Google Enterprise, administration accounts, finance and payroll areas and other high-risk applications and areas.
- Forced two-factor authentication for Google Enterprise for students.
- Upgraded the Alertus system for campus-wide emergency messaging.
- Added 110 electronic forms for campus use - replacing paper forms and including automatic routing.
- Updated all security policies.
- Moved server systems (windows and linux) to Sophos for antivirus and hacking protections.
- Replaced our existing backup systems with new hardware with no loss of data.
- Moved our Web Application Firewalls from on-prem devices to a cloud solution to increase performance and security.
- Increased storage system for SIEM logging. Now a one-stop solution for all significant electronic events.

- Implemented a data warehouse for campus and read in all Slate, Banner, OneCard and Transact records.
- Implemented Azure authentication for cloud systems usage.
- Updated Spiron Identity Finder to include scanning for Google Drive files to limit protected information storage.
- Installed three new registers on campus and integrated them with our Transact system.
- Repaired or replaced bad or damaged fiber connections at the Wallace Civic Center, townhouse dorms and McKay campus.
- Brought the theatre block and Klondike warehouse onto fiber connections so their network connections are the same as all other buildings and are not affected by weather anymore.
- Switched from TPX to Comcast for one ISP connection to improve reliability and reduce cost.
- Replaced the core network systems with Aruba units. A significant improvement in speed and security over the outdated Enterasys switches.
- Created an information capture system to collect strategic plan and NECHE information relative to metrics and specified timelines.

Payroll

- Payroll in collaboration with International Education worked to improve the process of onboarding international students.
- Payroll emphasized training and cross-training of the payroll team to better support campus constituents (localized and state supported training). One-on-one training locally, group training locally, and state supported training.
- Created a student timesheet guide which provides instructions on how to enter time into SSTA for new students and those who we will be transitioning from swipe cards to SSTA in the coming months.
- Continued to build and introduce Dynamic Forms, modifying existing forms.
- Intentionally focused on inclusiveness related to onboarding students, so they feel welcome. Added preferred name field to all student contracts and creating new forms to meet the needs of the constituents we serve.
- Continued to work on new topics for the “Payroll Post” and planned expansion of future issues.
- Continued scanning efforts of paper payroll folders in order to convert them to electronic files stored in Xtender.
- Established position control and implemented and updated pooled positions for certain contractors/adjuncts to streamline tracking/reporting (ie. Unit vs Non for Part Time Day).
- Created a new process for Federal Work Study students to track their award amount and prevent overpayments.
- Payroll has created process documents for the division to include: how to assign electronic signature, how to enter and reconcile faculty attendance, LDR Report, Mass Upload Process, and Minimum Wage Upload Process. They will continue to work on creating new process documents.
- Payroll was tasked with calculating two years of retroactive COLAS for all benefitted employees adhering to different MOA’s for each respective union; which required

months of preparation, significant calculations, validation and processing of the COLA increases, retroactive payment and COVID Bonus for all FSU employees.

Human Resources

- HR Banner Implementation - This will provide a robust system with employment related activity to be mirrored from HRCMS in Banner to provide Finance with detailed accounts of expenditures related to personnel costs.
- Established a position management control process, continue to review and assess.
- PFML/FML – The state implemented PFML which has increased the leaves for employees: 21 employees utilized the state paid family medical leave.
- Falcon Welcome - two Falcon Welcomes for new employees were offered; continuing to evaluate and modify the program as needed.
- HR has conducted search processes for administrative positions for managers for both academic and administrative offices and identified new hires to successfully complete these searches.
- Together with the HR/Payroll team, met with the Academy Director and streamlined the hiring and onboarding of academy contractors.
- Created in Interview Exchange (Forms Module) a vacancy/replacement form which will allow all requests to fill a position to be processed in a uniformed platform and improve the communication of position requests between hiring managers, HR, budgeting and the leadership team. Roll out FY23
- SafeColleges - transitioned to a new training platform. Partnered with University Services and Technology so they can assign their training and run reports on compliance through this platform.
- Human Resources successfully implemented flexible work arrangement for employees outside of the pandemic.
- HR has successfully transitioned all onboarding for the university workforce to automated process.
- HR served on the COVID response team for all COVID related needs for the university.
- Implemented and facilitated all MOA's related to union contracts and implemented CBAs.
- Responsible for tracking all COVID vaccinations, boosters and exemptions, employee testing
- Successfully updated all adjunct positions in Interview Exchange to refresh the candidate pool.
- Updated HR landing page on website for a more user-friendly page.
- Established a recruitment and retention compensation program for University Police with the Chief, and successfully impact bargained the new effort.

Title IX and Compliance

- During the FY 22 year, the Director of Compliance implemented and rolled out various training across campus to meet compliance, educational, and prevention related needs. These include the following.

- Audited the listing of campus security authorities (CSA) and rolled out CSA trainings using Vector Solutions to meet compliance requirements within the Clery Act.
- Rolled out Title IX, bystander prevention, and awareness training for all new students using Vector Solutions student module.
- Presented Title IX training to new employees as part of the new employee onboarding training.
- Rolled out Title IX training for student athletes using Vector Solutions as part of the NCAA training requirements.
- Coordinated training of on-campus staff involved in the Title IX process through the use of the SUNY SCI curriculum and implemented use of the SUNY SCI for the year.
- Worked at the system level regarding implementation of the new NCAA requirements intersecting with Title IX. Specifically, this involved mandatory training requirements, new and transfer student disclosure in relation to title ix incidents, and attestation by the Title IX Coordinator.
- Worked on the implementation of new Massachusetts Campus Sexual Assault Law.
- Coordinated response to student and staff reports of possible harassment/discrimination (including sexual misconduct reports).

Benefits

- Promoted open enrollment and assisted employees with transitioning employees from Fallon to another insurance plan.

3. Continue the implementation of strategic initiatives as articulated in the 2020-2025 Strategic Plan.

Academic Affairs

- Development and approval of the Academic Plan, 2021-2025 (Comprehensive articulation of goals and priorities to support the University Strategic Plan).
- Launched new General Education Program curriculum in fall 2021.
- Increased international student enrollment in graduate programs (largest changes in MBA and Computer Science).
 - Fall 2021 to fall 2022 - 89% increase
 - Spring 2021 to spring 2022 -110% increase
- New M.S. in Construction Management (will seek state approval this coming year).
- Two new MBA concentrations: Finance and Business Analytics.
- Vocational Technical Teacher Training Certificate was approved at the graduate level (previously only available as an undergraduate option).
- Received approval as a Wilson Accredited Partner.
- Through the library, helped secure a \$1.4 million ROTEL grant with five other colleges that promotes textbook affordability, student success, and inclusion and equity to benefit all students particularly minoritized students. The ROTEL grant provides stipends to faculty to remix and/or develop accessible, intentionally inclusive open textbooks and other OER that reflect students' local and lived experiences.

- Developed and executed successful study abroad programs after a two-year hiatus due to COVID-19. Faculty led programs in Costa Rica, Greece, Spain, Ireland, Los Angeles/Hawaii, and Verona.
- Received Early College State Designation for a new partnership with Narragansett Regional High School.
- Commonwealth Dual Enrollment Grant funded at \$40,000 to support high school students to enroll in university courses.
- The Academic Coaching and Tutor Center offered a second-round pilot of College Reading and Learning Association (CRLA) Peer Tutor training to students at Fitchburg High School and launched first round pilot with Leominster High School.
- The Academic Coaching and Tutor Center collaborated to bring the Multilingual Scholars peer educator training to local high schools.
- Fitchburg State and Fitchburg High School signed an MOU through the Education Department to offer early college pathways and financial support to inspire underrepresented student populations to pursue teacher educator careers.
- New major in Digital Media Innovation reaching the final phase of BHE approval with vote of approval on June 13 to complete fast track review.
- Game Design students in the Virtual Reality Development class developed a prototype/proof of concept training app for the Nursing Simulation Lab.
- Moot Court Results: Our team of Maylynn Velazquez and Ben Hill finished second in the nation in the written brief competition.
- Game Design hosted third annual Fall Game Jam in fall 2021 and served as host site for Global Game Jam in spring 2022.
- Five episodes are now live of Perseverantia: A Fitchburg State Podcast. This pilot series focuses on the Fitchburg State community's experience with the Covid-19 pandemic from the students' perspective. This podcast, as well as the digital exhibit, emerges from several research initiatives. In December, EHPS began collecting images and stories of FSU's Covid-19 experience. This work expanded to a partnership with SGA, and then in the Honors Seminar in History.
- New Certificate Program in Medical Spanish.
- Future Falcon Academy sponsored by the Education Department brought middle school students to campus for a full week immersion program during their school vacation. Students were able to work with faculty on projects and exercises for a taste of campus life.
- Future Educator Academy sponsored by the Education Department recruits diverse high school students to consider a career in education. Students earn a leadership certificate while participating in university-sponsored programs.
- Education Department supporting a cohort of teachers on emergency licenses to obtain licensure through our graduate program in moderate disabilities.
- The Commission on Collegiate Nursing Education (CCNE) reviewed the continuous improvement progress report (CIPR) submitted on May 26, 2021 by the baccalaureate and master's degree programs in Nursing at Fitchburg State University and determined that the programs have demonstrated compliance with all standards and key elements.
- The Mathematics Elizabeth Haskins Contest was back on campus for its 41st year. Over 60 regional high schools participated.

- New Production Technology Certificate program developed by Engineering Technology and offered through the Center for Professional Studies in response to workforce needs in Central MA.
- New articulation agreements with Mass College of Pharmacy and Health Sciences are in the final stages of approval. Students will be able to enter their Optometry, Doctor of Physical Therapy, and Pharmacy programs.
- Career Services and Academic Departments created core career competencies and action plans for individual majors funded through a Davis Foundation Grant. This work outlines for students' career competencies beyond the content knowledge of the major with competencies such as communication skills, quantitative reasoning, and collaboration. The action plans for each major map out for student what they should be attending to each year to achieve academic milestones, build experience and prepare for life after graduation.
- Anti-racism work of the library recognized by the Association of College and Research Libraries and featured this work in the VAL Spotlight Series: Practices of Equity & Social Justice.

Student Affairs

- Upward Bound's grant from the federal government was renewed in the amount of \$2,162,755 for Upward Bound over five years to serve 91 students (an increase of 4.) It is notable that all three of the Competitive Preference Priority points were scored perfectly by 3 separate readers.
- Housing occupancy improved upon the decades-long 9% trend to reduce the melt from Fall 2021 to Spring 2022 at 6.9%.
- Office of Student Development completed the first year of a two-year pilot of the Curricular Model in Student Affairs, which aligns the mission, goals, outcomes, and practices of a student affairs division, unit, or other unit that works to educate students beyond the classroom with those of the institution, and organizes intentional and developmentally sequenced strategies to facilitate student learning. Starting in academic year '24, we will begin to implement this model division-wide.
- Launched the Falcon Family & Friends program in collaboration with partners across campus
- Launched a Student Affairs Assessment web page that documents contributions to annual goals, objectives, and key performance indicators that are in alignment with institutional priorities.
- First year of staffing the new position of Director of Student Diversity, Equity, Inclusion, and Belonging Programs.
- Counseling Services offered evening hours as part of their regular schedule in 2021-22.
- University Police developed and launched the De-Escalation Program to provide our community the tools needed to navigate tense situations and prevent them from escalating.
- University Police continues to update their policies and procedures to move toward IACLEA Accreditation. The changes to the accreditation, along with the implementation of Massachusetts' Police Officer Standards and Training (POST) have resulted in all policies and procedures be revisited.
- Offer in person Clery Compliance Training for our campus members.

- Odin K19 was added to the team at University Police. Odin is our first comfort dog designed to boost community engagement and assist with those who have experienced trauma.
- Upward Bound digitized their application process.
- Upward Bound and Upward Bound Math & Science are reinventing their Summer Programs as we come back from being remote during COVID.
- Upward Bound Math and Science was one of 35 programs across the country selected to participate in the “Jurassic World: Rule Your Future STEAM Initiative” sponsored by the Council for Opportunity in Education & Comcast/NBC Universal!

Equity Agenda

- Leading for Change had the following areas of focus in 2021-22:
 - Hiring employees with an equity lens
 - Policy review with an equity lens
 - Sharing the results of the Campus Climate Survey
 - “We Are All Educators” training series
- Student Affairs Diversity, Equity, and Inclusion committee had the following areas of focus in 2021-22:
 - Monthly training series
 - Pride Index
 - Racial Equity and Justice Institute work (working with the statewide group)
 - Intercultural Development Inventory
- Three Student Affairs departments conducted a thorough review of their policies, procedures, and practices with a DEI lens in 2021-22:
 - Counseling Services
 - Housing & Residential Services
 - Athletics & Recreation
- All 12 departments in Student Affairs conducted a review of their policies and procedures for inclusive language.
- The newly designated Identity-Based Programming Fund has made it easier for the university to sponsor both designated Heritage and Pride months and individual programs. In 2021-22, we sponsored 13 events.
- We housed 4 Moving to College students, and anticipate having 5 in 2022-23.
- Disability Services worked with Academic Affairs to update how we support students’ note taking accommodations. Luckily, we are able to use Google Docs and the Google Platform to not only solve the access issue, but also promote independence and skill building in students with disabilities at no cost to the institution.
- The Athletics Department was supported by TRIO Student Support Services, the Library, and many other departments in piloting a student-athlete study hall in Spring 2022, for the football team.
- The Falcon Bazaar Food and Necessities Pantry continues to provide support to students. A way for contributors to purchase food and necessities through Amazon.com was added, making it both convenient and easy to identify items students ask for, and several offices and student organizations facilitated food, necessity, and clothing drives to help stock the Bazaar.

- Center for Diversity and Inclusiveness (CDI) has greatly expanded its visibility and offerings. The hours of the Center were extended to 8 am - 9 pm, Monday through Thursday. CDI facilitated 48 trainings, and engaged 25 different departments, groups, organizations and community partners. CDI collaborated on 79 total programs during the academic year.
- Revised the CDI Ambassador (student worker) role to be more collaborative, informed, and programmatic.
- On the academic side, CDI collaborated with the following on DEI-related initiatives and training (among others):
 - General Education Committee
 - Center for Teaching and Learning
 - Continuing Education and Graduate Admissions team
 - ROTEL grant/Open Educational Resource group
 - Faculty Development Day
- Housing & Residential Services continues to prioritize the development of the student and professional staffs on Diversity, Equity, and Inclusion knowledge, insight, and competency. Areas of focus included personal development of both student and professional staff, and topics included Intercultural Development Inventory, the Basics of American Sign Language, Tunnel of Oppression, Implicit Bias, and Supporting Transgender and Non-Conforming students, building authentic relationships with those who are different from us, leading at Hispanic-serving institutions, the Motherhood Penalty, and Take Back the Night.
- The Office of Student Development has been leading and encouraging student organizations to actively participate in and initiate DEI training.
- The Pride Index score for Campus Safety was 5 stars out of 5, indicating that FSU has taken progressive efforts to address the safety concerns of LGBTQ people.
- University Police has updated several specific policies based on the DEI lens, and will continue to engage intentionally while recruiting officers and other department members who represent the university community. Examples of the policy updates are:
 - From “Bias Based Policing” to “Bias Free Policing”
 - From “Use of Force” to “Response to Resistance”
 - Reviewed all policies, the Annual Security Report, and web pages for inclusive language
- Upward Bound Math & Science is focusing on the overarching theme of STEM Justice (STEM + Social & Restorative Justice) that will inform all projects and student leadership opportunities through Project LEAP (Leadership, Equity, Access, Project-Based Learning) this summer.
- Disability Services partnered with the Registrar to secure priority registration for students registered with the office.
- Counseling Services is providing training for faculty and staff, including on the impact of mental health and identity.
- The Student Affairs Diversity, Equity, and Inclusion Team is creating a Blackboard Course to share resources with colleagues across campus about exploring issues and identities.

- The Bias Incident Response Team is providing education to the campus about current incidents and their context. This year, they created content to explain about chosen names and where to effectively access students' names for their rosters.
- Athletics has focused this year on the experience of trans* athletes.
- Student Affairs departments are heavily involved with identity-based programs and months, including Courageous Conversations.

4. Oversee the NECHE accreditation process to completion (report process and review team visit)

- The university completed the ten-year self-study report and submitted it in a timely fashion to NECHE and the visiting review team.
- The university hosted the visiting review team and provide necessary support material and service during their time on campus.
- The university received a positive review team report and responded to factual errors in the report. It also provided an overall response to the report highlighting activities underway to address visiting team comments and recommendations.
- A meeting is scheduled in mid-September to meet with the NECHE Board to learn the final disposition of the accreditation process. Given the positive nature of the review a full accreditation is anticipated.

5. Continue to work on student enrollment goals.

- The Office of Admissions structure was redefined and rebuilt with the focus upon “depth of bench.” Too many roles and responsibilities were limited to a single person/position and when staffing changes occurred, critical losses of knowledge and experience was common.
 - Director of Admissions - candidate selected with specific experience with transfer student recruitment.
 - Associate Director of Admissions - redefined position description incorporates both freshmen and transfer recruitment responsibilities.
 - Associate Director for Admissions Operations - elevated an existing position focused upon admissions processing and CRM usage. Assumes all processing responsibilities from SGOCE including the supervision of an additional staff person.
 - Assistant Director of Admissions Operations - redefined and realigned position working with SGOCE.
- Intentionally moved application review cycle and applicant notification. Historically admission decisions for fall starts were issued beginning in mid-December. During the cycle for fall 2022, admission decisions were sent beginning in October.
- An intentional revision to the timeline for review and selection of students for the Honors Program. Review historically began in mid-December, began in October.
- Established partnership and worked on the implementation of the Common Application for the fall 2023 cycle.
- Enhanced communication to applicants to include text messaging.
- Developed new parent/family contact collection and messaging.

- Established Communication Planning Group - weekly meeting of key staff in which all communications and campaigns are reviewed, updated and launched.
- Established Scholarship Review Group - weekly meetings to evaluate and make recommendations to update all scholarships for the fall 2023 cycle.
- Updated SLATE portal for visitations on website
- Increased event offerings.
- Added Twilight Tour Options (2 weeks in fall & 2 weeks in spring).
- Added 3rd fall open house date.
- Added 2nd spring Future Falcon Day (yield event).
- Added 3 fall recruitment virtual events.
- Added 4 spring virtual yield events (with financial aid and housing focus).
- Added summer visitation dates (historically offered 2 days each week, currently 5 days a week).

Offices of Marketing & Integrated Communications

Reorganized the staffing in the department to include:

- Director of Marketing - redefined position.
- Staff Assistant - Visual Elements (new).
- Staff Assistant - New Media (new)
- Staff Assistant - Web Content Specialist.
- Re-established social media platforms (Facebook, IG, Twitter); established content calendar and priority postings.
- Launched TikTok account.
- Developed SmugMug gallery for visual images - option to share images with others.
- Launched effort to collect content - “Tell Us Your Story”.
- Developed new web presence for publicity, marketing requests and web content updates.
- Shifted publication dates for twice a year magazine.

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

- Critically evaluated and redefined job descriptions and reorganized unit structures 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.
- A number of major software implementations (HR Banner & Edify) will allow for more detailed analysis of positions, their contribution and cost.

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

- Completion of the electrical infrastructure project.
- Completed final phase of McKay C renovation.
- Completed renovations to the new University Welcome Center in the Anthony Student Services building
- Started the first phase of Thompson renovation.

- Completed a number of smaller DCAMM Critical Repair Projects.
- Completed department reorganization and filling of vacant positions which included the successful hiring of a Work Order Manager and HVAC Power Plant Manager.
- Efforts to promote environmentally sustainable values across the institution continue including the recent purchase of recycling bins for Russell Towers and Aubuchon.

8. 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.
- 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 / Intown Fitchburg).
- Sizer School - Board of Trustees
- Our Fathers House - Board of Directors
- Fitchburg Art Museum - Board of Trustees
- Chamber of Commerce - Board of Directors
- United Way - Board of Directors
- Cushing Academy - Board of Trustees
- Fitchburg Public Library - Foundation Board
- NCAA Division III Presidents Council
- NCAA Committee on Infractions
- Presidents Higher Education Reopening Working Group (Advisory to Governor Baker’s Massachusetts Reopening Advisory Board)
- Selected by the Worcester Business Journal to the Power 50 list in Central Massachusetts for Community Development

Coversheet

Accept the President's Goal Assessment for AY2021-2022 - VOTE (02-22/23)

Section: II. President's Assessment and Goals
Item: B. Accept the President's Goal Assessment for AY2021-2022 -
VOTE (02-22/23)
Purpose: Vote
Submitted by:
Related Material:
VOTE Accept the President's Goal Performance for 2021-2022.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 13, 2022
FROM: The President	REQUEST NUMBER: 02-22/23
SUBJECT: Accept the President's Goal Performance for AY2021-2022	

It is requested that the Board of Trustees accept the performance appraisal summary of the president by the Chair for AY2021-AY2022 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.

Coversheet

President's Goals AY2022-2023

Section:	II. President's Assessment and Goals
Item:	C. President's Goals AY2022-2023
Purpose:	Discuss
Submitted by:	
Related Material:	President's - Goals 2022-23 (1).pdf

Goals for the 2022-23 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 endemic.
2. Maintain sound financial management and operational controls.
3. Continue the implementation of strategic initiatives as articulated in the 2020-2025 Strategic Plan.
4. Conclude the current NECHE 10-year accreditation process and begin work as recommended for the next review cycle.
5. Continue to work on student enrollment.
6. Continue to work on campus marketing initiatives.
7. Continue to evaluate the campus organizational structure in support of the university mission.
8. Oversee ongoing capital projects and advocate for additional funding to address deferred maintenance and renovation need as appropriate.
9. Continue to strengthen university/community relationships.

Coversheet

Accept the President's Goals for AY2022-2023 - VOTE (03-22/23)

Section:	II. President's Assessment and Goals
Item:	D. Accept the President's Goals for AY2022-2023 - VOTE (03-22/23)
Purpose:	Vote
Submitted by:	
Related Material:	VOTE President's 2022-2023 Goals.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 13, 2022
FROM: The President	REQUEST NUMBER: 03-22/23
SUBJECT: Accept the President's Goals for AY2022-23	

It is requested that the Board of Trustees accept the President's goals for AY2022-2023.

Coversheet

Personnel Actions (N01-22/23)

Section:	III. Notifications
Item:	A. Personnel Actions (N01-22/23)
Purpose:	FYI
Submitted by:	
Related Material:	Notifications Sept. 22, 2022.pdf

TO: Board of Trustees
 FROM: The President
 SUBJECT: Personnel Actions

DATE: September 13, 2022
 NOTIFICATION NUMBER: N01-22/23

New Hire

Elena Arranz Alonso, MA Effective: 8/22/2022	Director of SGOCE Operations SGOCE	\$73,000.00
Cheyenne Bryan, BA Effective: 7/18/2022	Staff Associate, Coordinator of Greek Life and Programming Student Development	\$49,000.00
Karina Calvo, BA Effective: 6/6/2022	Staff Assistant Alumni and Development	\$55,500.00
Michelle Giordano, MED Effective: 7/18/2022	Staff Assistant, Academic and Career Advisor Career Services and Advising	\$53,000.00
Jennifer Hanselman, PhD Effective: 7/5/2022	Dean of Health and Natural Sciences Academic Affairs	\$165,000.00
John David (JD) Head Effective: 8/29/2022	Associate Vice President Capital Planning and Maintenance	\$155,000.00
Patricia Kio, PhD Effective 9/1/2022	Assistant Professor Engineering Technology	\$68,000.00
Min Li, PhD Effective: 9/1/2022	Assistant Professor Behavioral Science	\$63,000.00
Alexzandra Navarro, BS Effective: 7/25/2022	Assistant Director Admissions	\$52,000.00
Kiernan Riley, PhD Effective: 9/1/2022	Assistant Professor Nursing	\$80,000.00

Continuation of Interim Appointment

Franca Barricelli Effective: 7/1/2022	Interim Associate, Vice President Academic Affairs	\$168,544.80
Sara Levine Effective: 7/1/2022	Interim Dean of Arts and Sciences Academic Affairs	\$150,756.00

Resignation

Rebecca Carasquillo Effective: 8/26/2022	Staff Assistant Upward Bound Math and Science	\$54,855.28
Elizabeth Caron Effective: 5/31/2022	Assistant Professor Psychological Sciences	\$63,000.00
Laura Croteau Effective: 6/10/2022	Associate Director Capital Planning and Maintenance	\$93,000.00

Amanda Egesi Effective: 8/31/2022	Assistant Director Admissions	\$51,967.98
Stella Fateh Effective: 8/19/2022	Staff Assistant, Mathematics Support Specialist Mathematics	\$59,825.60
Elizabeth Frankland Effective: 8/19/2022	Staff Assistant, Athletic Trainer Athletics	\$47,940.00
Adam Keese Effective: 8/10/2022	Director Upward Bound Math and Science	\$63,842.17
Joseph LoBuono Effective: 6/24/2022	Assistant Vice President Capital Planning and Maintenance	\$125,460.01
Meredith MacDonald Effective: 8/26/2022	Assistant Director Athletics	\$57,587.83
Jazmine McMillon Effective: 6/24/2022	Staff Assistant, Area Coordinator Housing and Residential Services	\$43,500.00
Juliana Molina Effective: 8/19/2022	Staff Assistant, Counselor Counseling Services	\$52,717.68

Retirement

Catherine Canney Effective: 7/9/2022	Vice President/Provost Academic Affairs	\$188,700.00
Carol McKew Effective: 8/10/2022	Staff Assistant, Nursing Lab Manager Nursing	\$64,890.76

Termination

Karen Chrobak Effective: 7/1/2022	Staff Assistant, Accounting Administrator Financial Services	\$83,755.85
--------------------------------------	---	-------------

Termination/Non-Renewal

Scott Tyner Effective: 5/31/2023	Assistant Professor Education	\$73,899.02
-------------------------------------	----------------------------------	-------------

Change in Title/Salary

Scott Fournier Effective: 7/4/2022	From: Assistant Director for Freshman Admissions To: Assistant Director/Transfer Freshman Admissions Admissions	From: \$49,949.99 To: \$54,267.18
Margaret Hoey Effective: 7/1/2022	From: Dean of Health and Natural Sciences To: Executive Director Academic Affairs	\$165,293.55
Margaret Hoey Effective: 8/28/2022	From: Executive Director To: Professor From: Academic Affairs To: Biology	From: \$165,293.55 To: \$132,234.84
Pamela Mayou	From: Staff Assistant	\$70,033.79

Effective: 7/4/2022	To: Staff Associate Human Resources and Payroll Services	
Maria Ramirez	From: Staff Associate, Field Placement & Partnering Coord.	\$79,980.75
Effective: 5/23/2022	To: Staff Associate, Coordinator of Field Placement, Partnership & Recruitment Education	
Change in Title/Department		
Joseph Flanagan	From: Assistant Director	From: \$55,980.00
Effective: 7/4/2022	To: Staff Assistant, Case Manager	To: \$59,419.17
	From: Student Development	
	To: Student Affairs	
Out of Title Pay		
Nathan Corbett	Staff Assistant, Building Services Manager	From: \$70,380.00
Effective: 7/18/2022	Capital Planning and Maintenance	To: \$80,680.00
Michael Letzeisen	Staff Assistant, Work Order Manager	From: \$74,000.00
Effective: 6/27/2022	Capital Planning and Maintenance	To: \$80,680.00
Salary Adjustment		
Jay Bry	Vice President of Finance and Administration	From: \$190,802.44
Effective: 7/1/2022	Finance and Administration	To: \$200,738.48
Summer Fetterroll	Director of Student Accounts	From: \$100,000.00
Effective: 6/21/2022	Student Accounts	To: \$109,140.00
Cheryl Johnston	Staff Associate	From: \$75,735.13
Effective: 7/4/2022	Technology	To: \$81,249.83
Phillip Karamatsos	Staff Assistant, Police Lieutenant	From: \$76,141.68
Effective: 7/4/2022	University Police	To: \$83,641.68
Amy Kendrick	Assistant Professor	From: \$83,179.99
Effective: 9/1/2022	Nursing	To: \$86,362.99
Andrew Lamarche	Staff Assistant, Operations Lieutenant	From: \$72,881.54
Effective: 7/4/2022	University Police	To: \$80,381.54
Christopher Medley	Director	From: \$85,312.80
Effective: 7/4/2022	Housing and Residential Services	To: \$91,000.00
Jason Miles	Director of Education Unit Accountability and Licensure	From: \$80,349.48
Effective: 7/4/2022	Education	To: \$85,349.48
Allison Bunnell	From: Staff Assistant, Technology Trainer	From: \$51,667.56
Effective: 7/4/2022	To: Staff Associate, Technology Training and Academic Project Administrator Technology	To: \$55,667.56
Lynn D'Agostino	From: Instructor	From: \$62,500.00
Effective: 9/26/2022	To: Assistant Professor Education	To: \$66,650.63

Kelli Lundgren Effective: 7/1/2022	From: Staff Assistant To: Staff Associate Human Resources and Payroll Services	From: \$64,883.53 To: \$68,731.20
Jessica Murdoch Effective: 8/22/2022	From: Associate Vice President To: Vice President Human Resources and Payroll Services	From: \$139,593.76 To: \$160,000.00
Erin Ross Effective: 9/26/2022	From: Staff Associate To: Director of Procurement and Contracts From: Capital Planning and Maintenance To: Financial Services	From \$70,702.99 To: \$90,000.00
Nicole Salerno Effective: 7/4/2022	From: Staff Assistant To: Assistant Director International Education	From: \$51,967.98 To: \$53,467.98
Leave without Pay		
Rachel Norton Effective: 9/1/2022 End: 5/31/2023	Assistant Professor Mathematics	\$44,996.80
Sarah Wright Effective: 9/1/2022 End: 5/31/2022	Associate Professor Mathematics	\$54,197.15

Salaries adjusted per the Collective Bargaining Agreements.

Coversheet

Committee Assignments

Section:	V. Chair's Report
Item:	B. Committee Assignments
Purpose:	Discuss
Submitted by:	
Related Material:	Committee Assignment List Current FY2023.pdf

Fitchburg State University
Board of Trustees
Committee Duties and (Proposed) Assignments
AY 2022-2023

Academic Affairs:

1. To consider policies regarding the quality, character, and extent of instruction and research at the University, including policies governing admission requirements, programs of instruction, curriculum, degrees, public service activities, and research, and to make recommendations to the Board of Trustees with respect thereto.
2. To consider policies relates to the educational purposes and responsibilities of the University and evaluate the same on a long-range basis, and to make recommendations to the Board of Trustees with respect thereto.
3. To advise the President on any matter within the scope of the Committee's duties.

Chair (elected by committee)

Members – ~~Martha Nicholson~~, Lynn Barrieau, ~~Don Irving~~

Student Life:

To consult with the President and consider and recommend to the Board of Trustees for action, matters pertaining to student life and activity, student Government, and the health and well-being of the student body.

Chair (elected by committee)

Members – Allison Turner, David Tiernan, Carolyn Stimpson

Administration and Finance:

To inquire into all fiscal affairs of the University, to consult with the President, and to consider and recommend to the Board of Trustees for action matters relative to the general administrative service functions and the fiscal and budgetary requirements and operation of the University, and those policies and other matters pertaining to the physical properties of the University, including all buildings, land acquisition and transfer, landscape plans, and developments and construction.

Chair – Debbie Phillips

Members – David Tiernan, Karen Spinelli, Mike Fiorentino, ~~Frank O'Donnell~~

Personnel:

To consult with the President and consider and recommend to the Board of Trustees for action, matters relative to the personnel needs of the University.

Chair (elected by committee)

Members - Lynn Barrieau, Karen Spinelli, Carolyn Stimpson

Executive Committee:

1. To act upon matters referred to it by the President of the University, when prompt action is necessary.
2. To consider and act upon proposals referred by the Board of Trustees

Chair – Deborah Phillips

Vice Chair – Lynn Barrieau

Clerk – David Tiernan

Nominating and other special committees are appointed by the chair. As of September 2021, the BOT has two special committees.

Self-Evaluation

Chair –

Members - Deborah Phillips, Lynn Barrieau, Mike Fiorentino

Bylaw Review

Chair- Deborah Phillips

Members – Lynn Barrieau, Dave Tiernan, ~~Don Irving~~

Chair Deborah Phillips is ex-officio on each standing committee.

Coversheet

Approval of Bachelor of Arts and Bachelor of Science in Digital Media Innovation

Section:	VI. President's Report
Item:	D. Approval of Bachelor of Arts and Bachelor of Science in Digital Media Innovation
Purpose:	FYI
Submitted by:	
Related Material:	Approval_Phase II Fitchburg BA_BS_Digital Media.pdf



Massachusetts Department of Higher Education

MAIN OFFICE

One Ashburton Place, Room 1401
Boston, MA 02108

TEL (617) 994-6950
WEB www.mass.edu

OFFICE of STUDENT FINANCIAL ASSISTANCE

75 Pleasant Street
Malden, MA 02148

TEL (617) 391-6070
WEB www.mass.edu/osfa

Carlos E. Santiago
Commissioner

Chris Gabrieli
Board Chairman

August 31, 2022

Patricia A. Marshall, Ph.D.
Provost and Academic Vice President
Fitchburg State University
160 Pearl Street
Fitchburg MA 01420-2697

Dear Dr. Marshall,

I am writing to inform you that, following BHE approval of the LOI on June 21, 2022, and after a thorough review of the Phase II Application and full proposal of **Fitchburg State University** to award the **Bachelor of Arts and Bachelor of Science in Digital Media Innovation**, it has been determined, pursuant to the FastTrack review protocol, to approve the program.

Congratulations to all at Fitchburg State University and best wishes for every success with the program.

Sincerely,

A handwritten signature in black ink, appearing to read "Winifred M Hagan", with a stylized flourish at the end.

Winifred M Hagan, Ed.D
Senior Associate Commissioner for Strategic Planning and Public Program
Approval

C: Clantha McCurdy, Ph.D. Interim CAO Academic Affairs and Student Success
Daniel Hay, Assistant Director Access & Success Strategies Program
Approval

Coversheet

Informational Articles

Section:	VI. President's Report
Item:	H. Informational Articles
Purpose:	FYI
Submitted by:	
Related Material:	Clips for September 2022.pdf new fac orientation-academy 2022 (Pres Lapidus).pdf

EDUCATION

Fitchburg State announces plans for start of fall 2022 semester

By Matthew Bruun

Fitchburg State University

FITCHBURG » Fitchburg State University is prepared for the upcoming fall semester, welcoming new and returning undergraduate and graduate students.

In addition to capital improvements including a new playing field and track at Elliot Field and ongoing renovations to academic and residential buildings, the university is preparing to launch new academic programs and initiatives to support student success.

“We are excited to welcome our new and returning students to campus for a robust in-person experience with our faculty and staff this fall,” University President Richard S. Lapidus said. “The coming academic year will look much more like the traditional university experience that our campus community and guests have come to appreciate, with in-person classes and events.”

Fitchburg State will welcome more than 650 first-year and transfer undergraduate students with the start of the semester. The incoming class includes students from 22 states. The university will also be welcoming more than 100 international students.

The majority of new residential students will move in Tuesday, Aug. 30, starting at 9 a.m. at the Wallace Civic Center. The northbound lanes of North Street will be closed to non-university traffic between Pearl



PHOTO COURTESY OF MATTHEW BRUUN, FITCHBURG STATE UNIVERSITY

Fitchburg Public Schools Superintendent Robert Jokela, left, Fitchburg State University President Richard Lapidus, center, and Fitchburg Mayor Stephen DiNatale sign a memorandum of agreement establishing a new pathway program for future educators at Fitchburg State's Hammond Hall.

and Ross Streets from 9 a.m. to 1 p.m. Tuesday. The majority of returning residential students will move in Thursday, Sept. 1. There may be brief road closures around campus between 9 a.m. and 5 p.m. Thursday.

Orientation activities for new students will take place Tuesday, Wednesday and Thursday. Fall semester classes will begin Friday, Sept. 2.

Among the early highlights of the 2022-23 academic year:

— The university will host Rock the Block, its annual club and organization fair, at 3:30 p.m. Tuesday, Sept. 6. One of the most popular student events of the year, Rock the Block connects students with the myriad extracurricular and job opportunities available on- and off-campus.

— The fifth cohort of officers will graduate from Fitchburg State's groundbreaking police program

at 11 a.m. Friday, Sept. 9 at Weston Auditorium. The new officers, who will take their oaths at the ceremony, completed their bachelor's degrees in criminal justice in May and will begin their online master's degrees this fall. This summer they are completing a 17-week academy of defensive skills and tactical training, in addition to classroom work.

— The university's celebration of Latinx Heritage Month will take place

Sept. 15 through Oct. 15. Additional details will be posted online at fitchburgstate.edu.

— Best-selling author R.A. Salvatore, a double Falcon with degrees in 1981 and 1991, will discuss “The Future of Storytelling” at 3:30 p.m. Wednesday, Sept. 21 in the main lounge at Hammond Hall. Admission is free and open to the public. Acclaimed singer John McDermott, an original member of the Irish Ten-

ors, will return to campus for a performance at 2 p.m. Sunday, Sept. 25 in Weston Auditorium, part of the university's CenterStage arts and culture series. Tickets are available now at fitchburgstate.edu/centerstage.

— The university will celebrate its Homecoming and Reunion Weekend, Friday, Oct. 21 to Sunday, Oct. 23.

For more information about Fitchburg State University and its programs, visit fitchburgstate.edu.

Sentinel & Enterprise

Saturday, May 21, 2022

\$2.00 FACEBOOK.COM/SENTINELANDENTERPRISE TWITTER.COM/SENTANDENT

sentinelandenterprise.com

EDUCATION

ENCOURAGING DIVERSITY

Fitchburg State, Fitchburg Public Schools collaborate

By Shane Rhodes
srhodes@lowellsun.com

FITCHBURG » An expanded partnership between Fitchburg State University and Fitchburg Public Schools is set to increase diversity among teacher candidates, Fitchburg State announced in a press release.

Through a mixture of scholarships, experiential support and guaranteed employment with the school district following completion of a college degree, the new pathway program is designed to address the racial and ethnic mismatch between students and teachers in the city. Preference in the pro-

gram will be given to candidates representing community demographics.

According to Fitchburg High School Principal Jeremy Roche, the new program is the culmination of “multiple years of working together” and called students “our greatest asset.”

DIVERSITY » PAGE 8



Fitchburg Supt. Robert Jokela, left, Fitchburg State University President Richard Lapidus, center, and Fitchburg Mayor Stephen DiNatale sign a diversity agreement.

COURTESY OF
MATTHEW BRUUN

8 | **NEWS**

Diversity

FROM PAGE 1

Fitchburg State President Richard Lapidus and FPS Superintendent Robert Jokela recently signed a memorandum of agreement for the program.

“Since our founding in 1894, Fitchburg State has been supporting our communities by preparing highly qualified educators for schools in Massachusetts and beyond,” Lapidus said in the press release. “This partnership builds on that history, supporting the evolving needs of our communities while creating singular opportunities for Fitchburg State students.”

“High-quality, classroom-ready teachers are needed to educate all students, encouraging differences and teaching in ways that foster belonging and passion,” Jokela said. “This groundbreaking collaboration will improve the learning experience while diversifying the ranks of educators in our classrooms.”

Participating students will be able to apply for paid internships and academically based summer jobs within FPS. Fitchburg State will also provide faculty advising for participating students starting in their junior year of high school. Upperclassmen at FHS can also take part in the university’s Early College program,

in which they can earn university credits.

The new program will also incorporate the existing Future Educators Academy, wherein high school students can achieve micro-credentials at Fitchburg State starting in their freshman years.

Later, Fitchburg State will offer targeted scholarship support — including \$1,000 per semester toward their schooling in their junior and senior years — and peer mentors during students’ time at the university.

Upon completion of one of Fitchburg State’s Massachusetts licensure programs, candidates will agree to a two-year employment commitment with the city to become a paraprofes-

sional, teaching assistant or classroom teacher.

Fitchburg State Dean of Education and Business Nancy Murray said research shows the value of students being able to see themselves in their teachers.

“The innovative program which we have created with FPS really allows opportunities for students to become educators that are representative of their community,” Murray said in the release.

Meanwhile, Mayor Stephen DiNatale said the program exemplifies the spirit of collaboration enjoyed by the city and the university and will support an important objective by creating a pipeline to fill staffing needs.

“It’s always a challenge to

get qualified staff who look like the student body,” DiNatale said.

Fitchburg State and FPS students alike also celebrated the program.

After her family moved back to Fitchburg from Washington state, first-generation college student and soon-to-be senior at Fitchburg State Natacha Santiago-Prado said she encountered a diverse and welcoming community that made her ambitions to become a teacher feel viable. Now, she looks forward to being a role model when she starts her teaching career.

“Just to be able to represent my community is a great honor,” said Santiago-Prado. “I want to create a diverse space for students

where students can feel comfortable to share their own experiences and their culture, and don’t feel like they should be silenced.”

Jadyn Newton, a senior at FHS, is enrolling at Fitchburg State to study early education. A member of FHS’s Future Teacher Academy, a four-year member of the Best Buddies Club and an intern at the McKay Arts Academy, she said the program would help her to become the best teacher she could possibly be.

“At my internship I learned I had this passion for teaching, which was definitely life-changing,” Newton said. “With this program it will definitely help me be the teacher I want to be.”



Sentinel & Enterprise

Thursday, September 1, 2022 \$2.00 FACEBOOK.COM/SENTINELANDENTERPRISE TWITTER.COM/SENTANDENT [sentinelandenterprise.com](https://www.sentinelandenterprise.com)

A3

LOCAL NEWS

Thursday, September 1, 2022 » MORE AT [FACEBOOK.COM/SENTINELANDENTERPRISE](https://www.facebook.com/sentinelandenterprise) AND [TWITTER.COM/SENTANDENT](https://twitter.com/sentandent) [sentinelandenterprise.com](https://www.sentinelandenterprise.com)

BACK TO SCHOOL

WELCOME TO THE FLOCK!



PHOTOS BY SHANE RHODES/SENTINEL & ENTERPRISE

Fitchburg State University student and Sigma Tau Gama fraternity member Jon Pack (center) assists freshman Adam Niemi (right) and his parents, John (left) and Anna (second from left) move into his dorm at FSU's Russell Towers on Tuesday. Adam is set to major in video game design.

New Fitchburg State University students move in Tuesday

By Shane Rhodes
srhodes@lowellsun.com

FITCHBURG » Tuesday marked the end of summer and the beginning of

a new chapter as Fitchburg State University welcomed a flock of new students Tuesday. This year's flock features over 650 first-year

and transfer undergraduate students for the start of the semester. The incoming class also features students from 22 different states and more than 100

international students. The majority of returning on-campus students are set to arrive Thursday with fall semester classes starting Friday.



Alijah Rue (right) and Malik Ross (left) help incoming Fitchburg State University freshman Maurice Dingle move in on Tuesday. Dingle is set to major in communications.



Fitchburg State University junior and cyber security major Lauren Tilbury holds balloons that read "Welcome Falcons" at FSU's Aubuchon Hall on Tuesday. Tilbury was one of many volunteers to help the more than 600 incoming freshman move in.

Fitchburg State and MWCC create path for teacher education in the midst of teacher shortage



PHOTO | FITCHBURG STATE UNIVERSITY

Fitchburg State University President Richard S. Lapidus, left, and Mount Wachusett Community College President James Vander Hooven at the signing ceremony

By Timothy Doyle

Mount Wachusett Community College in Gardner and Fitchburg State University have created an agreement to ease the transfer process between the schools for students pursuing degrees in middle school or secondary education.

The program creates a path for students in certain MWCC associate degree programs to take education courses at Fitchburg State, then transfer to Fitchburg State as a junior to complete their undergraduate degrees in middle or secondary education.

“We are pleased to work with our partners at Fitchburg State to offer our students a new educational pathway,” Mount Wachusett Community College President James Vander Hooven said. “There’s an incredible willingness between Mount Wachusett Community College and Fitchburg State to bridge these divides. Our graduates stay local. Having that next opportunity to complete their bachelor’s degrees and go to work in our region is very important.”

This agreement comes at a time when the state is facing teacher shortages due to the COVID-19 pandemic, and from before the pandemic, low pay compared to other professions.

EDUCATION

Fitchburg State,
Mount to help new teachers

Program allows direct ascent from one college to another

By Matthew Bruun
Fitchburg State University

GARDNER » A new transfer agreement between Mount Wachusett Community College and Fitchburg State University will help streamline the transfer process for students pursuing degrees in middle school or secondary education.

Under terms of the agreement, qualifying students enrolled in MWCC's associate programs in biology, chemistry, or liberal arts and sciences will be able to take three key education courses at Fitchburg State at the community college rates. They will then be able to transfer to Fitchburg State as juniors to complete their undergraduate degrees in middle or secondary education.

"We are pleased to work with our partners at Fitchburg State to offer our students a new educational pathway," Mount Wachusett Community College President James Vander Hooven said. "There's an incredible willingness between Mount Wachusett Community College and Fitchburg State to bridge these divides. Our graduates stay local. Having that next opportunity to complete their bachelor's degrees and go to work in our region is very important."

TEACHERS » PAGE 4

Teachers

FROM PAGE 1

"This agreement will support students by making it easier to transfer between institutions, while also helping fill the need for highly qualified middle and secondary school teachers," Fitchburg State President Richard Lapidus said.

"Fitchburg State has been a leader in preparing educators since our founding in 1894, and this agreement is just another example of our continuing evolution."

Mount Wachusett Dean of Liberal Arts, Education, Humanities and Communications Laurie Occhipinti said the newly announced pact will open six transfer pathways for students pursuing careers as secondary educators.

"It allows them to transfer very smoothly so they can enter Fitchburg State as juniors," she said.

Fitchburg State Dean of Education Nancy Murray acknowledged the

work by individual academic departments in designing seamless paths for students. "When these students get to Fitchburg State, they'll be ready to go," she said. "They will feel that sense of belonging that we know is important to student success."

The pathways will connect qualifying students graduating from the Mount with associate's degrees in biology or chemistry, or liberal arts and sciences, will be guaranteed acceptance into Fitchburg State's middle school or secondary education programs in biology (grades 8-12), chemistry (grades 8-12), English studies (grades 5-12), history (grades 5-12), interdisciplinary studies major with a general science initial teacher license (grades 5-8) or mathematics middle level (grades 5-8) or mathematics, secondary education (8-12).

Interested students are encouraged to learn more by contacting the Mount at mwcc.edu/request or contacting Fitchburg State at fitchburgstate.edu/admissions.



COURTESY FITCHBURG STATE UNIVERSITY

Fitchburg State University President Richard Lapidus, left, and Mount Wachusett Community College President James Vander Hooven shake hands at the signing ceremony for a new articulation agreement for students pursuing careers as middle and secondary education teachers

Powered by BoardOnTrack

FITCHBURG STATE UNIVERSITY COMMENCEMENT



JULIA MALAKIE PHOTOS / SENTINEL & ENTERPRISE

Madelyn Covino of Medford, left, and Brianne Cousineau of Turners Falls, both graduating with a Bachelor of Science degree in nursing, attend their Fitchburg State University Commencement on Saturday.

Entering a changed world

Graduates praised for dealing with pandemic

By Shane Rhodes
srhodes@lowellsun.com

FITCHBURG » The sun shone brightly on a special — and oddly ordinary — Fitchburg State University commencement on Saturday morning.

Much like the students in attendance, the world has undergone a dramatic transformation since many of those now graduates started their academic journey, such that an event often reserved as a look into the future doubled as a reflection on the past. It was, at least for the day, a return to normal — a sensation now distantly familiar as the world has weathered the persistent storm that is the COVID-19 pandemic.

That impression was not lost on those in attendance. Class valedictorian Sebastian Goyette-Connerty noted that, on the last day of their collegiate career, students were finally able to experience “the rebuilding of something that is supposed to

‘I see in the crowd today people that managed to continue on the path to a brighter future.’

— Sebastian Goyette-Connerty, valedictorian

resemble normalcy.” Throughout the day, there were references to hardship, loss and an uneasy (if not unfair) journey that stole from many time that was meant to be cherished — but they were always punctuated by hope, a nod to the brighter future that lies ahead.

Now, as Dr. Rosaline Cardarelli — a Fitchburg State alumna who was awarded the President’s Medal during the ceremony for her work as a humanitarian — remarked in the event’s main address, those who lived and learned through that upheaval must make their mark



Valedictorian Sebastian Goyette-Connerty of Ashby, addresses the crowd at the Fitchburg State University Commencement.

on a world vastly different from the one envisioned when their journey began at Fitchburg State.

And, through the words of Frederick Douglass, Cardarelli made it clear that they were more than ready to face that challenge.

“Your journey has not been easy,” she said. “I suspect there were times you felt overwhelmed

and perhaps even considered quitting. But you didn’t.”

“Frederick Douglass once said, ‘without struggle, there can be no progress and, at the end of it, you will be stronger, wiser and ready to serve all people with humility and joy.’ Now, with your education, you stand ready to play a role in history.”

Goyette-Connerty, who com-

GRADUATION » PAGE 8

Fitchburg State University Class of 2022 graduates list

The following students graduated this weekend from Fitchburg State University as members of the Class of 2022:

ASHBURNHAM: Rebecca C. Boucher, BS Psychological Science; Dorothy S. Bresnahan, BS Exercise and Sports Science; Jessica A. Coleman, BS Nursing — BS; Scott D. Cormier, BS Criminal Justice; Emily R. Hebert, BS Exercise and Sports Science; Sarah J. Hoover, MBA Business Administration; Gabriella L. Knight, BS Educational Studies; Leona R. Rameau, BS Psychological Science

ASHBY: Amelia G. Baird, BS Psychological Science; Kelly E. Cormier, MS Counseling; Madison E. Fitzgerald, BS Human Services; Eileen J. Fredrickson, MED Curriculum and Teaching; Sebastian D. Goyette-Connerty, BS Computer Science; Kelli E. Lowthers, BS Nursing; Tatiana T. O'Hanlon, BS Communications Media; Timothy O'Neill, BS Business Administration

AYER: Eric M. Fairbrother, BS Comp Info Systems; Meryem Majaoudou, BS Criminal Justice; Jessica L. Morse, BS Business Administration; Alicia M. Walsh, BSE Special Education

BALDWINVILLE: Joanna M. Ehnstrom, BS Business Administration; Brian R. Glover, BS Business Administration; Montana D. Hickman, BS Criminal Justice; Elijah S. Hill, BS Applied Science & Technology; Matthew P. Rader, BS Business Administration; Gabriella R. Slack, BS Nursing

BILLERICA: Dylan J. Her-
rick, BS Business Administration; Sean P. Hines, BS Business Administration; Aaron S. Hogan, BS Game Design; Christina M. Mitza, CAGS Educational Leadership/Mgmt; Francisco R. Pena, MBA Business Administration; Nicholas M. Sachetta, BS Biology; Leah A. Sheehan, BS Nursing; Sam Ssegawa BS Nursing, LPN to BS; Cynthia E. Tobey BS Nursing, RN to BS

BOLTON: Ross I. Hayao, BS Game Design

BURLINGTON: Matthew Alberghini, BS Communications Media; Ali C. Koycu, MBA Business Administration; Caitlin E. Martinage, BSE Special Education; Matthew R. Smith, BS Criminal Justice

CHELMSFORD: Jenna J. Hlystek, BS Business Administration; Leah M. Murray, BS Nursing, RN to BS; Allison S. Rega, MED Educational Leadership/ Mgmt; Maura K. Waller, MS Counseling; Soteria T. Zouzaz MS Counseling

CLINTON: Orlando P. Acero, MBA Business Administration; Heidi A. Bevilacqua, MED Special Education; Natalie R. Chase, MA English; Bridgette A. Darcangelo, BSE Elementary Education 1-6; Benjamin Disanto, MED Curriculum and Teaching; Shane P. Gilman, BS Criminal Justice; Caitlin R. Gilman, BS Psychological Science; Frankie-Ann C. Lovejoy, BS English Studies; Helenny M. Robles Castillo, BS Human Services; Megan L. Schollard, BS Exercise and Sports Science; Emily E. Stone, BS Communications Media

DRACUT: Joseph A. Mancuso, BS Criminal Justice; Christopher R. Nugent, BS Business Administration; Alexia T. Surprenant, BS Criminal Justice; Erin M. Williams, MED Curriculum and Teaching

DUNSTABLE: Matthew P. Hamel, MED Educational Leadership/Mgmt; Rebecca Pincott MED Special Education

FITCHBURG: Jordan E. Bartell BS Environmental & Earth Science; Kerry S. Beaulac BS Nursing, RN to BS; Daniel K. Berg, BS Game Design; Ismael Berroa, BS Comp Info Systems; Jumily L. Bourommavong, BS Biology; Joseph S. Bowen, MBA Business Administration; Xynone S. Cabal, BS Biology; Hannah E. Comeau, BS Educational Studies; Curtis J. Crocker, BS Business Administration; Nana A. Curran, BS Nursing, RN to BS; Heaven-Leigh K. Daniel, BS Communications Media; Stacey E. Dumezil, BS So-



Joseph Blakemore of Littleton, who was getting a bachelor's in business, waits for the procession to start.

cology; Freddie Falcon, MS Counseling; Freddie Falcon, MBA Business Administration; Freddie Falcon, BSE Elementary Education 1-6; Leah W. Gachuhi, BS Business Administration; Sandra M. Garcia Mangado, CAGS Interdisciplinary Studies -GR; Emilee J. Goss, BS Nursing; Zachary D. Heinrich, BS History; Zachary B. Houle, BS English Studies; Paul J. Iradi, BS Computer Science; Josiah M. Irfan, BS Interdisciplinary Studies; Charles W. Jackson, BS Sociology; Audrey L. Johnson, BS Exercise and Sports Science; Bethany Jones, BS Business Administration; Terace L. Kendall, BS Biology; Vanayda M. Knight, BS Psychological Science; Sehda Kong, BA Biology; Adam J. Kusior, BS Biology; Ruben G. Larios, BS Business Administration; Sara J. Lortie, BS Nursing; Ibrahim Male, MBA Business Administration; Sean D. McCue, BS Criminal Justice; Travis E. Morcaldi, BS Criminal Justice; Scott C. Murphy, BS Criminal Justice; Lilang Ni, BS Business Administration; Meghan A. Omogi, BS Business Administration; Kiara M. Ortiz, BS Business Administration; Paloma Ortiz-Gonzalez, BS Psychological Science; Thomas A. Parker, BS Game Design; Michael R. Pawson, BS Biology; Gaelle S. Polinice, BS Chemistry; Emma E. Ream, BS Nursing; Megan M. Ritter, MED Educational Leadership/Mgmt; Courtney B. Rivard, BS Psychological Science; Florencia J. Rivas, BS Criminal Justice; Emily J. Robichaud, BS Business Administration; Matthew S. Sadowski, BS Biology; Jack A. Seaman, BS Communications Media; Zoe Smith, CERG Supply Chain Management; Sarah M. Survell, MS Counseling; Devin J. Tormey, BS Business Administration; Erica A. Toro, BS Criminal Justice; Deynette E. Torres Santiago, BS Criminal Justice; Macy R. Woodard, MED Special Education; Joseph A. Wright, CAGS Educational Leadership/Mgmt

GARDNER: Janet Alvarado, BS Comp Info Systems; Katherine A. Antaya, CAGS Interdisciplinary Studies -GR; Nicole F. Brooks, BS Human Services; Starr M. Brosseau, BS Exercise and Sports Science; Luciano D. Crespo, BS Biology; Lisa J. Daniel, BS Interdisciplinary Studies; Jacob A. Drinkwater, BS Comp Info Systems; Erica Dunn, BSE Elementary Education 1-6; Connor N. Duplacy, BS Business Administration; Meaghan A. Flaherty, MED Special Education; Curtis J. Gerard-Baril, BS Communications Media; Laney A. Grenier, BS Nursing; Sydni M. Grinkis, BS Nursing; Joseph N. Hood, BS Business Administration; Danielle M. Jaillet, BS Nursing; Amanda L. Janssens, BS Nursing; Jillian B. Koljian, BS Psychological Science; Di Lin, MS Computer Science; Emma C. Mierzejewski, BS Exercise and Sports Science; Alexa M. Morgan, BS Criminal Justice; Sidney A. Myers, BS Educational Studies; Tristan R. Myers, BS Mathematics; Riley R. Oliva, BS History; Alexander Ramos, BS Political Science; Louise M. Russell, BS Nursing, RN to BS; Amber M. Staiti, BS Comp Info Systems

GROTON: Matthew S. Gingras, BS Criminal Justice; Brecken R. Gingras Jodice BS Nursing — BS; Elizabeth M. Gonzalez, MS Counseling

HARVARD: Rachel K. Bobzin, BS Biology

LANCASTER: Ryan P. Crooker, BS Communications Media; Keenan P.



From left, Olivia Keane of Hamilton, Sara Lortie of Fitchburg, Kelli Lowthers of Ashby and Olivia Lepore of Lancaster, all receiving a bachelor's degree in nursing, wait for the start of Fitchburg State University's Commencement on Saturday.



Board of Trustees Chair Deborah Phillips congratulates Kerry McManus of Lynn, recipient of the Dr. Robert V. and Jeanne S. Antonucci Student Leadership Award, at Fitchburg State University's Commencement.

Doyle, BSE Middle School Education; Olivia A. Lepore, BS Nursing

LEOMINSTER: Lydia Abankwah, BS Nursing, RN to BS; Natasha E. Allen, BS Communications Media; Clovis Anokye, BS Communications Media; Eman Ashfaq, BS Business Administration; Andrew D. Baj, BS Communications Media; Jacob D. Barnes, BS Communications Media; Jennifer Belfield, MS Computer Science; Alejandra B. Calderon, BS Engineering Technology; Dahlia E. Charpentier, BS Psychological Science; Erin E. Conry, BS Nursing; Morgan P. Cormier, BS Business Administration; Jacob M. DeCarolis, BS Computer Science; Lucian J. Depasquale, BS Business Administration; Samuel J. Escobar, BS Applied Science & Technology; Andrew L. Fay Matseas, BS Computer Science; Sarah Flynn, BS Game Design; Brianna M. Fournier, MED Special Education; Julie M. Gorski, BS Psychological Science; Joshua Grullon, BS Biology; Adrianna S. Hemingway, BS Criminal Justice; Rebecca Hess, BS Political Science; Victoria C. Holden, BS Human Services; Shawn M. Iannacone, BS Business Administration; Sally Korir, MBA Business Administration; Nicholas J. Kugel, BS Political Science; Ann L. Larsen, MS Applied Communication; Letitia M. Lawrence, BS Business Administration; Peter M. Lillie, BS Geographic Sci & Technology; Mary E. Madrigal, MS Counseling; Bruna C. Mattos, BS Criminal Justice; Kionna P. Mayard, BS Business Administration; Natasha M. McInnis, CERG Human Resources Management; Brooke E. Merrifield, MS Counseling; Rachel M. Morin, BS Psychological Science; Kelly M. Nolan, MS Counseling; Ashley N. Perez, BS Nursing, RN to BS; Matthew D. Pollock, BS Computer Science; Olivia R. Porter, BS Nursing; Michael D. Rife, BS Computer Science; Amanda M. Rivera, BS Nursing, LPN to BS; Hayley E. Robichaud, MED Special Education; Agustina Rodriguez, BA Biology; Iride P. Rodriguez, BS Comp Info Systems; Dainairys E. Schelmetry, BS Business Administration; Alina Tang, BS Psychological Science; Taylor L. Thibodeau, BS Business Administration; Sean-Paul P. Tomer, BS Engineering Technology; Marcos A. Torres Capellan, BS Computer Science; Nicholas Weber, BS Criminal Justice; Paula M. Whalen, MED Curriculum and Teaching; Stephen M. Worster, BS

Biology

LITTLETON: Jessica A. Baron, MBA Business Administration; Joseph W. Blakemore, BS Business Administration; Selina R. Gibbons, BS Criminal Justice; Nathalie M. Marek, BSE Special Education; Sean M. Sykes, MED Education 5-12; Alexander J. Zaferacopoulos, BS Business Administration

LOWELL: Akua Y. Adusei, BS Nursing; Efe O. Agbe-Rankhe, BS Biology; Kevin T. Brunelle, MED Curriculum and Teaching; Micaelagh R. Campbell, MED Curriculum and Teaching; Brendan J. Casey, MED Educational Leadership/Mgmt; Katherine D. Daly, BSE Early Childhood Education; Guyana L. Fils-Aime, BS Criminal Justice; Meghan E. Geary, MED Special Education; Shannah B. Howe, BS Educational Studies; Edward W. Kariuki, BS Nursing, RN to BS; Goodluck P. Laham, MBA Business Administration; Christian K. McWhinnie-Armstead, BS Business Administration; Lorelei-Amber Meuse, MED Special Education; Yomara Molina MBA, Business Administration; Dorah Nakasi, BS Nursing, LPN to BS; Anders E. Nordquist, MED Curriculum and Teaching; Audra D. Pinkham, BS Business Administration; Natalie F. Uribe, MED Curriculum and Teaching

LUNENBURG: Michael O. Adomako, BS Economics; Elena Arciprete, MED Curriculum and Teaching; Bryan M. Bidleman, BS Biology; Robert P. Carpenter, BS Environmental & Earth Science; Sierra R. Champagne, BS Biology; Alivia M. Croteau, BS Psychological Science; Haley Downey, BS Nursing, RN to BS; Alexandria R. Drake, BSE Special Education; Brett W. Holman, BS Business Administration; Matthew A. Keohan, BS Business Administration; Julia Leblanc, BS English Studies; Amanda M. Levine, MED Curriculum and Teaching; Rachel Melillo, MED Curriculum and Teaching; Kaitrin M. O'Rourke, MS Counseling; Steven T. Olson, BS History; Henry M. Schrader, MED Curriculum and Teaching; Colby L. Stacey, BS Human Services; Casey L. Szlosek, BS Nursing; Suzanne M. Thomas, MED Special Education; George E. Tibbetts, BS Criminal Justice

NORTH BILLERICA: Moira S. Fagan, BS Business Administration; Molly C. Flood, BS Communications Media; Elizabeth N. Grandmaison, MS Counseling; Tracy B. Hanson, BSE Middle School Education; Olivia A. Lepore, BS Nursing



JULIA MALAKIE PHOTOS / SENTINEL & ENTERPRISE

Vivian Teixeira of Nashua, N.H., tries to get the attention of the person she'd given her namecard to at Fitchburg State University's Commencement on Saturday.

ing, RN to BS

NORTH CHELMSFORD: Meagan A. Monahan, MED Special Education; Vivian R. Teixeira, BS Nursing

PEPPERELL: Jack M. Boudreau, BS Communications Media; Casaundra L. Fagundes, BS Nursing; Abigail M. Lorden, BS Biology; Michael K. Masterson, BS Criminal Justice; Arielanne F. Mckusick, BS Psychological Science; Kayla A. Mercurio, MED Early Childhood Education; Kyle W. Stumpf, BS Interdisciplinary Studies; Joseph M. Woods MBA Business Administration

PETERSHAM: Anastasia Aillinger, BS Criminal Justice

PHILLIPSTON: Jacqueline Cancel, MBA Business Administration; Jordan N. Geyster, BS Exercise and Sports Science; Marissa A. Marques, BSE Early Childhood Education; Kade R. Vautour, BS Industrial Technology

PRINCETON: Nathaniel C. Alves, BS Communications Media; Hannah E. Gates, MED Curriculum and Teaching

RUTLAND: Lorin P. Burrows, BS Occupational/Vocational Education; Alexander D. Dinsdale, BS Game Design

SOUTH LANCASTER: Brittany R. Madden, MBA Business Administration

SHIRLEY: Vincent T. Eramo, BS Exercise and Sports Science; Trevor J. Fields, BS Business Administration; Valery E. Hillier, MED Special Education; Jessica A. Rakip, MBA Business Administration

STERLING: Sophia R. Fallavollita, BSE Special Education; Krista M. Fleming, BS Nursing; Amanda Murphy, MED Curriculum and Teaching

TEWKSBURY: James B. Costigan, BS Communications Media; Shane S. Darrigo, BS Criminal Justice; Curtis M. Davis, MBA Business Administration; Victoria E. Fuller, BS Business Administration; Courtney N. Guthrie, BS Nursing, LPN to BS; Erin L. Mader, BS Nursing

TOWNSEND: Kayla M. Bardell, BS Human Services; Lydia A. Booth, MED Elementary Education 1-6; Kelley A. Cavicchi, MED Educational Leadership/Mgmt; Tara B. Chaco, CERG Special Issues in Counseling; Amy R. Codyer, MED Curriculum

and Teaching; Sarah D. Coffey, BS Interdisciplinary Studies; Lindsay C. Connors, BS English Studies; Peter Geanacopoulos, BS Environmental & Earth Science; Melissa Z. Indegliia, BS Communications Media; Jessica C. Lutinski, MED Early Childhood Education; Adam Maloney, BS Psychological Science; Gabrielle N. Nogueira, BS Interdisciplinary Studies; Brenda Nyariara, BS Business Administration; Molly O'Neill, BS Psychological Science; Amanda L. Rochette, BS Human Services; Richard E. Sharp, BS Business Administration; Irene M. Vega, BS Business Administration

TYNGSBORO: Tristan Bourgeois, BS Political Science; Jessica J. Desousa, BSE Elementary Education 1-6

WEST TOWNSEND: Olivia S. Breault, BS Nursing; Terri R. Cadrette, BS Computer Science; Timothy M. Mahoney, BS Business Administration

WESTFORD: Erin E. Masson, BS History

WESTMINSTER: David L. Bedard, BS Exercise and Sports Science; Alicia M. Bizzotto, MED Elementary Education 1-6; Madelyn A. Gorham, BS Educational Studies; Zachary T. Harmon, BSE Elementary Education 1-6; Susan A. Keddy, MED Early Childhood Education; Jeremiah R. Maki, BS Business Administration; Sarah E. Olson, BS Biology; Erick K. Pakkila, BS Business Administration; Amanda P. Palmer-Rosado, MED Special Education; Taylor E. Rameau, BS Criminal Justice; Meaghan Thompson, MED Special Education; Jarrod A. Tshudy, BSE Elementary Education 1-6; Chad M. Walter, BS Business Administration

WINCHENDON: Paige J. Anderson, BS Business Administration; Rachel A. Andler, MS Counseling; Ariana R. Berman, BS Mathematics; Frances M. Castro-Cintrón, BS Exercise and Sports Science; Anthony M. Collins, BS Business Administration; Kylie N. Cormier, BS Human Services; Heaven A. Griffin, MS Counseling; Steven M. Ingman, BS Criminal Justice; Maggie J. Lashua, BS Business Administration; Brianna M. Stone, BS Nursing, LPN to BS; Holly T.

COMMENCEMENT

Fitchburg State plans in-person graduation Saturday

By **Shane Rhodes**

srhodes@lowellsun.com

FITCHBURG » Fitchburg State University is set to host its 126th commencement exercises this weekend — its first entirely in-person commencement since the start of the COVID-19 pandemic.

At 10 a.m. on Saturday, May 14, undergraduate degrees will be awarded on the school's main quadrangle. Alumna Rosaline Cardarelli, Ed.D., is slated to give the commencement address, with a speech from undergraduate valedictorian Sebastian Goyette-Connerty set to follow.

Cardarelli is the founder and chief executive officer of the Education for All Coalition Inc., a humanitarian organization dedicated to creating educational opportunities for youth through education services for displaced children affected by forced migration.

She will be presented with the President's Medal by school President Richard S. Lapidus.

"In this era where the impact of global conflict has been brought to the forefront of public attention, we are honored to welcome Dr. Cardarelli and celebrate her lifetime of service," Lapidus said in a press release. "I know our graduates and guests will be inspired by her example."

Goyette-Connerty will complete his bachelor's degree in computer science in just three years at FSU after completing numerous dual enrollment credits during his time at Fitchburg High School.

Lapidus will also award an honorary degree to Donald R. Irving. Irving, a two-time FSU graduate, recently completed his second term on the university's board of trustees, where his tenure included service to the state Board of Higher Education.

Graduate degrees were awarded on Thursday, May 12. Jennifer C. Belfield, who completed a master's degree in computer science, gave the address and was awarded the Graduate Student Leadership Award. She will continue her studies this fall in a doctoral program at Worcester Polytechnic Institute.

Additional details on the ceremonies, along with additional honorees, can be found at fitchburgstate.edu/commencement. Ceremonies will also be streamed

livPowered by BoardOnTrack

A3

LOCAL NEWS

Wednesday, August 24, 2022 » MORE AT [FACEBOOK.COM/SENTINELANDENTERPRISE](https://facebook.com/sentinelandenterprise) AND [TWITTER.COM/SENTANDENT](https://twitter.com/sentandent)

sentinelandenterprise.com

COLLEGE

FSU's Moot Court team earns national ranking

By Matthew Bruun

Fitchburg State University

FITCHBURG » The American Moot Court Association, whose tournament attracts top students from more than 200 colleges and universities across the nation, has again ranked Fitchburg State University's program among the top 25 in the country.

The association's newly-released rankings for 2022 placed Fitchburg State 21st in the U.S., higher than any other public institution in Massachusetts and in elite national company. The scores recognize schools based on their performance in both the association's National Tournament Oral Advocacy competition and National Tournament Written

Brief competition.

Fitchburg State Professor Paul Weizer from the university's Economics, History and Political Science Department founded the university's program in 2000.

"Despite dealing with a continuing pandemic threat, and virtual classes, our students rose above these obstacles and met the moment," Weizer said. "I am very proud of this group. It is gratifying to see their hard work recognized. These rankings demonstrate objectively that Fitchburg State moot court remains a program of distinction, both at the university and nationally."

Fitchburg State's moot court teams have advanced to the final com-

petition every year they have participated, with students earning national recognition. Graduates of the program have gone on to careers in law and criminal justice, among other fields, and often return to serve as judges for regional competition.

In the moot court competition, teams of students argue opposing sides of a hypothetical legal case, as in an appellate court proceeding.

Fitchburg State will host the Eastern Regional Moot Court competition on Friday, Nov. 18 and Saturday, Nov. 19. Winners in the regional rounds will advance to the national tournament hosted by Louisiana State University in January 2023.



SENTINEL & ENTERPRISE/JULIA MALAKIE

Fitchburg State University Commencement on May 14. Fitchburg State's Moot Court team ranked in the top 25 in the United States.
Powered by BoardOnTrack

Sentinel & Enterprise

Monday, August 22, 2022

\$2.00

FACEBOOK.COM/SENTINELANDENTERPRISE

TWITTER.COM/SENTANDENT

sentinelandenterprise.com

NEW BOOK

Professor offers advice about kids and phones

By Matthew Bruun

Fitchburg State University

FITCHBURG » Smartphones are powerful tools that open up worlds of opportunity for learning and engagement for kids, but also pose dangers.

A newly-published book co-authored by Fitchburg State University Professor Katharine Covino aims to give kids and parents a roadmap for keeping safe while getting the most out of their new devices.

Covino, a member of the university's English Studies Department, began working on the book more than



Covino

four years ago with Elizabeth Englander, a professor of psychology at Bridgewater State University and

the executive director and founder of the Massachusetts Aggression Reduction Center.

Their collaboration has yielded "You Got a Phone! (Now Read This Book)," which was published this month by Free Spirit Press.

"Today, very young children are getting their own cell phones," Covino said.

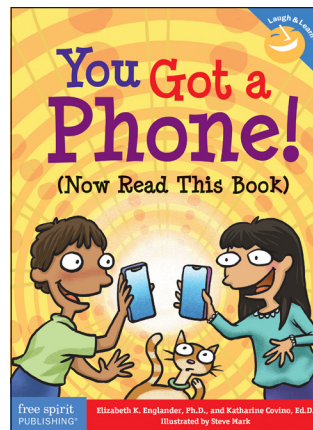
"There are links between owning a cell phone in elementary school and bullying and cyberbullying behavior. With that in mind, Elizabeth and I wanted to offer children some much-needed guidance and support. Specifically, we thought kids could benefit from a 'survival guide' that didn't feel boring or pedantic. Our approach, using research, science, and humor, seemed the perfect fit."

The target audience for the book is kids ages 8-12. The illustrated volume was designed to be light, accessible and funny, with information on texting

and sharing pictures, online privacy, and maintaining healthy screen habits.

"When we were working various chapters in local elementary school classrooms, it was always so gratifying to hear feedback from kids that they enjoyed the book, laughed out loud, and took away some key ideas about safe and responsible cell phone use," she said.

The book is designed to inform kids about screen-related cyberbullying, neurological changes, and sleep problems that can come



in a humorous yet supportive tone, with lighthearted illustrations, kids can learn about the fun and productive ways they can use their

Fitchburg State University Professor Katherine Covino has partnered with Elizabeth Englander, a professor of psychology at Bridgewater State University and the executive director and founder of the Massachusetts Aggression Reduction Center, on the new book 'You Got a Phone! (Now Read This Book).'

COURTESY FITCHBURG STATE UNIVERSITY

new phones.

Visit the publisher's website at <https://tinyurl.com/yzu5p3y3> to learn more about the new book.



COURTESY OF FITCHBURG STATE UNIVERSITY

Michael Vincent Addorizio

CENTER FOR ITALIAN CULTURE

Fitchburg State to celebrate display of World War II-era letters by fallen Fitchburg sailor

By Matthew Bruun

Fitchburg State University

FITCHBURG » The life and death of a decorated World War II sailor from Fitchburg comes into vivid focus through a new online collection and exhibit opening June 1 at the Amelia V. Gallucci-Cirio Library at Fitchburg State University.

The Michael Vincent Addorizio (Addorizzi) Family Collection, curated by the fallen sailor's niece, Rose Anne Addorizio, is preserved in the library archives through a collaboration with the university's Center for Italian Culture. Addorizio is a member of the CIC's board.

The collection includes 93 letters, postcards and medals, depicting a military life that was tragically cut short while serving on the

USS Reid during World War II. His letters describe his travels across the United States by train to his first duty station and his journey across the world by sea. Routines of a sailor's life and a firsthand account of Pearl Harbor are included. His medals, letters and that fateful Western Union Telegram bring Addorizio's story to life.

The online collection may be viewed at <https://bit.ly/3MuCKWU>.

The collection will launch at 3:30 p.m. Wednesday, June 1, in the university library's archives and special collections, in room S03 of Hammond Hall, at 160 Pearl St. Admission is free and open to the public. The archivist Asher Jackson and Rose Anne Addorizio will discuss the collection and its unique content. Face coverings will be required for this event and visitors will be asked to attest they

are free of COVID-19 symptoms.

Michael Vincent Addorizio (Addorizzi), the son of immigrant parents Pasquale and Rosina (Maria Rosa Loreto) Addorizio, was born on Jan. 23, 1919, in Fitchburg. He was the sixth of eight children, four born in Rocchetta, Sant'Antonio Italy, and four born in Fitchburg. According to his birth and military records, his official name was Michael Vincent Addorizzi.

On Oct. 7, 1940, he enlisted in the U.S. Navy in Springfield, Mass., under the officially recorded name of Michael Vincent Addorizzi. He wrote to his family saying, "don't make fun of my new name" and "remember the 2 zz's".

This collection includes 93 letters from the time he enlisted in 1940 to 1944, when he was killed in an attack on the sea south of the Philippines.

POST-GAZETTE

(Formerly LA GAZZETTA del MASSACHUSETTS)

VOL. 126 - NO. 23

BOSTON, MASSACHUSETTS, JUNE 10, 2022

\$35 A COPY

Center for Italian Culture at Fitchburg State University Celebrates the Launch of the Michael Vincent Addorisio (Addorizzi) Family Collection



Rose Anne Addorisio, left, with Fitchburg State University archivist Asher Jackson, speaks at the launch of the Michael Vincent Addorisio (Addorizzi) Family Collection at the university. The online collection, presented in collaboration with Fitchburg State's Center for Italian Culture, chronicles the life and death of Ms. Addorisio's uncle, a decorated World War II sailor from Fitchburg.

The Center for Italian Culture at Fitchburg State University recently celebrated the launch of the Michael Vincent Addorisio (Addorizzi) Family Collection, an online exhibit commemorating the life and death of a decorated World War II sailor from Fitchburg.

The collection, curated by the fallen sailor's niece, Rose Anne Addorisio, is preserved in the

library archives through a collaboration with the university's Center for Italian Culture (CIC). Ms. Addorisio is a member of the CIC's board.

The collection includes 93 letters, postcards, and medals, depicting a military life that was tragically cut short while serving on the USS Reid during World War II. His letters describe his

by train to his first duty station and his journey across the world by sea. Routines of a sailor's life and a firsthand account of Pearl Harbor are included. His medals, letters and that fateful Western Union Telegram bring Michael's story to life.

The online collection may be viewed at <https://fitchburgstate.libguides.com/cicarchives/MichaelAddorisio>. 56 of 78

FITCHBURG STATE

Registration opens Aug. 10 for ALFA

By Matthew Bruun

Fitchburg State University

FITCHBURG » Registration opens Wednesday, Aug. 10, for Fitchburg State University's Adult Learning in the Fitchburg Area fall courses, with offerings ranging from genealogy and creative writing to classes on the U.S. Supreme Court's recent term, conversational Italian, and a look at poverty and inequality in the developing world.

There are dozens of classes on the calendar, with the full program viewable online at fitchburgstate.edu/alfa.

ALFA is a lifelong learning institute that serves adult learners in Fitchburg and the surrounding communities. ALFA is sponsored by the School of Graduate, Online, and Continuing Education at Fitchburg State in collaboration with volunteer members of the community. It offers non-credit daytime classes, trips, special events, and a free speaker series.

ALFA students are encouraged to volunteer and participate in program leadership and development, as well as social and recreational activities. Most courses are just \$40 (and free for students over age 90). A limited number of scholarships are available.

The fall courses include an introduction to Fitchburg's abolitionist history, a series of hikes retracing the steps and wisdom of Henry David Thoreau, and how white supremacy erodes the American ideals it claims to love. Learn how to make fresh floral arrangements for the holidays, and how to declutter and organize your digital photographs.

The season will also include the ALFA Salon: Continuing the Conversation, an informal online gathering held every other week where presenters will lead engaging discussions on a variety of topics and issues. There will also be a free, biweekly online community chat designed simply to promote camaraderie and good conversation.

See the complete course listing and register online at marketplace.fitchburgstate.edu/alfa.

ALFA is always on the lookout for new instructors and new subject matter to share with its students. Anyone with a specialty that they think others would be interested in should contact the program directors at alfa@fitchburgstate.edu for details about becoming a member.

FITCHBURG STATE FUNDRAISER



COURTESY OF MATTHEW BRUUN

A group of Fitchburg State University students are seen on a faculty-led trip to Verona, Italy, in 2019. The Center for Italian Culture provides significant scholarship support to allow students to attend such trips abroad.

Italian Center to hold gala

By Matthew Bruun

Fitchburg State University

FITCHBURG » The Center for Italian Culture at Fitchburg State University will celebrate more than 20 years of supporting scholarships and programming with a fundraising gala at the Fitchburg Art Museum at 5 p.m. on Saturday, June 11.

The Center for Italian Culture, founded with a major gift by the late Amelia V. Gallucci-Cirio of Fitchburg State's Class of 1938, has been a fixture on the university campus for over 20 years.

Throughout its history, the center has sponsored programs that celebrate Italian contributions to Western civilization and supported study abroad

scholarships that let university students and faculty explore the wider world.

The celebration on June 11 will include food catered by The Finicky Fork. Guests will enjoy signature cocktails, music by noted soprano Maria Ferrante, and Asta della Fortuna Italian raffles.

Special gallery exhibits for the gala will include camera obscura works by photographer Abelardo Morell and images made by Fitchburg State students during university-sponsored travel to Verona, Italy.

Tickets are \$150 and may be purchased online at fitchburgstate.edu/cic.

Proceeds from the gala will support student scholarships.

Fitchburg State University - Board of Trustees Meeting - Agenda - Tuesday September 13, 2022 at 8:15 AM

The Center for Italian Culture at Fitchburg State University

Fundraising Gala

The Center for Italian Culture at Fitchburg State University recently held a fundraising gala at the Fitchburg Art Museum. The event, celebrating more than 20 years of the center's impact on the university and wider community, raised more than \$62,000 to support student scholarships and attracted more than 100 supporters.

Thousands of students have been able to enjoy the life-changing experience of travel abroad through CIC-supported programs since the center's founding in 2000. The gala included Italian food and beverages, an exhibit of student photography from prior voyages to Verona, a live auction, and a raffle of gift baskets.

Corporate sponsors for the event included A Hand Up Charitable Foundation, Clementi Family Charitable Trust, Leominster Credit Union, Enterprise Bank & Trust, IC Federal Credit Union, Rollstone Bank & Trust, First Plastic Corp., Foster Dykema Cabot & Partners LLC, and Academic Studies Abroad.



POST-GAZETTE

(Formerly LA GAZZETTA del MASSACHUSETTS)

VOL. 126 - NO. 19

BOSTON, MASSACHUSETTS, MAY 13, 2022

\$.35 A COPY

SAVE THE DATE: June 11, 2022

Join us for a Gala Celebrating over 20 years of Art, Culture, and Scholarships!

The Center for Italian Culture at Fitchburg State University

The Center for Italian Culture (**CIC**) at Fitchburg State University will celebrate more than 20 years of supporting scholarships and programming with a fundraising gala at the Fitchburg Art Museum at 5 p.m. Saturday, June 11, 2022.

The Center for Italian Culture, founded with a major gift by the late Amelia V. Gallucci-Cirio of Fitchburg State's Class of 1938, has been a fixture on the university campus for over 20 years. Throughout its history, the center has sponsored programs that celebrate Italian contributions to Western civilization and supported study



abroad scholarships that let university students and faculty explore the wider world.

Join us for a Celebration on June 11, 2022 for an evening that will include food catered

by The Finicky Fork. Guests will enjoy signature cocktails, music by noted soprano Maria Ferrante, and *Asta della Fortuna* Italian raffles.

Special gallery exhibits for the gala will include *camera obscura* works by photographer Abelardo Morell and images made by Fitchburg State students during university-sponsored travel to Verona, Italy.

Tickets are \$150 and may be purchased online at fitchburg-state.edu/cic.

Proceeds from the gala on June 11 will support student scholarships awarded by the The Center for Italian Culture.

FITCHBURG PUBLIC EVENT



DANIELLE RAY PHOTOS / SENTINEL & ENTERPRISE

Sponsors gather at Fitchburg City Hall last week to present checks to support the Fitchburg Civic Days ahead of the annual multiday event that takes place this weekend.

CIVIC DAYS RETURN

City to enjoy block party, fireworks, quiz show and a rubber duck race

By Danielle Ray
dray@sentinelandenterprise.com

FITCHBURG » Several community partners gathered at City Hall last week to present sponsorship checks in support of Civic Days, the popular multiday extravaganza returning this weekend.

Representatives from IC Federal Credit Union, Leominster Credit Union, Rollstone Bank & Trust and Workers Credit Union came with oversized checks amounting to a combined total of \$5,000 in donations. Fitchburg State University staff presented a \$3,000 donation. Other sponsors including AIS, Great Wolf Lodge, Hollis Hills Farm, Tacos Tequilas jointly provided over \$40,000 in funding.

“After a two-year hiatus, it means everything to have such tremendous support from businesses and organizations throughout the Greater Fitchburg area,” said Fitchburg Civic Days Committee co-Chair Natalia Oliver. “This year, Fitchburg Civic Days goes beyond the cele-

bration of fireworks, it’s the celebration of camaraderie, spirit, and support. Fitchburg Civic Days, the City of Fitchburg and all of the rubber duckies, can’t thank our sponsors enough.”

The festivities will kick off on Saturday at 6 p.m. with the inaugural, four-part Fitchburg Historical Society community trivia night series, Fitchburg History Trivia Quiz Show at the Phoenix Building, 781 Main St.

The Block Party will kick off at 4:30 p.m. Sunday on the Upper Common and will feature food trucks, vendors and the Ray C. Memorial Car Show. The event also promises fun for the whole family including face painting, games, prizes, a sand pit, shows and ice cream.

Fireworks will close out the night at 10 p.m. off Rollstone Hill.

In addition, the Pro Wrestling Super Show will return with eight matches beginning at 6 p.m. on Sunday in the ring set up on Academy Street between Workers Credit



Great Wolf Lodge is one of over two dozen sponsors of this year’s Fitchburg Civic Days celebration this coming weekend. From left, Great Wolf Lodge Director of Sales and Catering Paula Lawrence, Director of Retail Marlene Robilotto, and Director of Finance Barbara Malkowski are ready to celebrate.

Civic

FROM PAGE 1

Union and the post office. There will also be a meet-and-greet with former WWE superstar and Hall of Famer Tony Atlas at the free show sponsored in part by a donation made in the honor of John Pagnotta.

Fourth of July will bring the annual parade from Summer Street to the Upper Common beginning at 10 a.m.

The Amazing Duck Race is slated for 3 to 6:30 p.m., on July 10, at Riverfront Park, the last of the Civic Days events.

Hosted by Travis Conden, Glenn Fossa and Shermin Whitman, the parade will be broadcast live on Fitchburg Access Television and will feature local elected officials, first responders, community organizations, sports leagues, local businesses and a variety of lo-

cal and regional bands.

Leona Whetzel, president of Three Pyramids and the North Central Mass Minority Coalition board of directors, was announced as the grand marshal for this year's parade.

Whetzel has lived in the city for over 40 years and is heavily involved in the community. In addition to her aforementioned roles, she is also the Vice President of Community Impact/Chief Equity Officer for Making Opportunity Count, where she has been employed since 1988.

Whetzel is also a member of the Spanish American Center board of directors and North Central Area Department of Children and Families Advisory Board, Racial Justice Committee and the Worcester County Emergency Food and Shelter Program member, and was the 2014 recipient of the Salute to Woman of North Central Massachusetts, along many other commu-



DANIELLE RAY/SENTINEL & ENTERPRISE

The Fitchburg Civic Days Committee members are excited to bring back the annual event after a two-year hiatus. From left, are Nate LaRose, David Ginisi, co-chair Natalia Oliver, Raymond Burnette, co-chair Diane Burnette, Joe Ferguson and Monique Guthrie.

nity involvement roles.

Whetzel embodies the parades theme of "Fitchburg, Better Together." She has a passion for helping people and has been involved in organizing, activism and social, racial and economic justice in her community for many years serving on sev-

eral local boards and coalitions.

This year's Fitchburg Civic Days Committee includes co-chairs Diane Burnette and Natalia Oliver, Raymond Burnette, Joe Ferguson, David Ginisi, Monique Guthrie, Nate LaRose, Monique Guthrie and AJ Tourigny.

The committee will wear bright yellow shirts at all the events and they welcome people to stop them and say "hello" and offer feedback for next

year and future events.

"As a new co-chair I enjoyed working with this committee and personally reaching out to businesses, large and small, for their support of this great event and am supported by a great team," Oliver said. "I'm truly looking forward to bringing everyone into downtown Fitchburg to celebrate our diversity."

Oliver said it's important to the city to continue the annual tradition and that they are excited to

bring it back.

"Fitchburg Civic Days dates back to 1960, established by Mayor George Bourque, and is one of the city's longest traditions," she said. "The event brings together not only the residents of Fitchburg, but those of North Central Massachusetts to celebrate Independence Day through a series of family-oriented cultural events. There is no greater time to celebrate on Main Street in downtown Fitchburg than right now." 62 of 78

Sentinel & Enterprise

Monday, July 25, 2022

\$2.00 FACEBOOK.COM/SENTINELANDENTERPRISE TWITTER.COM/SENTANDENT

sentinelandenterprise.com

LEGISLATIVE VISIT

A LOOK AT FITCHBURG



PHOTO COURTESY OF THE OFFICE OF REP. MICHAEL KUSHMEREK

Speaker Pro Tempore Kate Hogan, state Rep. Michael Kushmerek and others tour a revitalized downtown Fitchburg on July 16. Hogan's visit was the first to the city by a senior member of the Massachusetts House of Representatives leadership in nearly a decade. From left, are Liz Murphy, Hogan, Kushmerek, Leona Whetzel, City Council President Anthony Zarrella, Nick Pelletier and Luisa Fernandez.

State Rep. Kate Hogan tours city revitalization

By Shane Rhodes
srhodes@lowellsun.com

FITCHBURG » Speaker Pro Tempore of the state House of Representatives Kate Hogan joined state Rep. Michael Kushmerek, D-Fitchburg, recently on a tour of Fitchburg to highlight major

public and private investments in the city's downtown area.

Kushmerek coordinated the tour, which highlighted the revitalization of downtown, including new multipurpose properties and art projects. The visit by Hogan, D-Stow, was the first by a senior member of House lead-

ership in nearly a decade.

Hogan said she was "delighted" by the tour and said that the future of the city is bright, while Kushmerek said he and the city were "honored" by Hogan's presence.

"It was a great day with Representative Kushmerek and so

many terrific members of the Fitchburg community," Hogan said. "I was delighted to see investments that have been made throughout the downtown corridor and the opportunities that lie ahead."

"Fitchburg is ripe with oppor-

FITCHBURG » PAGE 2
63 of 78



PHOTOS COURTESY OF THE OFFICE OF REP. MICHAEL KUSHMEREK

The tour stops at the B.F. Brown building on July 16. Later this year, NewVue Communities will begin renovations to make it the Fitchburg Arts Community. From left, are Nick Pelletier, Luisa Fernandez, state Rep. Michael Kushmerek, City Council President Anthony Zarrella, Speaker Pro Tempore Kate Hogan, Thomas Hughes and Alyne Butland.

Fitchburg

FROM PAGE 1

tunity and is only a handful of public and private investments away from the transformative change that we seek for our city,” Kushmerek said. “I was honored to have such a senior member of House leadership join me to tour our city.”

The tour started at Moran Square with an overview of the Harper Furniture redevelopment, which will be used as a multipurpose property consisting of business and residential units. From there, Kushmerek moved the tour to Main Street, where he highlighted the completion of new murals as part of the Main Streets Arts Project.

Later, at the B.F. Brown building, the group stopped and explained the significance of the location to Hogan.

After a devastating fire in 2016, many thought the building would never be used again. Instead, NewVue Communities will soon begin renovations to make it the Fitchburg Arts Community, consisting of affordable housing and studio space for artists.

The tour concluded on the Fitchburg State University Theater Block, with a walk through the ideaLAB as well as the theater. Early this year, Kushmerek



PHOTO COURTESY OF THE OFFICE OF REP. MICHAEL KUSHMEREK

The tour goes inside the Fitchburg Theater on July 16. From left, are Thomas Hughes, Leona Whetzel, Fitchburg State University President Richard Lapidus, Liz Murphy, Speaker Pro Tempore Kate Hogan, state Rep. Michael Kushmerek, Alyne Butland, City Council President Anthony Zarrella, Luisa Fernandez, Nick Pelletier.

worked with U.S. Rep. Lori Trahan, Sen. John Cronin, D-Lunenburg, and Mayor Stephen DiNatale to secure \$3 million in American Rescue Plan Act funding to revitalize the Theater Block.

FSU President Richard Lapidus, City Council Pres-

ident Anthony Zarrella, and others joined Kushmerek and Hogan on the tour. Lapidus said it was a “pleasure” to take Hogan on the tour, to show her the work done by the university in collaboration with the city, and stressed the impor-

tance of the Theater Block. “The Theater Block is a priority project for the university and has already had an impact through the game studio and interdisciplinary ideaLab,” Lapidus said. “I am glad Rep. Kushmerek was able to see our

partnerships in action that continue to be catalysts for local and regional development.”

Kushmerek said each of those that joined them have a stake in the future of Fitchburg and that he was glad they were able to

join them.

“The community members who joined us for this tour each have a stake in, and vision for, the future of the downtown and were able to share their unique perspectives with Speaker Hogan,” he said.

JUNETEENTH



DANIELLE RAY PHOTOS / SENTINEL & ENTERPRISE

Danielle Crawford, left, and Lynn Gibbs, right, sing a moving and soulful rendition of 'I am Free' at the Juneteenth commemoration and ribbon-cutting event held over the weekend at the Fitchburg Abolitionist Park.

Holiday marked at Fitchburg Abolitionist Park ribbon-cutting

By Danielle Ray
dray@sentinelandenterprise.com

FITCHBURG » Juneteenth was commemorated in the city Saturday with a multifaceted program that attracted hundreds of people and a ribbon-cutting to celebrate the completion of phase 2 of the Abolitionist Park. “We’ve come a long way, but we’ve got a long ways to go,” said Bishop Bryant Robertson Jr. during the invocation he gave at the Snow Street park. Abolitionist Park is just down the road from First Church of God in Christ where he is the pastor. “Fight the good fight of faith ... we gather together today singing the song that the dark fight has taught us.” Park founder and co-event organizer David Thibault-Munoz acknowledged the numer-

ous community partners who have supported the park project, including Mount Wachusett Community College, where he teaches. The idea for the park project was hatched by him and his students, Fitchburg State University “who graciously donated the land,” NewVue Communities “our financial partner,” and others. He acknowledged several descendants of Charles and Harriet Treadwell, the first known Black city residents documented in the 1820s, who attended the ceremony. The completion of the three-phase park is anticipated to be accomplished by Juneteenth next year. Ruby Hall, who is on the board of Friends of Fitchburg Abolitionist Park and Three



Three Pyramids board member Krista Rhodes, front, speaks about the organization’s founder, civil rights activist Adrian Ford, flanked by fellow board members at the Juneteenth celebration held on Saturday at Fitchburg Abolitionist Park. ‘I hope this event inspires each and every one of you to have conversations and discussions,’ Rhodes said.

Holiday

FROM PAGE 1

Pyramids, “the oldest Black organization in Fitchburg” and one of many community park supporters, said “praise the Lord for this beautiful day.” Fellow Three Pyramids board member Krista Rhodes spoke about the organization’s founder, Adrian Ford, a tireless civil rights activist who passed away in January last year.

“He was very passionate about this community and his work,” Rhodes said of Ford before inviting fellow Three Pyramids boards members including Police Chief Ernest Martineau to join her at the microphone.

“We need an ear who will listen without saying a word,” she said. “I hope this event inspires each and every one of you to have conversations and discussions.”

Members of Boy Scouts Troop 41 helped raise the U.S. and Black Liberation flags followed by the member of the FSU choirs led by Assistant Professor of Music Jonathan Harvey singing the national anthem.

Thibault-Munoz said that “during the 246 years slavery was legal” and since then “the work of Black activists has been ignored and sometimes violently oppressed.” He went on to call the abolitionists, both past and present, “Black and white, North and South, the greatest patriots.”

MWCC ALANA/Diversity Club President Destiny Loabe, whom Thibault-Munoz called “one of the most promising activists” when introducing her, said it was “refreshing to see so many people of color” at the event. She talked about the Black Liberation flag and the meaning behind the three stripes of color on it — red symbolizing the blood that unites all people of African ancestry and the blood that has been shed for Black liberation; black to symbolize Black political strength through “unity, resistance,

and struggle;” and green to represent the abundant and vibrant natural wealth of Africa, the Motherland.

Loabe, who is also an author, said she is honored to be the newly formed ALANA/Diversity Club and spoke about the “hours and hours and hours of studying what people like me have gone through” that she has done and the 2014 “re-emergence of Black liberation”

“This park will start the history for me and generations to come,” she said.

The FSU chorus sang two more selections, “Lift Every Voice and Sing” and “We Shall Overcome” and local officials and state dignitaries spoke.

“Here in Fitchburg, we get the message,” said Mayor Stephen DiNatale of the city’s longstanding history of activism and acceptance of people of all color.

State Rep. Michael Kushmerek, D-Fitchburg, talked about how it took “156 years to recognize the significance of what happened” on June 19, 1865, the announcement of General Order No. 3 by Union Army general Gordon Granger proclaiming freedom for enslaved people in Texas and how Juneteenth officially became a federal holiday last year.

“We are all one and we are all together,” he said. “We are not there. We have a long way to go.”

Kushmerek spoke about Black Americans being entitled to “the same opportunities,” including educational and pay equity, and working to ensure the “transfer of wealth from generation to generation.”

“I’m looking forward to getting back to work with each and every one of you,” he said.

“Abolitionist Park is here because people in this community stepped up,” state Sen. John Cronin, D-Lunenburg, said. He echoed what DiNatale said, adding that “leaders in Fitchburg were on the right side of history at risk for themselves.”

“There is so much work that remains,” he said.



DANIELLE RAY PHOTOS / SENTINEL & ENTERPRISE

Descendants of Charles and Harriet Treadwell, the first known Black Fitchburg residents, were front and center for the Fitchburg Abolitionist Park

Event co-emcee, MWCC student and Friends of Fitchburg Abolitionist Park board member Tristan Soucy talked about how passionate the students, faculty, and community partners are when it comes to bringing the Abolitionist Park idea to fruition.

“This project has involved many students,” he said.

Soucy introduced Stephanie Williams, chief diversity executive at MWCC, a new position, who said that “we have an equity agenda aligned with the state.”

“Juneteenth did not abolish slavery,” Williams said. “It reminded those enslaved they were free.”

She went on to say that it is important “to recognize and honor what the day truly means,” and spoke about the “250,000 enslaved in Texas” on that June 19 156 years ago “and more in other states.”

Fitchburg State Professor Danette Day, another founding member of the park, recalled the beginnings of the project back in



Students from Frances Drake Elementary and Longsjo Middle schools performed three scenes of an original play entitled ‘Time Travel Through History’ at different points throughout the Juneteenth commemoration and ribbon cutting event held over the weekend at the Fitchburg Abolitionist Park.

2017 and how they “cleared lots of trash and brush” to make room for it.

“Thank you for coming today to this celebration of collective history,” she said before highlighting the “student engagement” with the park and how she and other local educators, including Thibault-Munoz, have “been engaging students in educational opportunities as a way to change the world.” Day said she teaches an honors course at MWCC where “undergraduates participate in the work of the Abolitionist Park” as part of their requirements.

“Freedom is not the end. It is a practice,” Day said.

Students from Frances Drake Elementary School and Longsjo Middle School performed three scenes of an original play entitled “Time Travel Through History” at different points throughout the program, which they helped to write and was sponsored by the Leominster and Fitchburg cultural councils and led by Day and Pamela Hill, artist in residence at Forge Theater Lab. The students played characters who use a time travel machine to visit key figures in the abolitionist movement including Harriet Tubman, Frederick Douglass and Rosa Parks.

The abolitionist conver-

sation began, and the time travel machine concept was introduced in scene one. In scene two they visited Harriet Tubman, who talked about how she helped slaves escape. Scene three centered around Parks refusing to get out of her seat after being asked to move to the back of a bus in December 1955, for which she was jailed and fined. Hill said when they were crafting the scene, she heard some students say, “this is unbelievable.”

“Some of the lines from our play come from our discussions,” Hill said. “This is what they said, this is what they learned.”

In between scenes one and two Danielle Crawford and Lynn Gibbs sang a moving and soulful rendition of “I am Free.”

Gibbs and Monica Lynn McNamara sang “This Little Light of Mine” and Thibault-Munoz gave his closing remarks after community activist and Ford’s sister Leona Ford-Price read some her other original poetry and Maya Angelou’s 1978 poem “Still I Rise.”

“Leaving behind nights of terror and fear

I rise

Into a daybreak that’s wondrously clear

I rise

Bringing the gifts that my ancestors gave,

I am the dream and the hope of the slave.

I rise

I rise

I rise.”



Fitchburg State
to welcome
acclaimed tenor
McDermott
Local » 3A

Sentinel & Enterprise

Tuesday, August 23, 2022

\$2.00

FACEBOOK.COM/SENTINELANDENTERPRISE

TWITTER.COM/SENTANDENT

sentinelandenterprise.com

SINGER

FSU's CenterStage to welcome John McDermott

By Matthew Bruun

Fitchburg State University

FITCHBURG » The Fitchburg State University CenterStage arts and culture series is ready to welcome acclaimed tenor John McDermott back to campus for a performance at 2 p.m. Sunday, Sept. 25 in Weston Auditorium.

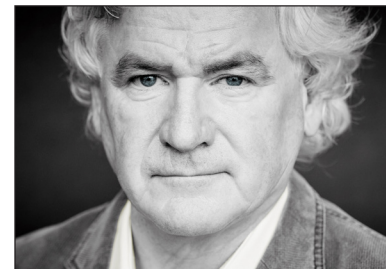
McDermott, born in Scotland to Irish parents and raised in Toronto, draws from a wide repertoire of songs telling stories of love and war, of loss and history. A McDermott performance is a festival for the ears.

McDermott's career began when he belted out an impromptu rendition of "Danny Boy" at a company party in Toronto. A few

years later, for his parents' 50th wedding anniversary, he recorded an album of Irish and Scottish ballads. He was encouraged to share it with the world, and a long and successful history of recording and performing on stage and television had begun. McDermott is one of the original members of The Irish Tenors and a musical storyteller in the Celtic tradition.

His voice and his signature rendition of "Danny Boy" are emotionally evocative and tenderly nostalgic.

Tickets for John McDermott are \$25 for adults, \$20 for seniors, and \$5 for students. To order tickets visit fitchburg-state.edu/centerstage or call the Weston Box Office at 978-665-3347.



John McDermott

EDUCATION

LCU donation will support students going to Fitchburg State

Staff Report

FITCHBURG » Leominster Credit Union President and CEO Barbara Mahoney recently presented Fitchburg State University President Richard S. Lapidus with a \$5,000 gift to the university to support student scholarships.

“Once again, we appreciate our corporate partners at LCU for continuing to invest in the success of our students,” Lapidus said. “Scholarship support brings higher education within reach for our students, and LCU’s ongoing investment will continue to pay dividends.”

“We are committed to enriching the lives of the individuals within the communities in which we live and work, and we are thrilled to be able to support and aid students through the scholarship program at Fitchburg State,” Mahoney said.

More than 60% of Fitchburg State’s students qualify for need-based financial aid, many of whom are the first members of their families to attend college.

For information on how to support Fitchburg State’s students, visit <https://bit.ly/2PwR6N6>

Powered by BoardOnTrack



New Faculty and Librarian Orientation & Academy PROMOTING FACULTY SUCCESS





New Faculty and Librarian Orientation

Promoting Faculty Success – Tuesday, August 23, 2022

DAY 1 – AGENDA

Percival – Room 208

- 8:30 AM..... Check In and Coffee and Light Refreshments
- 8:45 AM..... Orientation Overview
- Dr. Franca Barricelli
Interim Associate Vice President for Academic Affairs
- 9:00 AM..... **President’s Welcome**
- Dr. Richard Lapidus
President
- 9:30 – 10:15 AM..... Academics: Who We Are and Where Are We Going
- Dr. Patricia Marshall
Provost and Vice President for Academic Affairs
 - Dr. Franca Barricelli
Interim Associate Vice President for Academic Affairs

Campus Quad

- 10:30 – 11:15 AM..... A Walking Tour: “Highlights from Fitchburg State University”
- Mr. Asher Jackson
Library Archivist

Percival Hall — Room 103

- 11:30 AM – 12:00 PM Opportunities: Grants, International Education, Early College, and School of Graduate, Online and Continuing Education
- Ms. Nelly Wadsworth
Director of International Education
 - Ms. Jeanette Robichaud
Director, Corporate, Foundation and Government Grant Relations
 - Dr. Becky Copper Glenz
Dean of School of Graduate, Online and Continuing Education
 - Mr. Drew Goodwin
Coordinator of Early College and Dual Enrollment



New Faculty and Librarian Orientation

Promoting Faculty Success – Tuesday, August 23, 2022

DAY 1 – AGENDA (CONTINUED)

Percival Hall — Room 203

- 12:00 PM..... Lunch with Academic Affairs Leadership
- Dr. Sara Levine, Interim Dean of School of Arts and Sciences
 - Dr. Becky Copper Glenz, Dean of School of Graduate, Online and Continuing Education
 - Dr. Jennifer Hanselman
Dean of School of Health and Natural Sciences
 - Ms. Jacalyn Kremer
Dean of Amelia V. Gallucci-Cirio Library
 - Dr. Nancy Murray
Dean of School of Business and School of Education
 - Ms. Pam McCafferty
Associate Vice President for Institutional Research and Planning
 - Dr. Cate Kaluzny
Director of Assessment
 - Ms. Barbara Cormier
University Registrar
 - Mr. Jason Smith
Assistant Dean for Retention & Student Success
- 1:00 PM..... Technology Session: Pedagogical, Technical, and Security Support
- Mr. Stefan Dodd
Chief Technology Officer
 - Ms. Sherry Horeanopoulos
Information Security Officer
 - Mr. Ralph Fasano
Director of Digital Learning
- 2:30 PM..... University Resources, Policies and Wrap up
- Ms. Jessica Murdoch, Associate Vice President for Human Resources and Payroll Services
 - Dr. Franca Barricelli
Interim Associate Vice President for Academic Affairs



New Faculty and Librarian Orientation

Promoting Faculty Success – Wednesday, August 24, 2022

DAY 2 – AGENDA

Center for Teaching and Learning (CTL) – Hammond Hall

Coffee and Light Refreshments

8:30 AM..... Support and Opportunities with the CTL, CFS, and Crocker Center

Center for Teaching and Learning (CTL)

- Dr. Megan Krell (by video)
Associate Professor, Behavioral Sciences
and Interim Coordinator of the Center for Teaching and Learning

Center for Faculty Scholarship (CFS)

- Dr. Eric Budd
Professor, Economics, History and Political Science
and Co-Coordinator of the Center for Faculty Scholarship
- Dr. Elisabet Takehana
Associate Professor of English Studies
and Co-Coordinator of the Center for Faculty Scholarship

Crocker Center for Civic Engagement

- Dr. William Cortezia
Associate Professor of Education
and Coordinator of the Crocker Center for Civic Engagement

Library Classroom – Hammond Hall

9:15 AM..... Library

- Ms. Connie Strittmatter
Librarian
- Ms. Renée Fratantonio
Associate Librarian

10:15 – 10:45 AM..... Meet Your CTL Mentors

10:45 – 11:00 AM..... Break



New Faculty and Librarian Orientation

Promoting Faculty Success – Wednesday, August 24, 2022

DAY 2 – AGENDA (CONTINUED)

Hammond Hall – 314

11:00 AM..... Supporting our Students

- Dr. Hank Parkinson, Dean of Students, Student Affairs and Student Development
- Dr. Robert Hynes
Director, Counseling Services and Assistant Dean, Student Affairs
- Dr. Kat McLellan
Director, Academic Coaching and Tutoring Center
- Mr. Jason Smith,
Assistant Dean for Retention and Student Success
- Dr. Rachel Graddy
Director, Disability Services

Falcon Hub – Hammond Building

12:15 – 1:15 P.M.

Lunch with Department Chairs

Hammond Hall – 214

1:30 PM..... Massachusetts State Colleges Association (MSCA)

- Dr. Rala Diakité
Professor of Humanities
and President, MSCA Fitchburg Chapter

2:30 PM Wrap up

- Dr. Franca Barricelli
Interim Associate Vice President for Academic Affairs



New Faculty and Librarian Academy

Scheduled Sessions for September 2022 – May 2023

The New Faculty and Librarian Academy is a series of sessions offered over the course of the academic year designed to promote faculty success. We recognize the need for the new faculty orientation to go beyond the two-day August program and provide additional resources, information and support during the first year.

Our faculty are a community of scholars committed to our students through exceptional teaching, research, service, advising and mentoring. Through these sessions, new faculty have the opportunity to: foster relationships with new faculty colleagues; network with colleagues from across the university; learn more about resources to support their work; engage in opportunities to discover new teaching strategies, and find a supportive community of colleagues and mentors. We are delighted to welcome our new faculty each year and are committed to facilitating their engagement in the campus community.

SEPTEMBER SESSIONS: Campus Safety and Awareness
Thursday, September 15 / 3:30 – 4:30 PM

Chief Michael Cloutier
Lieutenant Andrew Lamarche

The General Education Curriculum
Tuesday, September 27 / 3:30 – 5:00 PM

Dr. Kisha Tracy, Chair, General Education Program Area
and Associate Professor, English Studies

OCTOBER SESSIONS: Student Advising: Technology Tools
Tuesday, October 4 / 3:30 – 5:00 PM

Ms. Pamela McCafferty, Associate Vice President, Institutional Research & Planning
Ms. Barbara Cormier, University Registrar

Student Advising in Practice
Tuesday, October 11 / 3:30 – 4:30 PM

Ms. Lindsay Carpenter Connors, Director of Career Counseling & Advising Center
Ms. Susan Beddes, Academic and Career Advisor

NOVEMBER SESSIONS: Academic Integrity
Thursday, November 3 / 3:30 – 4:30 PM

Ms. Jacalyn Kremer, Dean, Amelia V. Gallucci-Cirio Library
Ms. Connie Strittmatter, Librarian

Inclusive Teaching and Learning Strategies
Tuesday, November 15 / 3:30 – 5:00 PM

Hosted by the Center for Teaching and Learning (CTL)



New Faculty and Librarian Academy

Scheduled Sessions for September 2022 – May 2023

JANUARY SESSION: The Evaluation Process
Thursday, January 26 / 3:30 – 5:00 PM

Dr. Patricia Marshall, Provost and Vice President for Academic Affairs
Dr. Rala Diakit , President of MSCA Fitchburg Chapter and Professor, Humanities

FEBRUARY SESSIONS: Active Teaching and Learning Strategies
Tuesday, February 21 / 3:30 – 5:00 PM

Hosted by the Center for Teaching and Learning (CTL)

Advising Refresh
Tuesday, February 28 / 3:30 – 5:00 PM

Ms. Pamela McCafferty, Associate Vice President for Institutional Research & Planning
Ms. Lindsay Carpenter Connors, Director of Career Counseling & Advising Center
Ms. Susan Beddes, Academic and Career Advisor
Dr. Megan Krell, Associate Professor, Behavioral Sciences
and Interim Coordinator, Center for Teaching and Learning

MARCH SESSION: Leading for Change
Thursday, March 16 / 3:30 – 5:00 PM

Dr. Patricia Marshall, Provost and Vice President for Academic Affairs
Dr. Laura Bayless, Vice President for Student Affairs
Ms. Jessica Murdoch, Associate Vice President for Human Resources & Payroll Services

APRIL SESSION: Career Advising at Fitchburg State
Tuesday, April 11 / 3:30 – 4:30 PM

Ms. Lindsay Carpenter Connors, Director of Career Counseling & Advising Center

MAY SESSION: President and Provost hosted Luncheon with the CTL Mentors
Wednesday, May 3 / 12 noon
Presidents’ Hall, Guglielmi Mazzaferro Center

Dr. Richard Lapidus, President
Dr. Patricia Marshall, Provost and Vice President for Academic Affairs
Dr. Franca Barricelli, Interim Associate Vice President for Academic Affairs
Dr. Megan Krell, Associate Professor, Behavioral Sciences
and Interim Coordinator, Center for Teaching and Learning
Dr. Jescah Apamo-Gannon, Assistant Professor, Education
Dr. Sarah Bromberg, Assistant Professor, Humanities
Dr. Benjamin Levy, Associate Professor, Mathematics



Faculty and Librarian Resources

The Center for Teaching and Learning (CTL), Center for Faculty Scholarship (CFS), and the Douglas and Isabelle Crocker Center for Civic Engagement are tremendous resources for faculty. As new faculty, we encourage you to participate in the offerings of the centers as well as reach out to the Centers’ coordinators as individuals for support and information.

Center for Teaching and Learning (CTL)

The CTL enhances the teaching and learning experience of faculty, librarians, and students by sustaining, promoting, and celebrating pedagogical practice, innovation and excellence. The Center offers opportunities for collaboration and professional development through mentoring, workshops, speaker series, grant awards and summer institutes.

- COORDINATOR:** **Dr. Megan Krell**
Email: mkrell@fitchburgstate.edu
Phone: (978) 665-3243
- MENTORS:** **Dr. Jescah Apamo-Gannon**
Email: japamoga@fitchburgstate.edu
Phone: (978) 665-3317
- Dr. Sarah Bromberg**
Email: sbromberg@fitchburgstate.edu
Phone: (978) 665-3018
- Dr. Benjamin Levy**
Email: blevy1@fitchburgstate.edu
Phone: (978) 665-3674



Faculty and Librarian Resources

Center for Faculty Scholarship (CFS)

The CFS facilitates research, scholarship, and creative endeavors for full-time tenure-track or tenured faculty and librarians through a variety of programming including recognition of scholarly works and creative accomplishments, evaluation and review of internal research grants, collaboration with the Grants Office to reinforce strategies that promote and support faculty research, support of campus research compliance in Human Subjects, Biosafety, and Animal Care and facilitates dialogue among faculty and departments to promote collaborative and interdisciplinary scholarship.

- COORDINATORS:** **Dr. Eric Budd**
Email: ebudd@fitchburgstate.edu
Phone: (978) 665-3732
- Dr. Elisabet Takehana**
Email: etakehan@fitchburgstate.edu
Phone: (978) 665-3141

Douglas and Isabelle Crocker Center for Civic Engagement

The Douglas and Isabelle Crocker Center for Civic Engagement, more commonly called the Crocker Center, has aimed to “help local organizations thrive and develop competencies in best practices, empower people to build a better community, and maximize collaboration between Fitchburg State and the community.” In September of 2015, the efforts of the Crocker Center were expanded to include additional activities focused upon investing in our community and establishing meaningful partnerships between the university and local citizens and organizations. Such efforts include engaging students through civic-learning and community-based research and internships. The importance of maximizing students’ participation in these high-impact learning opportunities is a strong theme embedded throughout the university’s Strategic Plan.

- COORDINATOR:** **Dr. William Cortezia**
Email: wcortezi@fitchburgstate.edu
Phone: (978) 665-3489



FITCHBURG STATE UNIVERSITY

Coversheet

Executive Session - VOTE (04-22/23)

Section:	VII. Executive Session
Item:	A. Executive Session - VOTE (04-22/23)
Purpose:	
Submitted by:	
Related Material:	VOTE Executive Session September 13, 2022.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: September 13, 2022
FROM: The President	REQUEST NUMBER: 04-22/23
SUBJECT: Executive Session	

It is requested that the Board of Trustees enter into executive session in accordance with MGL c. 30A, Section 21 (a)(1) to discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual in relation to the sabbatical leave provision within the terms of Article XV, Section C of the MSCA and BHE collective bargaining agreement. (other information withheld under MGL c. 214, Section 1B right to privacy)

The Board will return to open session.

Coversheet

VOTE(5-22/23)

Section:	VIII. Executive Session discussion
Item:	A. VOTE(5-22/23)
Purpose:	
Submitted by:	
Related Material:	VOTE Executive Session discussion.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: President	DATE: September 13, 2022
FROM: The Board of Trustees	REQUEST NUMBER: 05-22/23
SUBJECT: Executive Session	

It is requested that the Board of Trustees of Fitchburg State University vote that it has been presented with reasons satisfactory to excuse a faculty member from the requirements of Article XV, Section C of the MSCA and BHE collective bargaining agreement relative to the completion of service following a sabbatical and approves the request.