



# Fitchburg State University

## Board of Trustees Meeting

### Fitchburg State University Board of Trustees Meeting

Published on November 1, 2022 at 3:21 PM EDT

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#### Date and Time

Tuesday November 8, 2022 at 8:15 AM EST

#### 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, November 8, 2022 at 8:15 a.m.

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

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#### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>8:15 AM</b>
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 October 18, 2022 meeting - VOTE (12-22/23)	Approve Minutes		1 m
<b>II. Sabbatical Requests</b>			<b>8:21 AM</b>
A. Act on President's recommendation for faculty sabbatical requests - VOTE (13-22/23)	Vote		5 m

	Purpose	Presenter	Time
<b>III. Enrollment Update</b>			<b>8:26 AM</b>
A. Rich Toomey will provide the Enrollment Update	Discuss		15 m
<b>IV. Academic Affairs Subcommittee Report</b>			<b>8:41 AM</b>
A. Jennifer Flanagan, Committee-Chair, will provide the Academic Affairs report.	FYI		5 m
<b>V. Notifications</b>			<b>8:46 AM</b>
A. Personnel Actions (N03-22/23)	FYI		1 m
<b>VI. Student Trustee Report</b>			<b>8:47 AM</b>
A. Allison Turner will provide the Student Trustee report.	FYI		5 m
<b>VII. Chair's Report</b>			<b>8:52 AM</b>
A. Debbie Phillips will provide the Chair's report.	FYI		5 m
<b>VIII. President's Report</b>			<b>8:57 AM</b>
A. COVID Update	FYI		5 m
B. Open House Update	FYI		5 m
C. Open Forum Update	FYI		5 m
D. Commencement Ceremonies	FYI		5 m
E. News Articles	FYI		1 m
<b>IX. Closing Items</b>			<b>9:18 AM</b>
A. Adjourn Meeting	Vote		1 m

## Coversheet

### Approve Minutes from the October 18, 2022 meeting - VOTE (12-22/23)

<b>Section:</b>	I. Opening Items
<b>Item:</b> (12-22/23)	D. Approve Minutes from the October 18, 2022 meeting - VOTE
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for Board of Trustees Meeting on October 18, 2022 VOTE Minutes.pdf

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## Fitchburg State University

# Minutes

## Board of Trustees Meeting

### Fitchburg State University Board of Trustees Meeting

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**Date and Time**

Tuesday October 18, 2022 at 10:00 AM

**Location**

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

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Notice of a meeting of the Fitchburg State University Board of Trustees on Tuesday, October 18, 2022 at 10:00 a.m.

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

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**Trustees Present**

A. Turner, C. Stimpson, D. Phillips, D. Tiernan (remote), E. Gregoire, J. Flanagan, K. Spinelli, L. Barrieau, M. Fiorentino, Jr., S. King-Goodwin

**Trustees Absent**

*None*

**Ex Officio Members Present**

R. Lapidus

**Non Voting Members Present**

R. Lapidus

**Guests Present**

A. Tourigny, C. Estrella, F. Barricelli, G. Doiron, G. Doiron, J. Bry, J. Hanselman, J. Murdoch, J. Wolfman, L. Bayless, M. Bruun, M. McKenzie, P. Marshall, P. Weizer, R. Diakite, R. Toomey, S. Levine, S. Swartz, Y. Malcolm

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## I. Opening Items

### A. Record Attendance and Guests

### B. Call the Meeting to Order

D. Phillips called a meeting of the board of trustees of Fitchburg State University to order on Tuesday Oct 18, 2022 at 10:03 AM.

### C. Public Comments

There were none.

The Chair welcomed newest Trustee, Sheila King-Goodwin.

S. King-Goodwin introduced herself. She is the senior vice president and chief community banking officer at Fidelity Bank. She has over 30 years of banking experience and looks forward to serving on the board and working with everyone.

### D. Approve Minutes from the September 13, 2022 meeting - VOTE (08-22/23)

J. Flanagan made a motion to approve the minutes from Board of Trustees Meeting on 09-13-22.

E. Gregoire seconded the motion.

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

#### Roll Call

K. Spinelli	Aye
E. Gregoire	Aye
M. Fiorentino, Jr.	Aye
L. Barrieau	Aye
S. King-Goodwin	Aye
D. Tiernan	Aye
J. Flanagan	Aye
A. Turner	Aye
C. Stimpson	Aye
D. Phillips	Aye

## II. Finance and Administration

### A. Presentation by the auditors

The President introduced the two sets of auditors in attendance. They are as follows:

Cohn Reznick, University Audit – Melissa Ferrucci, Audit Partner, Mark Snyder, Audit Director, Maryellen Scarselli, Senior Audit Manager

Bollus Lynch, Foundation and Supporting Org. Audit – Jim Johnston, Partner, Laura Pizzimenti, Audit Senior Manager

The university is transitioning from Cohn Reznick to Bollus Lynch. He thanked the team from Cohn Reznick for their years of service. He also extended his thanks and appreciation to Jay Bry, Yvonne Malcolm, and Denise Brindle.

D. Phillips formerly thanked Cohn Resnick, and recognized they are no longer working in the Higher Education realm. She welcomed Bollus Lynch as the new audit firm that will be working with the university, and looks forward to the smooth transition.

M. Ferrucci thanked the team for all the years that they have partnered together. From their perspective, the audit has gone extremely well.

The audits are being presented with a clean unmodified opinion. There is emphasis on GASB 87. She discussed the audit results. A letter attached to the audit which is required communication stating they have had no disagreements with management. There are significant disclosures.

M. Scarselli discussed the Statements of Net Position and Cash Flows.

M. Snyder discussed the footnotes at a high level. The residence halls, which have been on the MSCBA books, are now on the university statements. They are now presented as an asset and a liability. He next discussed the footnotes and disclosures. The summation of financial statements were presented.

M. Ferrucci discussed the GASB Accounting Pronouncements. Not all will be applicable but management must decide how to implement these changes and how to report them going forward. There is no separate management letter for this year.

E. Gregoire summarized that the Board is presented with a lot of detail in forming their review of the information. He noted enrollment challenges and their impact on revenue and the increasing need for scholarship allowance. The headline for him is enrollment and the capital program and how debt will be filtering through the financials.

M. Fiorentino commented that capital projects, and deferred maintenance are important and that they will need to be monitored closely. He also noted that there are continued expenses associated with the pandemic.

A discussion ensued.

D. Phillips stated that the Finance Committee recommends the full Board vote to accept the audit.

## **B. FY2022 Audit - VOTE (9-22/23)**

C. Stimpson made a motion to approve the FY2022 audit.

K. Spinelli seconded the motion.

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

### **Roll Call**

L. Barrieau	Aye
M. Fiorentino, Jr.	Aye
D. Phillips	Aye
K. Spinelli	Aye
D. Tiernan	Aye

**Roll Call**

E. Gregoire Aye  
C. Stimpson Aye  
A. Turner Aye  
J. Flanagan Aye  
S. King-Goodwin Aye

**III. Notifications**

**A. Personnel Actions (N02-22/23)**

The personnel actions were submitted for informational purposes.

M. Fiorentino asked about the Interim Dean of Education and the departments that fall under that umbrella. The President acknowledged that it was unusual having the Business Department report to the Interim Dean of Education. He is working with Academic Affairs to review the dean structure to find a more appropriate placement for business. He provided a brief background on the current configuration.

There was a discussion.

The President clarified that the heading of “new hire” referred, in most cases, to a new employee not a new position. There have been, on occasion, new positions added. Existing positions are only replaced as needed.

A. Turner questioned the “out of title” heading. The president indicated that some employees have been asked to perform duties beyond their contractual job description. A. Turner responded that the students do not support the increases in pay.

A discussion ensued.

**IV. Student Trustee Report**

**A. Allison Turner will provide the Student Trustee report.**

A. Turner provided a few updates. She informed the Board on the identity months and the variety of different events and activities surrounding them. She spoke about student engagement. She reported an increase in student participation and attendance at events. The Student Government Association will be holding a townhall on October 26 in the evening to address campus concerns.

**V. Chair's Report**

**A. Debbie Phillips will provide the Chair's report.**

She had no official report.

**B. Information Request Policy**

The Chair stated that board members should not make information requests to employees, but rather work through her or the President. If additional information is required, that is not covered at a meeting, to go through them. M. Fiorentino responded that protocol makes good sense.

The President suggested the Board consider a better-established subcommittee culture to provide opportunities to dig deeper and to use that structure to get information. Alternatively, allow for ad hoc committee assignments as well.

M. Fiorentino said with the committee structure approach, some of us will need to participate more. He did think there is still opportunities when a question needs to be addressed, to have both of those protocols working at the same time.

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

### **A. COVID Update**

The President provided a COVID update. He stated that positivity rates are very low and that only a limited number of students have needed to be isolated or quarantined on campus. He reminded the board that there is a COVID Health and Safety Committee that is scheduled to meet. He mentioned a couple of clinics coming up to provide booster and flu vaccines. D. Phillips said she is proud of how the student body, faculty and staff handled the pandemic. E. Gregoire stated kudos for extending clinics for the campus community.

### **B. NECHE**

The President informed the Board of the NECHE Commission meeting he attended on September 22. At the meeting, the Commission asked questions and feedback was positive. A formal response from the Commission has still not arrived. It is anticipated that the institution will be fully accredited for the next ten years.

The President again thanked the campus NECHE Committee co-chairs and others that were active participants. He noted that NECHE had asked Ms. Pamela McCafferty and Dr. Daneen Deptula to attend a NECHE Workshop and share with campuses beginning the process best practices.

### **C. Enrollment Management Update**

The President provided data on enrollment. He clarified the difference between head count and full-time enrollment (FTE) and tied the numbers to the fall budget. The campus is off by 246 FTE students. He noted this equates to approximately 1.4 million dollars. In the Residence Halls, we had a target of 66% occupancy and we are currently at 57%. He noted that losses on occupancy would have been more pronounced if doubles had not been converted into premium singles. The School of Graduate, Online, and Continuing Education is also experiencing some losses in enrollment. Overall, the university is operating at an aggregate loss of \$2.2 million based on the fall budget. The University continues to aggressively study why students did not return to campus this fall.

The retention numbers (freshman to sophomore) were briefly discussed.

M. Fiorentino asked what are the freshmen saying about how they feel and why are they not continuing at Fitchburg State. The President responded that the classes are coming in with increased life challenges. Further, students appear to be coming to campus less prepared.

There was a discussion about wrap-around services students need especially after the pandemic. There are going to be ramifications for the next 5-10 years. Focusing on the main purpose of education is hard.



D. Phillips suggested to have this as a topic for a committee meeting.

M. Fiorentino stated this goes hand in hand with overall student success. If you don't have the services and are accepting students, there is not a realistic chance of success, then the school looks bad. The President stated student success services are receiving increased funding. Additionally, financially challenged students are receiving increased aid which will hopefully allow for greater focus on academics.

At the November meeting, the Board will discuss the spring 2023 and fall 2023 enrollment efforts.

#### **D. Open House update**

The enrollment process has started for fall 2023. The University has joined the Common Application. This should result in an increased number of applications, but the focus must be on yield. EAB Naviance has been employed. Increased recruiting efforts are being focused on New Hampshire residents. Overall much more recruitment travel is scheduled now that high schools have opened their doors this year. Unfortunately, it appears that students are slow to complete and file applications. The University is making admission decisions sooner. A variety of new marketing techniques are being employed. The first open house numbers were smaller than prior years.

A discussion ensued.

#### **E. Homecoming**

The President reported on the Homecoming events for the upcoming weekend.

#### **F. News Articles**

The news articles were submitted for informational purposes.

### **VII. 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 11:18 AM.

Respectfully Submitted,  
D. Tiernan

**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: November 8, 2022
FROM: The President	REQUEST NUMBER:
SUBJECT: October 18, 2022 Board Meeting minutes	12-22/23

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the October 18, 2022 Board Meeting.

## Coversheet

### Act on President's recommendation for faculty sabbatical requests - VOTE (13-22/23)

**Section:** II. Sabbatical Requests  
**Item:** A. Act on President's recommendation for faculty sabbatical requests - VOTE (13-22/23)  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** Memo to Board sabbatical recommendations 22-23.pdf  
VOTE Sabbaticals 2022.pdf  
Write-ups - Updated.pdf



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

PRESIDENT

**MEMO**

TO: Board of Trustees

FROM: Dr. Richard S. Lapidus, President

RE: Sabbatical Leave Requests AY2023-24

DATE: November 8, 2022

In accordance with the agreement between the Board of Higher Education and the Massachusetts State College Association, I am recommending approval of sabbatical leaves for the 2023-2024 academic year. Such leaves are granted on the basis of academic quality of the proposal, as well as other criteria. Prior to my review, requests were initially reviewed by department chairs and Dr. Pat Marshal, Provost and Vice President for Academic Affairs.

**Fall Semester 2023 —09/01/23-01/10/24**

Mark Williams  
 Ronald Krieser  
 Eric Williams  
 Mary Baker  
 Jessica Alsup  
 Zachary Miner  
 Cheryl Armstrong (*pre-approved deferral*)  
 Sara Levine (*pre-approved deferral*)

Behavioral Sciences  
 Biology/Chemistry  
 Biology/Chemistry  
 Communications Media  
 Exercise and Sports Science  
 Behavioral Sciences  
 Psychological Science  
 Psychological Science

**Spring Semester 2024—01/11/24-05/31/24**

Aisling O'Connor  
 Jon Krasner  
 John J. Sylvia  
 Karen DeAngelis  
 Joshua Spero  
 Daniel Sarefield  
 Sean Goodlett  
 Renee Fratantonio  
 Mary Ann Barbato

Biology/Chemistry  
 Communications Media  
 Communications Media  
 Education  
 Economics, History, and Political Science  
 Economics, History, and Political Science  
 Economics, History, and Political Science  
 Gallucci-Cirio Library  
 Mathematics

**Full Year—09/01/23-05/31/24**

Benjamin Levy

Mathematics

Fitchburg State University  
**REQUEST FOR BOARD ACTION**

TO: <b>Board of Trustees</b>	DATE: November 8, 2022
FROM: The President	REQUEST NUMBER: 13-22/23
SUBJECT: Sabbatical Requests	

It is requested that the Board of Trustees of Fitchburg State University grant the following faculty sabbatical leaves for the academic year 2023-2024

**Fall Semester 2023 —09/01/23-01/10/24**

Mark Williams  
 Ronald Krieser  
 Eric Williams  
 Mary Baker  
 Jessica Alsup  
 Zachary Miner  
 Cheryl Armstrong (*pre-approved deferral*)  
 Sara Levine (*pre-approved deferral*)

Behavioral Sciences  
 Biology/Chemistry  
 Biology/Chemistry  
 Communications Media  
 Exercise and Sports Science  
 Behavioral Sciences  
 Psychological Science  
 Psychological Science

**Spring Semester 2024—01/11/24-05/31/24**

Aisling O’Connor  
 Jon Krasner  
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 Karen DeAngelis  
 Joshua Spero  
 Daniel Sarefield  
 Sean Goodlett  
 Renee Fratantonio  
 Mary Ann Barbato

Biology/Chemistry  
 Communications Media  
 Communications Media  
 Education  
 Economics, History, and Political Science  
 Economics, History, and Political Science  
 Economics, History, and Political Science  
 Gallucci-Cirio Library  
 Mathematics

**Full Year—09/01/23-05/31/24**

Benjamin Levy

Mathematics

While the proposals in their entirety are attached, please find a brief description of each proposal below:

### **Fall 2023**

#### **Zachary Miner**

#### **Behavioral Sciences**

The objective of this proposal is to formalize and refine a scale created by Dr. Miner to rate music videos based on the extent to which they are similar to, or differ from, the description of Jhally's "Dreamworlds: Desire, Sex and Power in Music Video." Dr. Miner will infuse the scale with Jhally's language and re-evaluate music video data gathered since 2014 (N-234) using the reused scale. Additionally, Dr. Miner will design a lesson plan for using the scale in a classroom setting within one class period and will design a supplementary writing assignment for an Introduction to Sociology class. He aims to formalize his work by submitting it for peer review to the TRAILS database.

#### **Mark Williams**

#### **Behavioral Sciences**

Professor William's proposed sabbatical program of study would be to complete a new and novel analysis of research data exploring the relationships between outness, perceptions of the community as LGBTQ-friendly, and health outcomes for LGBTQ older adults. In addition to supporting the advancement of scholarship, the proposal would also provide a potential deliverable to area elder-serving agencies to consider implications for their work and future directions. The program of study would also include strengthening existing relationships with elder-serving community partner agencies, and to establish a cohort of 15-20 potential practicum sites that would be suitable to meet the 90-hour practicum requirements for a new old age social welfare policy course, currently under development. This would help to advance the preparation of Fitchburg State University graduates to meet the quickly growing demands for trained professionals, advocates, and scholars to support old age health and well-being.

#### **Ronald Krieser**

#### **Biology/Chemistry**

The purpose of Professor Krieser's sabbatical is to examine the evolution of the Deoxyribonuclease II gene family during vertebrate evolution and provide more preliminary results that he hopes to use in the submission of a research paper or a Harrod Lecture in the future. In addition, this work will add to a collaborative project that has provided research opportunities for many students here at Fitchburg State University.

#### **Eric Williams**

#### **Biology/Chemistry**

Professor William's sabbatical has two objectives for this program of study. The first is to develop an assay that models a rare form of muscular dystrophy. This assay could ultimately be used to identify drugs to treat the disease. The second is to apply for two grants to fund student research on this project. The two granting agencies are the Jain Foundation (which only funds projects related to this rare form of muscular dystrophy), and the National Science Foundation.

#### **Mary Baker**

#### **Communications Media**

Professor Baker plans to undertake three projects during her sabbatical. First, she would like to develop a study-away course to Los Angeles. This course would enable Film and Video students to learn more about film, television, and media industries first hand and to network with our alumni who are based in the greater Los Angeles area. Second, she would like to identify and develop Open Educational Resource (OER) materials for two courses that have recently become part of her teaching load, COMM 2405 History of Film I and COMM 2415 History of Film II. Finally, she has an unfinished screenplay that she would like to spend time developing. At the conclusion of her sabbatical, she hopes to have a completed screenplay that would be ready to submit to juried screenwriting competitions.

#### **Jessica Alsup**

#### **Exercise and Sports Science**

Over the course of the semester, Professor Alsup will complete work on two separate research projects, both in the area of tactical physiology, including any final data collection, data analysis, manuscript submission, and both regional and national presentation submissions. This work would allow her to continue to progress through her research agenda. Finally, she would also develop a specific Health and Fitness course (EXSS 1000) for students in the Police Academy program. The development of this course would be a service to FSU students in the Police Program.

**Cheryl Armstrong**  
Pre-Approved Deferral

**Psychological Science**

**Sara Levine**  
Pre-Approved Deferral

**Psychological Science**

## **SPRING 2024**

**Aisling O'Connor** **Biology/Chemistry**  
During Professor O'Connor's proposed sabbatical, she would like to take three graduate classes at Framingham State toward the following degree program: *M.S. Concentration in Food and Nutrition Specialization in Nutrition Science* (10 courses in total). She would use the knowledge gained in these graduate courses to offer courses in Nutrition to FSU Biology & Chemistry majors to improve the non-majors Nutrition course she currently teaches and would also hope to undertake research in this area with undergraduate students.

**Jon Krasner** **Communications Media**  
Professor Krasner's sabbatical request is informed by recent developments in his artistic practice, scholarship, and teaching, allowing him to continue the research that he conducted for his Harrod Lecture, "Pure Perception" (September, 2021) and for his upcoming exhibitions at the Jean McDonough Center for The Arts (Worcester, MA) and at Muhlenberg College's Baker Center for The Arts (Allentown, PA) in 2023. "Symbiosis: Phase II" will be developed during his sabbatical leave, combining conventional and time-based artwork into an immersive, live performance to be showcased in future exhibitions/recitals throughout the United States. Additionally, student-based outcomes of teaching assignments based on non-representational abstraction as a non-narrative, storytelling device will be archived to be presented in future Undergraduate Research Conferences and in *Visions* (the Communications Media Department's annual student exhibition) at FSU.

**John (J.J.) Sylvia** **Communications Media**  
Professor Sylvia's sabbatical goal is to develop a book proposal for a new manuscript, which contains an overview of the project, chapter summaries, two sample chapters, and research on marketing for the book. The project, tentatively titled "In Search of Joyful Passions: Counteracting Social Media's Microfascisms" will offer a vivid look at how the very design of social media platforms can be linked to the rise in microfascism (desire for uniformity and control) and how these platforms as currently designed perform better at spreading anger and loneliness than joy. Professor Sylvia will show readers that re-designing social platforms to better enable more joyful connections that focus on storytelling opportunities decoupled from the stranglehold of platform analytics can be used to help reverse the rising microfascist and fascist movements around the globe. Finally, as part of the research process of creating this proposal, Professor Sylvia will spend several weeks traveling in Europe to conduct research at archives related to fascist history, resistance movements, communication, and propaganda, in order to more deeply understand the connections between microfascism and more overtly fascist political movements. These may include the Museum of the Liberation of Rome, Hellenic Parliament Archives in Greece featuring a collection about dictator Ioannis Metaxas, the National Museum of Resistance and Freedom in Portugal, and the Lapua Cartridge Factory Museum and Lapuan Movement Museum in Finland.

**Karen DeAngelis** **Education**  
The goal of Professor DeAngelis' project is to identify practices that are used globally to support individuals with disabilities in inclusive settings. Specific focus would be on exploring practices that are grounded in the Universal Design for Learning framework. The methodological framework for this project would be a qualitative meta-analysis of currently available scholarly research on the topic.

**Joshua Spero** **Economics, History, and Political Science**  
This sabbatical would advance Professor Spero's study and research on European security and transatlantic relations, particularly focusing on the "The Fate of Transatlantic Relations and North Atlantic Treaty Organization-European Union (NATO-EU) Joint Missions and Operations," and especially integral to the impact of Russia's 8-year war against Ukraine. Professor Spero's research, analysis, and publications build from his March 2022 research trip to Poland (just after Russia expanded its 8-year war across Ukraine) and related op-eds published: "Ukraine's Integration and Euro-Atlantic Security's Transformation"/ 1945 (April 25, 2022);

Republished as: "Faculty Perspective" Fitchburg State University (April 26, 2022); "Transatlantic Ties That Bind Europe"/ The Hill (August 28, 2021); "Bridging the Transatlantic Divide Strengthens the US"/ The Hill (January 12, 2021).

### **Daniel Sarefield**

### **Economics, History, and Political Science**

As a historian of ancient Roman religion and culture, Professor Sarefield intends to carry on further research into the history of a new religious movement that emerged in the Roman Empire during the second century of the Common Era. This new religious movement, the cult of Glykon Neas Asklepios ("the new Asklepios"), and the activities of its founder, Alexander of Abonouteichos, represent an exciting opportunity to explore little-known, but important aspects of the religious world of ancient Rome during the period of the Roman Empire. Professor Sarefield plans to systematically and critically examine the ancient sources, modern scholarly literature, and published archaeological evidence for the cult of Glykon with the aim of moving this project forward to additional publications. This work would involve the careful, systematic examination of newly published books and articles, some already in his possession for the project, as well as additional materials that Professor Sarefield would obtain during research excursions. By accomplishing these goals, Professor Sarefield would be able to advance this scholarly project in conference presentations and future publications, including a scholarly monograph, tentatively titled *The Other Alexander: Alexander of Abonouteichos and the Cult of Glykon Neas Asklepios in the Roman World*. When completed, this would be the first book-length scholarly study of the cult of Glykon and its founder, Alexander. This work would allow Professor Sarefield to make additional, substantial contributions to the study of this particular new religious movement in the Roman Empire and the study of ancient Roman religion more generally.

### **Sean Goodlett**

### **Economics, History, and Political Science**

Professor Goodlett's sabbatical would be devoted to the continuation of multiple research projects that revolve around the Pedagogy of Real Talk (PRT). The first order of business would be to conduct further analysis on the original (2021-present) dataset of student responses to a survey on the efficacy of the pedagogy. Work with this dataset has thus far been limited to the question of "belonging." Other possible topics include student retention and persistence, student participation and engagement, and the effects of Covid on the delivery of the pedagogy. Depending on the status of the change in research protocol, the second part of the work would include either conducting one-on-one and/or group interviews or analyzing the results of such interviews; the second dataset would assist with the study of the notion of "faculty collective efficacy." Both research projects are intended to yield peer-reviewed articles and (especially in the latter project) popular-press pieces. Last, if the group and Dr. Hernandez are at the right point, Professor Goodlett intends to begin work on an edited volume concerning PRT.

### **Renee Fratantonio**

### **Gallucci-Cirio Library**

During Ms. Fratantonio's sabbatical, she would research online information literacy instruction strategies in order to revise an intensive four-part tutorial series she previously developed for online and first year students. Additionally, she would deepen her understanding of media and information literacy to enhance her teaching and the Library's information literacy instruction program.

### **Mary Ann Barbato**

### **Mathematics**

Professor Barbato's project would focus on mathematics collaboration with staff, faculty and administrators from local high schools to align math curriculum with first-year university mathematics courses to ensure that incoming students get placed into appropriate mathematics courses and are ready for them. Secondary project (time permitting): Edit OER text for math 1600 Informal Math Modeling.

### **FULL 2023/2024**

### **Benjamin Levy**

### **Mathematics**

Professor Levy's approach to his project would be to first build statistical models that relate historic presence data for a given marine species to spatial climate data from the same locations in order to determine which environmental drivers are most important to movement preferences. With this information, Professor Levy could then test different functional responses for spatial movement that incorporate all relevant climate drivers. Professor Levy's working idea for identifying the correct functional form is to measure error between model output with the NOAA bottom trawl data from the same location. Dr. Levy can partition the dataset into training and validation sets to help with the process. The project would provide valuable insight into how environmental change influences marine species and can help to both predict future spatial population trends based on different climate scenarios. Dr. Levy plans to publish his findings in peer-reviewed journals.



# Coversheet

## Personnel Actions (N03-22/23)

<b>Section:</b>	V. Notifications
<b>Item:</b>	A. Personnel Actions (N03-22/23)
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	Notification Report November 2022.pdf

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

DATE: November 8, 2022  
 NOTIFICATION NUMBER: N03-22/23

**New Hire**

Jannette (Janet) Mendez, Ed.D Effective: 10/24/2022	Staff Assistant Hammond Campus Center Building Manager Student Development	\$32,700.00 Temp Contract
Joanna (Jo) Nazro Effective: 11/14/2022	Staff Associate, Technical Director Communications Media	\$60,000.00
Nathan Obin, MBA Effective: 10/31/2022	Director of Upward Bound Math and Science Upward Bound Math and Science	\$63,000.00

**Resignation**

Ehtishamuddin (Shami) Qazi Effective: 11/1/2022	Associate Director of Maintenance Capital Planning and Maintenance	\$96,900.00
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**Retirement**

Kevin Austin Effective: 5/31/2023	Professor Computer Science	\$139,630.13
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**Change in Salary**

Yvonne Malcolm Effective: 10/24/2022	Comptroller Financial Services	From \$128,701.19 To: \$138,701.19
Amber Deschenes Effective: 10/3/2022	Assistant Director of Enrollment School of Graduate, Online and Continuing Education	From \$56,420.963 To: \$61,500.00

**Change in Title and Salary**

Bettiann Puera	From: Assistant Director, Sports Information Director	From \$57,117.348
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Effective: 10/17/2022  
 To: Assistant Director, Sports Information Director/Senior Woman  
 Administrator  
 Athletics  
 To: \$65,000.00

**Out of Title Pay**

Matthew Burke  
 Effective: 10/2/2022  
 Athletic Director  
 Athletics  
 From \$125,089.90  
 To: \$130,289.90

**Change in Title**

Franca Barricelli  
 Effective: 10/10/2022  
 From: Interim Associate Vice President, Academic Affairs  
 To: Associate Vice President, Academic Affairs  
 Academic Affairs  
 \$168,544.80

**Promotion**

Kathryn Campbell  
 Effective: 10/17/2022  
 From: Accountant II (AFSCME)  
 To: Staff Associate, CPM Procurement and Budget Manager  
 Capital Planning and Maintenance  
 From \$70,739.24  
 To: \$75,000.00

**Sabbatical Defferment**

Cheryl Armstrong  
 From: 9/1/2022  
 To: 9/1/2023  
 Associate Professor  
 Psychological Science  
 \$103,331.96

# Coversheet

## News Articles

<b>Section:</b>	VIII. President's Report
<b>Item:</b>	E. News Articles
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	News Clips Nov 2022.pdf

## Editorial

# UML, FSU offer innovative course options

Two of our region's major universities have recently unveiled innovative programs designed to help students make the best of academic and real-world opportunities awaiting them.

Along with their classroom teacher, students from Billerica, Dracut and Methuen high schools will have the opportunity to access another academic resource — UMass Lowell professors teaching a variety of subjects, including ethics, economics, business law, environmental science, accounting and forensics.

And Fitchburg State University will soon offer a new bachelor's degree program in Digital Media Innovation, providing students with a state-of-the-art, interdisciplinary education on topics of emerging importance.

The UMass Lowell initiative's part of the University of Massachusetts' Commonwealth Collegiate Academy, an early college pilot program funded by a renewable Incubator Grant from the Department of Elementary and Secondary Education.

"By exposing high school students to college level courses and faculty, we can empower students who may not have considered a college education possible," said Joseph C. Hartman, the university's provost and vice chancellor for academic and student affairs, who disclosed the program will begin this fall.

According to Francine Coston, who leads the university's early college initiatives, UMass Lowell hopes to expand course options and the number of high schools participating in the coming years.

The university's goal is to eventually offer students different curricula — in STEM, business, liberal arts — to focus toward a specific degree. However, Coston noted that many of the courses offered will fill the general course requirements of multiple disciplines.

That in turn could save incoming students a full year of college costs, including tuition, fees, plus room and board.

"We want to get to a place where, by the time a student graduates high school, they can enter college as a sophomore," said Coston, emphasizing that while the hope is they choose to become a UML River Hawk, the credits can seamlessly transfer anywhere in Massachusetts and out of state.

Hartman praised the advantages of pairing a familiar high school teacher with the college professor.

"... We're so grateful to partner with them and with high school guidance counselors to ease the transition to college, minimize costs and launch these students into their careers as college graduates," he said.

According to Fitchburg State University's website, degree participants will "develop a wide range of new digital skills that span social media, multimedia storytelling, information design, data studies, and coding to meet the needs of a flexible and changing global economy."

Matthew Bruun, director of communications and public affairs at FSU, said this novel initiative "offers students an innovative and adaptive pathway model that provides cutting-edge digital skills through hands-on experiential learning."

Students choose a course of study worth 33 credits, which may include a semester overseas in Greece or Japan and internships.

In addition to integrating academic work with community engagement, students also must complete a capstone project, which will be community-oriented and geared around both scholarship and professional development, giving students the ability to develop a portfolio for future employment.

Although the program will be housed in the Communications Media department, faculty members span multiple university departments, including computer science, earth and geographic sciences, English studies, and humanities.

The degree is federally STEM-designated, which means the coursework includes subject matter in science, technology, engineering, and math, as defined by the U.S. Department of Education's classification of instructional programs.

Graduates' skills will allow an entrée into a variety of careers, including journalism, social media management, web development, digital media startups, data analytics, and multimedia production.

Digital Media Innovation graduates will receive a bachelor of science degree unless the student has advanced intermediate proficiency in a world language; in which case a bachelor of arts will be awarded.



COURTESY FITCHBURG STATE UNIVERSITY

Digital Media Innovation students at Fitchburg State University.

**Have your say:** Letters and comments up to 250 words will be considered for publication. All letters must include a full name, address and daytime phone number, plus any affiliations that would place your opinion in context. Our letter policy and additional letters are available at [SENTINELANDENTERPRISE.COM](https://www.sentinelandenterprise.com).

## FITCHBURG STATE UNIVERSITY

# Facilitating international collaboration, negotiation skills

By Matthew Bruun

Fitchburg State University

**FITCHBURG** » Students at Fitchburg State University pursuing careers in education will be able to enhance their creative negotiation skills through a new international partnership launching this fall.

Dean of Education Nancy

Murray learned about the Game Changers in Education program and immediately saw the value for teacher-candidates in learning how to interact with people of different cultural backgrounds — including colleagues, parents, and students.

“All of these skills will benefit our teacher candidates as they develop the skills to be leaders

in the field of education,” Murray said.

The Game Changers in Education program, conducted by the non-profit PATHWAYS Institute for Negotiation Education, brings together education majors and pre-service teachers from the U.S. and diverse communities in Israel for interactive joint learning and facilitated on-

line exchange focused on developing and applying creative negotiation skills in their schools and communities.

Starting this month as a pilot program, four junior-year Fitchburg State teacher candidates will take part in a one-credit series of virtual seminars in which they will interact with other fu-

**SKILLS » PAGE 9**

## Skills

FROM PAGE 1

ture educators from the U.S. and Israel.

“This provides an outstanding opportunity for our students to develop and master creative problem solving and negotiation skills that they otherwise would not have,” said Professor Karen DeAngelis of the university’s Education Department. “The opportunity to work with a diverse group of students in the U.S. and abroad developing critical negotiation skills will both improve their teaching practices and afford them an opportunity to collaborate with students from diverse backgrounds.”

The rigors and prerequisites of the Education program can make study abroad a challenging fit for some students, DeAngelis said. This program will give them that experience of international exchange without having to leave campus.

The Game Changers in Education program is supported by the Stevens Initiative, which is sponsored by the U.S. Department of State, with funding provided by the U.S. government and administered by the Aspen Institute.

Avi Goldstein, the founder and international executive director of PATHWAYS, said the program curriculum fosters skills that will make today’s students future leaders and problem-solvers.

In paired exercises, group dialogues, and team-based project work, participants develop intercultural understanding and global awareness while acquiring practical, research-based pedagogical and professional tools, Goldstein explained. Through the experiential curriculum, participants build their skills and self-confidence while exploring how the vital mind-

sets and skills of cooperative, interest-based negotiation can be incorporated into their roles as change-makers in education.

Murray, the dean of education, and Goldstein first connected in 2021 and discussions about Fitchburg State partnering with PATHWAYS began soon thereafter. “This opportunity was so unique in how it

enables our undergraduate teacher-candidates to interact with other teacher candidates from other cultural backgrounds,” she said.

“I’m really excited and I’m grateful to Nancy for connecting the dots,” Goldstein added.

The pilot program on Fitchburg State’s campus launches with its first cohort in October.

## FITCHBURG STATE UNIVERSITY

# Grant will help combat food insecurity

### University awarded \$3,000 by nonprofit Swipe Out Hunger

**By Matthew Bruun**

*Fitchburg State University*

**FITCHBURG** » A \$3,000 grant from the nonprofit Swipe Out Hunger will help Fitchburg State University increase its efforts to combat food insecurity.

The grant was announced at the ribbon-cutting for Fitchburg State’s new community outreach center in Hammond Hall. The center includes the Falcon Bazaar, which has for years supported campus community members with food insecurity, and the professional clothing closet that serves students preparing for careers. The Bazaar, open daily for members of the campus community, is supported by the university and donations.

The grant will support the purchase of software for inventory management and visit tracking.

Associate Director of Student Development Shane Franzen said the Bazaar has already served more than 60 students this academic year.

“The Fitchburg State Community has once again embraced our students,” Franzen said. “I have never seen a program have such a response. Everyone from the

to our students have come together to assist students who may be experiencing some type of food insecurity. The Bazaar has served as a free food source for many students over the past few years who would have gone hungry.”

“Unfortunately, these are the realities of the times,” FSU President Richard Lapidus said during a ceremony re-dedicating the expanded center. “We strive to put students in a position where they can be successful. The campus community has really stepped up and supported this important initiative.”

“College students’ lives are extremely complicated,” added Vice President for Student Affairs Laura Bayless, noting local and statewide statistics that show food insecurity is a concern for many students. “Addressing these concerns lets our students be engaged the way we want them to be.”

Swipe Out Hunger is the leading nonprofit addressing hunger among college students. Founded by a group of friends at UCLA in 2010, it has grown campus-by-campus into a national movement across all

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## CLIMATE

# Acting for a greener, cleaner future

Lori Trahan, regional leaders discuss impact of recent laws

By Shane Rhodes  
srhodes@lowellsun.com

**FITCHBURG** » With the passage of recent climate-related legislation, several federal, state and local leaders have a reason to celebrate and are optimistic for a greener, cleaner future.

That's what brought U.S. Rep Lori Trahan, state Undersecretary of Energy Judy Chang and the Environmental League of Massachusetts' Legislative Director David Melly together for a conversation in the Kent Recital Hall at Fitchburg State University on Wednesday night.

Throughout the evening, the trio spoke about the environmental impact of recent federal and state bills including the Inflation Reduction Act and the Massachusetts Act Driving Clean Energy and Offshore Wind. The event was hosted by the North Central Massachusetts chapter of the Citizens Climate Lobby, a grassroots, non-profit and non-partisan organization focused on climate policy.

Chang referred to the aforementioned pieces of legislation as "transformative" in how they can enable further climate-related action in Massachusetts and across the country. Likewise, Trahan celebrated the "years of work by activists and our partners in the fight against climate change" while Milly stressed the need for continued action from the federal and state legislatures.

"It's tremendous to see legislative action like this, given how long overdue climate-related action has been," Trahan said. "And, of course, we're excited — we're launching these programs with unbelievable anticipation — but we know, at the local, state and federal level, that this is just the first step of what's to come in order to mitigate climate change and accelerate our transition away from fossil fuels."

"(Legislative action) is critical," Milly said. "Right now, as a nation, we aren't on track to reach a lot of our climate goals and, to get there, we need continual progress, we need to continue to prioritize environmental advocacy at all levels of government."

The legislation, as well as other acts mentioned throughout the informational forum, have dedicated billions of dollars in recent months to fight climate change, promote a "green economy" and create incentives to promote the adoption of clean energy across the country.

The Inflation Reduction Act, signed into law back in August and described as historic action in regard to climate change, offers numerous rebates and credits to families to reduce the cost of the transition to clean energy. Further, the act is set to lower energy costs, promote environmental justice — protection of public spaces, environmental restoration and conservation, etc. — and reduce harmful greenhouse gas emissions and other pollutants.

Meanwhile, Massachusetts' Act Driving Clean Energy and Offshore Wind, which built on 2021's Act Creating a Next Generation Roadmap for Massachusetts Climate Policy, will invest in wind,

CLIMATE » PAGE 4

## Climate

FROM PAGE 1

solar and other sources of carbon-free energy, expand access to electric vehicles and further decrease the state's reliance on fossil fuels.

Other legislation mentioned included the CHIPS and Science Act, also signed into law back in August, has prioritized the domestic research and manufacturing of semiconductors, strengthening supply chains and creating jobs in the manufacturing field.

Both Trahan and Chang made note of the economic impact of each piece of legislation in terms of future job creation and stressed the importance of a properly trained workforce for the future.

"With a longer-term goal or plan in mind, we know we can't get there without people to do the actual work," Chang said. "So we need to start with our education system, create career pathways for younger generations into clean energy and technology to ensure a consistent, dependable future workforce."

Trahan said it was "hard to overstate" the "incredible potential" for job creation as she touted labor provisions and protections included in the various pieces of legislation as a "pipeline to green energy jobs" and a display of the Biden administration's "dedication" to a dependable workforce in the energy, environmental and manufacturing fields.

Later, Trahan, Chang and Milly each referred to Massachusetts as a "leader" in those fields and the fight



SHANE RHODES — SENTINEL & ENTERPRISE

Lori Trahan at the Massachusetts Citizens' Climate Forum at Fitchburg State University's Kent Recital Hall on Wednesday, Oct. 19, 2022. Trahan and other local and state officials gathered to celebrate recent federal and state climate legislation, such as the Inflation Reduction Act, the Build Back Better Act and the Massachusetts Act Driving Clean Energy and Offshore Wind.

against climate change. Melly said the state has made it clear that the climate and environmental issues are a priority and simply "not partisan," while Chang described the state's efforts as "our contribution to the world."

"I think the state has shown that climate change and clean energy are not partisan issues," Melly said. "They are areas where we can work together, where everyone is committed to meeting the gravity and urgency of the moment with bold and thoughtful action."

"If we can recreate that at the federal level, if we can dedicate ourselves and show the world that the climate and the future are a top priority, I think that could make a huge difference," he said.

"Being a leader, it's not only about past policies or programs and recognizing the seriousness of climate change," Chang said. "It's about looking to and investing in our collective future on this planet."

In closing, the panel made it clear that, despite significant progress at every level of government,

the work is far from over. Chang said the "necessary" transition ahead "won't be easy for anyone," while Trahan made it clear that the country "can't afford to backslide" at such a critical juncture.

"We're already behind and we're trying to play catch up, so we have to keep that momentum going — at this point, we can't take anything for granted," she said. "These policies matter and they're going to thrust us into the future and ensure the planet is vibrant and healthy for generations to come."



## FITCHBURG

# Morcaldi's dream now a reality

## Fitchburg High grad becomes a Fitchburg police officer

**By Chad Garner**

*Special to the Sentinel & Enterprise*

**FITCHBURG** » Some people struggled their entire lives to find their passion.

Not Travis Morcaldi.

The Fitchburg native knew since he could walk and talk what he wanted to be when he

grew up.

Morcaldi always envisioned becoming a police officer because he “always loved to help people out in any way that I possibly could.”

Through hard work, determination and a belief that he could dream and achieve, the Fitchburg Public Schools’ product made being a police off-

icer a reality when he officially graduated from the Fitchburg State University Police Program/Academy and was sworn into the Fitchburg Police Department on Sept. 16.

“I’ve had this goal for a very long time,” said Morcaldi, a 2018 Fitchburg High School graduate. “I remember that I did a project back in second grade at Reingold Elementary School for Mrs. Chalifoux that was aimed at the question, ‘What do you want to do when you grow up?’. With-

**DREAM » PAGE 8**



COURTESY FITCHBURG PUBLIC SCHOOLS

Officer Travis Morcaldi chose his brother, Jared, to pin him at his Police Academy graduation.

# Dream

FROM PAGE 1

out hesitation, I prepared a poster board that had a Fitchburg Police pin on my shirt as I sat on the front hood of a cruiser and the poster stated, 'I want to be a Police Officer.'

Education has been Morcaldi's key to success.

The 22-year-old knows how much attending Fitchburg Public Schools set him on the right path to reach his goals.

"As an alumni from Fitchburg High School and a member of the Honors Academy, the structure within that program helped me incredibly," Morcaldi said. "The Honors Academy is full of vigorous classes with a workload that is challenging and shaped around Honors, (advanced placement), and Pre-AP classes. This program taught me the most valuable lessons in life of developing the skills of work management and time management.

"The Honors Academy is filled with staff that is always pushing you to your limits to get you to strive for academic excellence. I can assure you that without the staff from FHS that have helped me, I would not have the skills in life that built the foundation for me to excel to where I am today."

Morcaldi is also a 2022 Fitchburg State University graduate and is enrolled in the Criminal Justice Master's program — a 4-and-1 program — at FSU.

"Throughout the academy, each day I would think of the reason why I started this journey, the ones I love and everyone that had given me support," Morcaldi said.

Morcaldi will be a trivia question forever, as he's the first junior recruit in the Junior Police Academy to become a Fitchburg Police Officer.

"It feels like a dream come true looking down to see that 'Fitchburg Police' pin had turned into a badge," Morcaldi said. "This means the world to me. The other day I walked past a picture of the 1st Recruit Class for the Junior Police Academy and I got to see myself in the picture. After observing it, I was filled with awe with how I have come that far and turned a dream into reality."

Morcaldi says that the Junior Police Academy is an excellent program that he would highly recommend to anyone that has an interest in policing.

"This program provided an insight into what the structure is like in a real police academy and teaches you the important skills of teamwork and communicating with one another," he said. "It is by far one of my fondest memories of being a part of that program. That program assured me that becoming a Police Officer was what I wanted to do for a career."

Fitchburg Police Chief Ernie Martineau says that Officer Morcaldi, like all the recent hires, brings something special to the department.

"Having life experience growing up in our community creates an ownership in their new role as peace officers," Martineau said. "The fact that Officer Morcaldi is the first em-

ployee to have come from our JR Police Academy is the icing on the cake. The premise behind our JR Academy, along with the role of our SRO's, is to create bridges and foster trust with the youth of our city. We created the bridge, which Officer Morcaldi crossed, and now it's time for him to foster the same types of relationships."

Motivation has never been an issue for Morcaldi, who has a tremendous support system at home, led by his parents Jay and MaryEllen.

"Ever since I was a child, I always loved to help people out in any way that I possibly could," Morcaldi said. "Over the course of many years, I have had numerous police officers as coaches and mentors that have been influential role models that motivated me to pursue more of an interest in a career of law enforcement. Each one of these mentors has taught me different skills and lessons that have led me to where I am today."

"Throughout this process of becoming a Fitchburg Police Officer, I was motivated by all the love and support that my family, friends, and girlfriend have given me. I was inspired to make my dreams come true and to work with the people that I idolize."

Morcaldi says he wanted to become a police officer because he "wanted to stand up for those that did not have a voice and to be the one that can try to be the change that others want to see."

He added: "One of my mentors at Fitchburg State University that is involved with the Police Program instilled this powerful quote to me that I look back on each day. He went on to say to me that it is not about trying to change the whole world at once, it's about being the change in someone's life. If I can provide help to at least one person a day, then I know that I am doing the right thing. That is why I want to become a police officer. I want to become a mentor to others that I encounter and motivate them as my idols had done for me."

Now, he gets to protect, serve and hopefully inspire others in his community to want to pursue a career in law enforcement.

"This city is where I established my roots," Morcaldi said. "If I can provide a service and help out the city that I love, then by all means I will do whatever it takes to accomplish that."

Morcaldi has some advice for anyone that may want to follow in his footsteps of becoming a police officer.

"My advice is to always give it your all and don't stop until you have proven others wrong," he said. "My favorite quote is 'The saddest thing in life is wasted talent and the choices you make will shape your life forever'. Take the talent that you have and use it to go make a change in the world."

# LOCAL NEWS

Thursday, October 13, 2022 » MORE AT [FACEBOOK.COM/SENTINELANDENTERPRISE](https://www.facebook.com/sentinelandenterprise) AND [TWITTER.COM/SENTANDENT](https://twitter.com/sentandent)

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## FITCHBURG STATE UNIVERSITY



COURTESY FITCHBURG STATE UNIVERSITY

Fitchburg State University faculty members Amy McGlothlin, on saxophone, and Jane Fiske, on piano, both of whom are performing at the recital.

# Faculty to perform music recital Oct. 25

**By Matthew Bruun**  
*Fitchburg State University*

**FITCHBURG** » Members of the Fitchburg State University Humanities Department faculty will perform at a free recital at 7 p.m. Tuesday, Oct. 25 in Weston Auditorium, 353 North St.

“The recital will be an opportunity for the community to experience Fitchburg State’s new, nine-foot Steinway Model D concert grand piano — an incredible instrument, especially for the luscious French Romantic piano music on the program,” said Professor Jonathan Harvey, who will be among

the performers at the recital.

In addition to Harvey, Professor Jane Fiske and Assistant Professor Amy McGlothlin will perform, joined by guests Alanna Rantala, Kris Layton and Triage Woodwinds to perform music by the French composers Claude Debussy, Maurice Ravel, and Francis Poulenc; little-known Romantic composer Johanna Kinkel; and contemporary composers Chelsea Williamson, Kincaid Rabb, and Stephen Lias.

Learn more about the university’s music programs at [fitchburgstate.edu/music](https://www.fitchburgstate.edu/music).