



Fitchburg State University

Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Published on June 20, 2024 at 1:13 PM EDT

Date and Time

Monday June 24, 2024 at 3:00 PM EDT

Location

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

Notice of a meeting of the Fitchburg State University Board of Trustees, Monday, June 24, 2024 at 3:00 p.m.
The meeting will take place in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Agenda

	Purpose	Presenter	Time
I. Opening Items			3:00 PM
Opening Items			
A. Record Attendance and Guests			
B. Call the Meeting to Order			
C. Approve Minutes from the Board of Trustees November 9, 2023 Meeting - VOTE (52-23/24)	Approve Minutes		1 m

	Purpose	Presenter	Time
D. Approve Minutes from the Board of Trustees March 6, 2024 Meeting - VOTE (53-23/24)	Approve Minutes		1 m
E. Approve the Minutes from the Board of Trustees April 5, 2024 Meeting - VOTE (54-23/24)	Approve Minutes		1 m
F. Approve the Minutes from the Board of Trustees April 11, 2024 Meeting - VOTE (55-23/24)	Approve Minutes		1 m
G. Approve the Minutes from the Board of Trustees April 17, 2024 Meeting - VOTE (56-23/24)	Approve Minutes		1 m
H. Approve the Minutes from the Board of Trustees April 23, 2024 Meeting - VOTE (57-23/24)	Approve Minutes		1 m
I. Approve the Minutes from the Board of Trustees April 30, 2024 Meeting - VOTE (58-23/24)	Approve Minutes		1 m
II. Executive Session			3:07 PM
<p>It is requested that the Board of Trustees enter into executive session in accordance with MGL c 30A, Section 21 (a) (1) to review and discuss an open meeting law complaint made against members of a public body.</p> <p>The Board will not return to open session.</p>			
A. VOTE (59-23/24)	Vote		30 m
III. Closing Items			3:37 PM
A. Adjourn Meeting	Vote		

Coversheet

Approve Minutes from the Board of Trustees November 9, 2023 Meeting - VOTE (52-23/24)

Section: I. Opening Items
Item: C. Approve Minutes from the Board of Trustees November 9, 2023
Meeting - VOTE (52-23/24)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Trustees Meeting on November 9, 2023
VOTE Minutes Nov. 9, 2023.pdf

DRAFT



Fitchburg State University

Minutes

Board of Trustees Meeting

Special Board of Trustees Meeting

Date and Time

Thursday November 9, 2023 at 3:30 PM

Location

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

Notice of a special meeting of the Fitchburg State University Board of Trustees on Thursday, November 9, 2023 at 3:30 p.m.

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

Trustees Present

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

Trustees Absent

S. King-Goodwin

Ex Officio Members Present

R. Lapidus

Non Voting Members Present

R. Lapidus

Guests Present

D. Bellinger-Delfeld, F. Barricelli, G. Doiron, J. Bry, J. Murdoch, J. Wolfman, L. Bayless, L. LeBlanc, M. Bruun, M. Hoey, M. McKenzie, P. Marshall, P. Marshall, P. McCafferty, P. Weizer, R. Diakite, R. Toomey, S. Dodd, S. Goodlett, S. Levine

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 Thursday Nov 9, 2023 at 3:31 PM.

II. Composition of the Presidential Search Committee

A. Discussion and VOTE (21- 23/24)

D. Phillips read a prepared statement:

As you know, appointing the university's president is the most significant responsibility of a board of trustees. As you also know, we do not need to create a process to accomplish this out of whole cloth. In the Commonwealth, the search process for a state university president is guided by the Board of Higher Ed. I've reviewed the Guidelines and I know many of you have as well.

I've also sought advice from other board chairs whose boards have conducted a presidential search. Those include board chairs from our own past boards, and those at other universities. I also sought input from BHE and our own university counsel. I learned that the BHE guidelines on the appointment process are intended to give local board chairs flexibility in crafting a list of appointees. I also learned that past practice here and at other institutions has been for the board chair to review the nominations from the employee organizations, non-unit self-nominations, the trustees willing to serve, etc., and after consulting with any other appropriate stakeholders, present a slate to the full board for its consideration. I was advised to keep the committee as small as possible within the Guidelines while still establishing a well-rounded committee. BHE counsel and other chairs also informed me that its customers for the board chair to provide the full board with a suggested 'charge' to be discussed, basically instructing the committee on any authority we are delegating to it and outlining our expectations.

I spent a great deal of time considering the composition of the search committee I'm recommending to you. I took into account the BHE's minimum membership requirements

- 1 member from each employee organization, 1 student, 3 trustees, etc. This process included a review of union affiliations, positions held at FSU, and years of service. I carefully reviewed not only the information provided by each person nominated, but peer and union recommendations. I seriously considered the makeup of the committee as a whole - it will act as a body, and I think its members should complement each other and challenge each other. I aimed to achieve a well-rounded group for your consideration, including not only traditional affirmative action/diversity guidelines, but looking at the unique or specific experiences and contributions each person could bring to the table.

You've been provided with the list of those people I believe can most effectively assist us in conducting a search for a new president.

L. Barrieau read a prepared statement:

- I would like to go on the record as stating that I am personally offended and quite frankly shocked at the way the selection for the search committee has been conducted. You have made it clear that our by laws allow you to proceed as you did but I would ask ...should you have?
- The selection process appeared to be driven by the board chair and a small, non-representative group, rather than an inclusive decision-making approach.
- Who made these decisions, was it solely you and if not who else was a part of the selection process? Your term on the board ends on March 1,2024, therefore it does not seem appropriate that you have created and placed yourself on a search committee for a president that you will never be working with.
- No documentation was made available to track the selection process, creating doubts about fairness and integrity.
- The process did not appear to involve a competitive selection approach or consideration of multiple candidates for each position. Why do we only have one faculty member and one student when they are the lifeblood of the university.
- There was a lack of oversight by the BOT to ensure the process's fairness.
- The criteria used for evaluating potential committee members were not transparent, leaving room for bias or favoritism.
- Why were trustees not allowed to vote on which members were best suited for the committee?
- I think we can all agree that choosing our university's president is one of the most important tasks and shouldn't all of our collective community voices be heard.

D. Phillips responded that she was sorry L. Barrieau felt that way.

A. Turner also expressed concerns about not being able to see the recommendations.

M. Fiorentino stated that some good points were made and there was a flaw in this process. He thought the Board should meet to discuss the composition of the committee.

The Chair certainly has the right to put the committee slate together, but it would have been helpful if there was openness. If there was a preference for certain individuals, what were the criteria that the Chair mentioned? He said he didn't think the Board had the opportunity to weigh in on the Presidential Search Committee composition.

E. Gregoire stated that he was a little bit confused, and feels there has been a missed step in the search committee process. He was under the impression that the composition and discussion about the committee would be discussed at today's meeting.

The proposed Presidential Search Committee was distributed by the Chair of the Board the evening before the meeting without discussion.

D. Phillips reiterated that she was sorry that some Board members were offended.

E. Gregoire noted that technically, according to the by-laws, the Chair has a right to form committees within the Trustees. The Presidential Search Committee is different.

There was a discussion.

E. Gregoire stated that he was conflicted about how decisions were made in the formation of the committee presented, in the spirit of collaboration in both composition and as well as the actual individuals appointed, and those that expressed interest. How does it align with what the Board wants as a whole? In the absence of this conversation, the Board is not doing due diligence. The Presidential Search Committee is the screening committee to narrow down presidential candidates. We have the responsibility to shepherd this process forward. This is not something that comes up every year and it's important that we do it deliberately and respectfully.

D. Phillips stated that she proposed the minimum size committee within the BHE Guidelines.

K. Spinelli stated that it was not the selection of the committee, but the Board did not have the opportunity to look at the nominations and provide input.

There was a discussion about the selection process, the criteria used for selection and the Chair's authority in this process.

M. Fiorentino stated that at the beginning of any presidential search, the committee selection is an essential step in ensuring everything goes smoothly. Communication is so important. He noted that he did not believe that the academic side of the house was properly represented on the committee and was concerned about the criteria when the selections were made. He said the Board was not fully informed. Should we start over?

D. Phillips again stated that she was sorry that some Board members felt this way. She stated she did a deep dive. She asked for a solution.

L. Barrieau stated that the vote should be tabled.

M. Fiorentino said let's have a meeting and then go forward with bringing a slate of candidates to the full Board.

L. Barrieau made a motion to remove the Presidential Search Committee selection vote presented.

M. Fiorentino, Jr. seconded the motion.

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

Roll Call

C. Stimpson	No
D. Tiernan	No
K. Spinelli	Aye
L. Barrieau	Aye
E. Gregoire	Aye
A. Turner	Aye
M. Fiorentino, Jr.	Aye
D. Phillips	No
J. Flanagan	No
S. King-Goodwin	Absent

III. Charge to the Presidential Search Committee

A. Discussion and VOTE (22-23/24)

E. Gregoire stated he was concerned about the evaluation process and how the decisions were made on the committee composition. He expected that would be the conversation that would take place at today's meeting.

A. Turner asked where the student nominations originated and who were the other nominations?

Phillips responded that the student nomination came from Dr. Laura Bayless, Vice President for Student Affairs. L. Barrieau said did the students not have the same criteria as the others? D. Phillips said they would have liked to have A. Turner, but she is graduating. L. Barrieau said that doesn't make sense because the Chair's term expires on March 1, 2024 and she is not eligible for reappointment and Dave Tiernan had not been reappointed.

G. Doiron presented a list of Board members listing their terms of office and stated that we receive notice when a new trustee is appointed, and we don't know when the notices will come.

D. Phillips noted that the appointment process had been slow and that trustees serve until their seat is filled by a new Trustee. To answer Lynn's question, student trustee's terms end when they are no longer a student.

E. Gregoire stated that the composition of the committee should include the size - 9-13, and said if there is the ability to increase the committee membership, it is very important to have more than the two minimum number of faculty members. He stated that they are deeply involved with curriculum, student involvement and strategic planning and that their representation should be increased. He stated t an additional student would be helpful. That is why we are here, to support the students.

M. Fiorentino shared E. Gregoire's concerns and to keep the committee at a manageable number, and at this time, it was extremely important to add one or two additional faculty members and another student.

L. Barrieau agreed with Mike and suggested adding another faculty member and eliminating the school superintendent. She pointed out that the individual in that role currently is only interim, anyway.

Members discussed the inclusion or exclusion of a city community member. D Phillips stated that it is important to have one, and the superintendent of the Fitchburg Public Schools is a key individual in the community, and university has a strong relationship with the local schools. The individual who is the interim has been in the system for over a decade, was the deputy superintendent here and has a background in elementary education as well as administration.

There was a discussion about a community member serving on the committee.

K. Spinelli made a motion to have two faculty members and two students on the Presidential Search Committee.

D. Tiernan seconded the motion.

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

Roll Call

A. Turner	Aye
J. Flanagan	No
D. Phillips	No
S. King-Goodwin	Absent
L. Barrieau	Aye
D. Tiernan	Aye
C. Stimpson	Aye
K. Spinelli	Aye
M. Fiorentino, Jr.	Aye
E. Gregoire	Aye

There was a discussion on the submission process for candidates to serve on the Presidential Search Committee. The Board discussed how the Chair reviewed the nominations. There was discussion the board seeing all of the nominations

M. Fiorentino said it is important that committee members have university history, what roles they serve on campus, leadership experience and do they have the time to serve on the committee. He did note that it is also important to have newer staff representation.

There was another vigorous conversation about the decision-making process, and the Chair's authority. The submission process for candidates was to send an email of interest to Ms. Jessica Murdoch, Vice President for Human Resources and Payroll Services and to Chair Phillips.

Member stated that the Chair reviewed the nominations and made the selections to the committee without board consultation. D. Phillips stated that she followed the BHE process and their advice

E. Gregoire indicated the reason that he was confused was not having the conversation and the criteria discussion about the composition. Our role is to vet the search committee and include our insight. The process and communication matters in a public way and transparency is crucially important. He had an issue with the sequence of how the committee was formed.

There was discussion about the Board reviewing the list of nominees.

D. Phillips stated she had asked the BHE about that and was told the chairs selected the individuals within the criteria. She offered to seek BHE approval to have the full board review the list. It would have to be redacted since some nominees included private information.

L. Barrieau said the members of the committee is not the issue, it has to do with the fact that none of the other steps were passed by the Board.

K. Spinelli asked is it the Board's will to have the Chair go back and add to the list and present a new slate in the future?

D. Phillips responded that she was not inclined to change the people that were chosen, but would add to the list.

There was a discussion.

K. Spinelli made a motion to have the Chair go back and make modifications to the committee and present a slate of 13 members to serve on the Presidential Search Committee.

E. Gregoire seconded the motion.

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

Roll Call

J. Flanagan	No
C. Stimpson	Aye
A. Turner	Aye
L. Barrieau	Aye
K. Spinelli	Aye
M. Fiorentino, Jr.	Aye
S. King-Goodwin	Absent
D. Phillips	No
E. Gregoire	Aye
D. Tiernan	Aye

D. Phillips reported that the proposed Charge to the search committee was provided to the Board.

There was a discussion.

D. Phillips talked about the search firm selection that would take place at the next Board meeting on Nov. 14. There was a discussion about search firms in general.

M. Fiorentino, Jr. made a motion to approve the Charge to the Presidential Search Committee.

K. Spinelli seconded the motion.

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

Roll Call

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

IV. 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 4:39 PM.

Respectfully Submitted,
D. Tiernan

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 24, 2024
FROM: The President	REQUEST NUMBER:
SUBJECT: November 9, 2023 Board Meeting minutes	52-23/24

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the November 9, 2023 Board Meeting.

Coversheet

Approve Minutes from the Board of Trustees March 6, 2024 Meeting - VOTE (53-23/24)

Section: I. Opening Items
Item: D. Approve Minutes from the Board of Trustees March 6, 2024 Meeting - VOTE (53-23/24)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Board of Trustees Meeting on March 6, 2024 VOTE Minutes March 6, 2024.pdf

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Fitchburg State University

Minutes

Special Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Date and Time

Wednesday March 6, 2024 at 8:00 AM

Location

Room 203, Mazzaferro Center
300 Highland Ave.
Fitchburg, MA 01420

Notice of a meeting of the Fitchburg State University Board of Trustees on Wednesday, March 6, 2024 at 8:00 a.m.

The meeting will take place in Room 203, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Trustees Present

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

Trustees Absent

D. Tiernan

Guests Present

G. Duyck (remote), J. Murdoch, K. Lundren, N. Robichaud

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 Wednesday Mar 6, 2024 at 8:00 AM.

She thanked the staff for the work involved with the logistics of the search.

Chair Phillips stated the purpose of the meeting is to discuss the pool of semi-finalist candidates put forth by the Search Committee. If the Board and/or the Commissioner are not satisfied with the pool, they only have the option to add additional candidates to the pool.

She then provided a brief update about the search process from recruiting to selecting semi-finalists. WittKieffer provided candidates based on the profile. The Search Committee was given access to the applicant pool and utilized a rubric to evaluate candidates based on the “must” and “should” have qualifications/qualities outlined in the profile. The Committee was able to discuss and rate candidates and identified ten to present to the Board.

II. Update regarding presidential applicant pool

A. VOTE (27-23/24)

She next discussed the diversity of the pool. There were 79 total candidates. From the 79, 55 self-identified as follows:

- 16 women
- 38 men
- 1 non-binary
- 2 veterans
- 3 with disabilities
- 1 LGBTQ+

Race identified as:

- 8 Asian
- 8 Black/African American
- 29 White
- 3 two or more races
- 6 Hispanic/Latino
- 1 African/middle eastern/non-Latino

WittKieffer narrowed the pool of candidates into three sections: Recommended for review (A), additional candidates for consideration (B) and other candidates (C). 26 candidates were added to the "A" with the candidates meeting all/most of our qualifications. Of those, 22 have ties to Massachusetts and 10 are current or were previous college/university presidents.

The ten semi-finalists self-identified as:

- 4 women
- 6 men
- 2 veterans
- 1 LGBTQ+

And:

- 1 Asian
- 1 Black/African American
- 6 White
- 2 Hispanic/Latino

Five of the 10 also have ties to Massachusetts, three are current or were previous college/university presidents, and several speak multiple languages or are first generation college students.

Chair Phillips opened the meeting for comments/questions.

Search Committee Chair, Eric Gregoire gave additional details about the recruiting process. WittKieffer sent the profile to approximately 4000 individuals focusing on regional peer institutions, minority groups, geographical locations as well as nationally. The WittKieffer team personally reached out to about 1000 targeted individuals.

S. King-Goodwin asked if there would be additional rigor regarding performance for the candidates that were/are college presidents. E. Gregoire responded that a more rigorous dive would happen in the interviews. D. Phillips added that the Committee developed a series of questions for the semi-finalists and those questions provide those details.

M. Fiorentino asked if the 10 candidates have been notified and accepted the semi-finalist interviews. G. Duyck from WittKieffer said they all have accepted. M. Fiorentino asked of the three that are currently or have been presidents, have any also been provost/chancellors in the system. G. Duyck said all three have been former Chief Administrative Officers, Chancellors or Vice Presidents.

S. King-Goodwin asked if we use the Personality Index when evaluating candidates. She stated the new president should be engaging as they will be expected to communicate

with students, faculty, staff, etc. D. Phillips stated Fitchburg State does not use the Personality index.

D. Phillips said that the purpose of the meeting is for the Board to evaluate the depth and diversity of the pool focusing on the qualifications and qualities we want in the next president. If the Board approves the 10 semi-finalists, the committee will interview them in Boston on March 14 and 15 and identify 3-5 candidates for finalist interviews at Fitchburg State.

K. Spinelli asked if there were additional candidates on the cusp or if the 10 were the best of the best. E. Gregoire said the committee identified the best candidates, but there were discussions about those on the cusp. Those candidates had some support, but not as much as the top 10. The committee would discuss them if asked to provide additional candidates.

M. Fiorentino suggested that we only put forth the candidates that we can see being the next president of Fitchburg State, preferably the top three. D. Phillips stated the Search Committee felt the same way and E. Gregoire stated we have prepared for five finalists, but the intent is to narrow that to three.

J. Murdoch notified the Board that the campus interview schedules were finalized and would be sent out to Board members. E. Gregoire said if there were conflicts with the Board meeting times, there are additional sessions throughout the 2-day interviews that members can attend. J. Murdoch also mentioned the candidates would be attending an open public session which will be recorded and sent out so everyone has a chance to hear the candidates. Ms. Murdoch will be reaching out to student leaders and student groups across campus to encourage focused student participation. All students are welcome to attend.

D. Phillips asked if there were any additional questions. There were none.

A. Turner made a motion to direct the Chair to inform the search committee that the BOT is content with the pool of candidates and does not wish to ask that additional candidates be sought.

M. Fiorentino, Jr. seconded the motion.

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

Roll Call

L. Barrieau	Aye
M. Fiorentino, Jr.	Aye
A. Turner	Aye
E. Gregoire	Aye
D. Phillips	Aye
D. Tiernan	Absent
K. Spinelli	Aye

Roll Call

C. Stimpson Aye
S. King-Goodwin Aye
J. Flanagan Aye

III. Executive Session

A. VOTE (25-23/24)

The executive session was not needed.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 AM.

Respectfully Submitted,
D. Tiernan

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 24, 2024
FROM: The President	REQUEST NUMBER:
SUBJECT: March 6, 2024 Board Meeting minutes	53-23/24

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the March 6, 2024 Board Meeting.

Coversheet

Approve the Minutes from the Board of Trustees April 5, 2024 Meeting - VOTE (54-23/24)

Section: I. Opening Items
Item: E. Approve the Minutes from the Board of Trustees April 5, 2024 Meeting
- VOTE (54-23/24)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Trustees Meeting on April 5, 2024
VOTE Minutes April 5, 2024.pdf

DRAFT



Fitchburg State University

Minutes

Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Date and Time

Friday April 5, 2024 at 8:30 AM

Location

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

Notice of a Meeting of the Fitchburg State University Board of Trustees to be held on Friday, April 5, 2024 at 8:30 a.m. in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Trustees Present

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

Trustees Absent

J. Flanagan

Ex Officio Members Present

R. Lapidus (remote)

Non Voting Members Present

R. Lapidus (remote)

Guests Present

G. Doiron, J. Murdoch, K. Lundgren, R. Toomey, S. Dodd

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 Friday Apr 5, 2024 at 8:32 AM.

C. Public Comments

There were none.

II. Candidate Interviews

A. Format/Develop Questions

D. Phillips welcomed the Board. She stated that E. Gregoire had circulated another draft of possible questions for the Presidential Candidates and he did a great job of pulling a wide-range of topics together.

The BOT discussed each question in great detail and decided which Trustee would ask each specific question. Each trustee would introduce themselves prior to asking their question.

The goal of all of the questions is to elicit a behavioral response allowing candidates to talk specifically about the work they have done in a given area.

The questions should be more general given the unique background of each of the candidates.

A question regarding work in the area of equity, diversity and inclusion was added.

There was a conversation about the need to be mindful of the time during the interview.

J. Murdoch discussed the evaluation form that will be sent to the campus community for feedback on each candidate.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:57 AM.

Respectfully Submitted,
D. Tiernan

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 24, 2024
FROM: The President	REQUEST NUMBER:
SUBJECT: April 5, 2024 Board Meeting minutes	54-23/24

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the April 5, 2024 Board Meeting.

Coversheet

Approve the Minutes from the Board of Trustees April 11, 2024 Meeting - VOTE (55-23/24)

Section:	I. Opening Items
Item: - VOTE (55-23/24)	F. Approve the Minutes from the Board of Trustees April 11, 2024 Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Trustees Meeting on April 11, 2024 VOTE Minutes April 11, 2024.pdf

DRAFT



Fitchburg State University

Minutes

Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Date and Time

Thursday April 11, 2024 at 8:00 AM

Location

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

Notice of a Meeting of the Fitchburg State University Board of Trustees to be held on Thursday, April 11 at 8:00 a.m. in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Trustees Present

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

Trustees Absent

C. Stimpson, J. Flanagan

Guests Present

J. Murdoch, K. Lundgren, M. Bruun, N. Robichaud, P. McCafferty, R. Toomey

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 Thursday Apr 11, 2024 at 8:03 AM.

II. Interview with Presidential Candidate

A. Board Discussion with Dr. Karim Ismaili

Chair Phillips welcomed Dr. Karim Ismaili to the Board of Trustees.

Dr. Ismaili gave a brief overview of his background and explained why he is interested in the presidency at Fitchburg State.

Board members then engaged in a wide-ranging discussion with Dr. Ismaili, covering such topics as student success (academics and co-curricular), diversity and inclusion, academic innovation/planning and faculty engagement, financial management, strategic enrollment, community relations/advancement, and trustee relations.

Chair Phillips thanked Dr. Ismaili.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:35 AM.

Respectfully Submitted,
D. Tiernan

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 24, 2024
FROM: The President	REQUEST NUMBER:
SUBJECT: April 11, 2024 Board Meeting minutes	55-23/24

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the April 11, 2024 Board Meeting.

Coversheet

Approve the Minutes from the Board of Trustees April 17, 2024 Meeting - VOTE (56-23/24)

Section: I. Opening Items
Item: G. Approve the Minutes from the Board of Trustees April 17, 2024
Meeting - VOTE (56-23/24)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Trustees Meeting on April 17, 2024
VOTE Minutes April 17, 2024.pdf

DRAFT



Fitchburg State University

Minutes

Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Date and Time

Wednesday April 17, 2024 at 8:30 AM

Location

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

Notice of a Meeting of the Fitchburg State University Board of Trustees to be held on Wednesday, April 17 at 8:30 a.m. in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Trustees Present

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

Trustees Absent

None

Guests Present

G. Doiron, J. Murdoch, K. Lundgren, M. Bruun, M. Velazquez, S. Dodd

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 Wednesday Apr 17, 2024 at 8:33 AM.

II. Interview with Presidential Candidate

A. Board Discussion with Dr. Mark Overmyer-Velázquez

Chair Phillips welcomed Dr. Mark Overmyer-Velazquez.

Dr. Overmyer-Velazquez gave a brief overview of his background and explained why he is interested in the presidency at Fitchburg State.

Board members then engaged in a wide-ranging discussion with Dr. Overmyer-Velazquez, covering such topics as student success (academics and co-curricular), diversity and inclusion, academic innovation/planning and faculty engagement, financial management, strategic enrollment, community relations/advancement, and trustee relations.

C. Stimpson left the meeting at 10:09 a.m.

Chair Phillips thanked Dr. Overmyer-Velazquez.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:11 AM.

Respectfully Submitted,
D. Tiernan

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 24, 2024
FROM: The President	REQUEST NUMBER:
SUBJECT: April 17, 2024 Board Meeting minutes	56-23/24

It is requested that the Fitchburg State University Board of Trustees vote to approve the minutes from the April 17, 2024 Board Meeting.

Coversheet

Approve the Minutes from the Board of Trustees April 23, 2024 Meeting - VOTE (57-23/24)

Section: I. Opening Items
Item: H. Approve the Minutes from the Board of Trustees April 23, 2024 Meeting - VOTE (57-23/24)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Trustees Meeting on April 23, 2024

DRAFT



Fitchburg State University

Minutes

Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Date and Time

Tuesday April 23, 2024 at 8:30 AM

Location

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

Notice of a Meeting of the Fitchburg State University Board of Trustees to be held on Tuesday, April 23, 2024 at 8:30 a.m. in Presidents' Hall, Mazzaferro Center, 291 Highland Ave., Fitchburg, MA 01420

Trustees Present

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

Trustees Absent

None

Guests Present

A. Marini, G. Doiron, J. Murdoch, K. Lundgren, M. Bruun, S. Dodd

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 Apr 23, 2024 at 8:35 AM.

II. Interview with Presidential Candidate

A. Board Discussion with Dr. Donna Souder Hodge

Chair Phillips welcomed Dr. Donna Hodge to the Board of Trustees.

Dr. Hodge gave a brief overview of her background and explained why she is interested in the presidency at Fitchburg State.

Board members then engaged in a wide-ranging discussion with Dr. Hodge, covering such topics as student success (academics and co-curricular), diversity and inclusion, academic innovation/planning and faculty engagement, financial management, strategic enrollment, community relations/advancement, and trustee relations.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:27 AM.

Respectfully Submitted,
D. Phillips

Coversheet

Approve the Minutes from the Board of Trustees April 30, 2024 Meeting - VOTE (58-23/24)

Section: I. Opening Items
Item: I. Approve the Minutes from the Board of Trustees April 30, 2024 Meeting
- VOTE (58-23/24)
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Trustees Meeting on April 30, 2024

DRAFT



Fitchburg State University

Minutes

Board of Trustees Meeting

Fitchburg State University Board of Trustees Meeting

Date and Time

Tuesday April 30, 2024 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, April 30, 2024 at 4:00 p.m.

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

Trustees Present

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

Trustees Absent

None

Guests Present

A. Marini, C. Dee, C. Hughes, Campus Community, E. Takehana, F. Barricelli, G. Doiron, J. Bry, J. Hanselman, J. Murdoch, J. Wolfman, K. Jewell, K. Lundgren, L. Bayless, M. Bruun, M. Hoey, P. Marshall, P. McCafferty, R. Lapidus, R. Toomey, S. Ciccone, S. Dodd, S. Levine

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 Apr 30, 2024 at 4:02 PM.

II. Presidential Candidates

A. Discuss Candidates

The Chair welcomed everyone to this important meeting. She stated that this is the most consequential meeting that this board will engage in during their tenure.

D. Phillips thanked the search committee, faculty, staff, students and community members that participated in the search process. Every member of this community participated in information gathering and without their contributions we would not be here today. She especially thanked Ms. Jessica Murdoch and Ms. Kelli Lundgren for their assistance with the organization and scheduling during this process.

D. Phillips outlined how the meeting would proceed. The candidates would be discussed in the order that they were interviewed. She stated that at the conclusion of that discussion, she will make comments regarding the vote, and transmit the Commissioner's remarks made to her yesterday (May 29th), and then proceed with voting.

E. Gregoire read brief introductions for each of the candidates. The candidates are as follows:

Dr. Karim Ismaili
Dr. Mark Overmeyer-Velázquez
Dr. Donna Souder Hodge

Board members highlighted each candidates' strengths in detail.

There was a discussion regarding the comparisons of each candidate as it relates to the Presidential Profile. The board talked about concerns that they had with each candidate.

The board engaged in discussion on which candidate would be the best fit at this point in time for Fitchburg State University. There was agreement that no candidate could have all of the attributes desired. In general, the consensus was to select the candidate that had the greatest number of desired qualifications and would meet the institutions needs at the current time. It's about achieving a balance and trying to find a leader that is someone who has the skills to build consensus across every constituency. The Board will be on hand to assist and support the next President.

D. Phillips discussed the importance for the Trustees to strive for unity and agreement. A unanimous vote signals hope and trust in the future. She read from her notes taken from the call with the Commissioner yesterday. D. Phillips reported that the Secretary and the Commissioner met that morning, and the Commissioner related the results of their discussion and impressions from their review of the candidate materials and interviews. The comments reported were: The Search Committee put forth phenomenal candidates. In evaluating the materials and interviews, 2 pulled out in front – Dr. Ismaili and Dr. Hodge. Both have compelling stories, an understanding of our higher education environment, the comprehensive university system and could transition quickly as a new president here. With both of these candidates there will be no lag in transition with the department and/or the division.

The comments indicated that he and the Secretary both thought that Dr. Souder Hodge performed at the highest level, expressing that Dr. Hodge is turn-key ready, energized, and her strengths fit the broader range of challenges

D. Phillips asked for nominations that would be considered as being made in the form of the proposed Vote in the packet.

D. Tiernan made a motion to nominate Dr. Donna Souder Hodge as the next President of Fitchburg State University.

C. Stimpson seconded the motion.

D. Tiernan provided a summation of why he nominated Dr. Hodge. He thought she would be willing to make hard decisions, was high energy, and will think outside the box.

D. Phillips asked if there were any other nominations.

E. Gregoire made a motion to nominate Dr. Mark Overmeyer-Velázquez as the next President of Fitchburg State University.

A. Turner seconded the motion.

E. Gregoire expressed his opinion that Dr. Velázquez achieves the best fit and would work best to advance the university because of his academic background, academic planning and innovation. His experience and sense of equity for all students stood out. He would be able to address barriers in the real world, and he is the only candidate that continues to teach in the classroom.

There was a discussion.

D. Phillips asked if there were any other nominations. There were none.

A roll call vote was taken:

- L. Barrieau - Dr. Overmeyer-Velázquez
- M. Fiorentino - Dr. Overmeyer-Velázquez
- J. Flanagan – Dr. Hodge
- S. Goodwin King - Dr. Hodge
- E. Gregoire - Dr. Overmeyer-Velázquez
- K. Spinelli - Dr. Hodge
- C. Stimpson - Dr. Hodge
- D. Tiernan - Dr. Hodge
- A. Turner - Dr. Overmeyer-Velázquez
- D. Phillips - Dr. Hodge

J. Flanagan moved for another vote to see if the Board could come to a unanimous decision. K. Spinelli seconded the motion.

A roll call vote was taken:

- L. Barrieau - Dr. Overmeyer-Velázquez
- M. Fiorentino - Dr. Overmeyer-Velázquez
- J. Flanagan - Dr. Hodge
- S. Goodwin King - Dr. Hodge
- E. Gregoire - Dr. Overmeyer-Velázquez
- K. Spinelli - Dr. Hodge
- C. Stimpson - Dr. Hodge
- D. Tiernan - Dr. Hodge
- A. Turner - Dr. Overmeyer-Velázquez
- D. Phillips - Dr. Hodge

D. Phillips declared the vote to nominate Dr. Hodge to the BHE. She also informed the Board of the next steps for official approval which included a state police background check and explained that the BHE and its counsel guide the rest of the process.

III. 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 5:30 PM.

Respectfully Submitted,
D. Tiernan

Coversheet

VOTE (59-23/24)

Section: II. Executive Session
Item: A. VOTE (59-23/24)
Purpose: Vote
Submitted by:
Related Material: VOTE Executive Session June 24, 2024.doc.pdf

**Fitchburg State University
REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: June 24, 2024
FROM: The President	REQUEST NUMBER: 59-23/24
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 review and discuss an open meeting law complaint made against members of a public body.

The Board will not return to open session.