



## ***Board of Trustees***

Tuesday, November 27, 2012 at 12:00 p.m.  
President's Conference Room, Sanders Building  
300 Highland Avenue, Fitchburg, MA

**Robert V. Antonucci**

PRESIDENT

**Briefing**

TO: Board of Trustees

FROM: Dr. Robert V. Antonucci, President

RE: November 27, 2012 Board Meeting

**OVERVIEW**

The second meeting of the full Board of Trustees will be held on **Tuesday, November 27, 2012 at 12:00 p.m.** in the President's Conference Room. I would like to formally congratulate Tony on his reappointment to the Board. As mentioned previously, if you have not yet had the opportunity to complete the Conflict of Interest disclosure statement and the information update, please do so and mail to Kelli.

Parking is available in the Sanders lot.

The schedule for **November 27** is as follows:

11:30 a.m.	Lunch	Academic Affairs Conference Room Sanders Building
12:00 p.m.	Board of Trustees	President's Conference Room Sanders Building

**AGENDA**

- I. Call to order by Chairman Carol Vittorioso**
- II. Public Comments**
- III. The minutes of the October 16, 2012 meeting are presented for consideration and approval - VOTE – (08-12/13)**
- IV. Faculty and Student Presentations**
  - a. William Lary, Student  
*Biomedical summer research program in Cleveland, OH*  
Jannette M. McMenamy, Associate Professor, Behavioral Sciences  
Erin Travia,  
*FAVE (Fitchburg Anti-Violence Education)*

**V. Act on Sabbatical Requests – VOTE – (09-12/13)**

I recommend the enclosed sabbatical requests be granted in accordance with the MSCA Collecting Bargaining Agreement.

**VI. Quarterly Financial Reports**

**VII. Board of Trustee Sub-Committees**

**VIII. President's Report**

I will review the following at the board meeting:

- Special Police Officers for the City of Fitchburg
- Holiday party – December 13 at 3:30pm
- News articles
- Miscellaneous items

**IX. Adjournment**

If you have any questions or material prior to the meeting please give Carol, Kelli, or me a call.

**Future Meeting  
Joint Meeting with the Foundation  
Tuesday, February 5, 2013  
8:00 a.m.  
Presidents' Hall, Guglielmi Mazzaferro Center**

**Robert V. Antonucci**

PRESIDENT

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING****Tuesday, November 27, 2012****12:00 p.m.****President's Conference Room****300 Highland Avenue, Fitchburg, MA 01420****AGENDA**

- I. Call to Order
- II. Public Comments
- III. Consideration of minutes from previous meeting
  - a) October 16, 2012 - **VOTE – (08-12/13)**
- IV. Faculty and Student Presentations
  - a) William Lary, student  
*Biomedical summer research program in Cleveland, OH*
  - b) Jannette M. McMenamy, Associate Professor, Behavioral Sciences  
Erin Travia, Assistant Director, Counseling Services  
*FAVE (Fitchburg Anti-Violence Education)*
- V. Act on Sabbatical Requests – **VOTE – 09-12/13**
- VI. Quarterly Financial Reports
- VII. Board of Trustees Sub-Committees
- VIII. President's Report – Dr. Robert V. Antonucci
  - a) Special Police Officers for the City of Fitchburg
  - b) Holiday party
  - c) News Articles
- IX. Adjournment

**Future Meeting****Joint Meeting with the Foundation****Tuesday, February 5, 2013****8:00 a.m.****Presidents' Hall, Guglielmi Mazzaferro Center**

**Fitchburg State University**

**REQUEST FOR BOARD ACTION**

TO: Board of Trustees	DATE: November 27, 2012
From: President	REQUEST NUMBER:  08-12/13
SUBJECT: Minutes	

It is requested that the Fitchburg State University Board of Trustees accept the minutes from the October 16, 2012 meeting.

Minutes of Meeting Held on October 16, 2012 at 12:15 p.m.

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING**

**Tuesday, October 16, 2012**

**12:15 p.m.**

**Hammond Tower 214**

**160 Pearl Street, Fitchburg, MA 01420**

Trustees Present: Robert Babineau Jr., Anna Maria Clementi, Martin F. Connors, Jr., Nathan Gregoire, Donald Irving, Michael Mahan, Anthony Mercadante, Frank O'Donnell, Gladys Rodriguez-Parker, Carol Vittorioso

Trustees Absent: Cynthia Stevens

Also Present: Robert V. Antonucci, Robin Bowen, Jay Bry, Stan Bucholc, Cathy Canney, Cathy Daggett, Gail Doiron, Sean Goodlett, Chris Hendry, Kelli Lundgren, Jessica Murdoch, Michael Shanley, Steve Swartz

The meeting was called to order by Chairman Vittorioso at 12:15 p.m.

Chairman Vittorioso opened the floor for public comments. There were none.

President Antonucci welcomed our two new Trustees, Michael Mahan and Donald Irving, to the first meeting of the academic year.

The consideration of the minutes from May 8 and July 25, 2012 were presented. There was a small change to the July 25 minutes related to the approval process for the Gaming major. This change was reflected in the final approved minutes.

Upon a motion duly noted by Mr. Mercadante and seconded by Dr. Babineau it was

**Voted:** to approve the minutes of the meetings held on May 8, 2012 as  
**(8-0)** presented.

Upon a motion duly noted by Mr. Mercadante and seconded by Mr. O'Donnell it was

**Voted:** to approve the minutes of the meetings held on July 25, 2012 as  
**(8-0)** presented.

Mr. Mercadante next gave the Finance and Administration report. He said the committee met with the auditors from Ercolini & Company, Inc. - Mr. Jeff Caputi, Mr. Philip Weitzel and Mr. Jay Kaufman, that morning. He said the booklet includes the formal financial statements and analysis. The committee discussed the audit in complete detail and it is a "clean opinion." There were no findings with the Financial Aid audits or internal controls. There was no need for a management letter.

Mr. Gregoire joined the meeting at 12:20 p.m.

There was a brief discussion regarding the audits. Mr. Mercadante stated that the university appeared strong and from an operating standpoint, we are operating similar to last year. He also stated that the Foundation and Supporting Organization also received clean opinions.

Ms. Rodriguez-Parker joined the meeting at 12:25 p.m.

Mr. Connors asked if we could get a management letter. President Antonucci requested that Ercolini and Company provide a management letter that reflected a clean audit. Ms. Daggett will follow up.

Mr. Mercadante mentioned Government Auditing Standards Board (GASB) 61 standard will be in effect next year and will show the university and Supporting Organization statements as a combined report. He also mentioned GASB 68, which will be in effect in FY2015, and will require universities to pay a share of the pension for employees. There are some concerns that universities will have to confirm this amount, and also some faculty members' work at multiple institutions, which further complicates the issue.

Upon a motion duly noted by Mr. Mahan and seconded by Mr. Gregoire it was

**Voted:** to accept the Audit Report for the fiscal year ending June 30, 2012.  
**(10-0)** (04-12/13)

President Antonucci recognized Jay Bry, Vice President of Finance & Administration, Cathy Daggett, Director of Financial Reporting; and the entire financial team for a job well done.

President Antonucci next presented his goals. They are as follows:

***President's Report to Trustees on  
Goals for 2012-2013 Academic Year***

**Overview**

Each year at this time I present goals to the Board of Trustees for the current academic year. What follows is a prioritized selection based on level of importance to our larger mission of advancing the university to ever-higher levels.

**Goals**

Lead the university in an effective and efficient manner, and administer the daily operations of the university with a primary focus on excellence and quality. This is a goal I include each year as it represents a macro view of leading a complex organization with an \$80 million budget and more than 600 employees. Among the many focal points are fund raising, capital needs, foundation and trustee boards, collective bargaining, professional development, sustainability, public relationships, alumni affairs, and community outreach.

### **Oversee the opening of the science center.**

Our first new academic building in decades is slated to be completed by next summer. It will represent more than a long-awaited, high-quality space for the sciences; a host of opportunities will arise, and it is critical that we take full advantage of them.

### **Integrate the recommendations made by the New England Association of Schools and Colleges (NEASC) in their final report.**

Last March, a team from the association visited the university to validate and review our self-study. From the beginning of this lengthy process our goal was to earn another full 10-year approval. We recently learned that we have indeed been granted full approval. However, as is generally the case with NEASC reports, there are recommendations regarding interim steps they would like to see taken. Over the next few years the university will be addressing those issues as we continue our efforts to be on the cutting edge of regional and national standards.

### **Maintain enrollment levels.**

In recent years the university has returned enrollment to optimal levels, allowing us to sustain necessary fee income while retaining our “small college environment.” Local, regional and national forces all play a role in influencing enrollments. We must stay abreast of the myriad competitive and demographic forces at work.

### **Ensure campus-wide adherence to the Department of Higher Education’s Vision Project and other proposals emanating from the central office.**

A sea of change is occurring on both the state and national levels, as colleges and universities are mandated to devote ever-larger portions of time and resources to assessment, economic development, retention and completion rates, workforce alignment, cooperative agreements, achievement gaps, civic engagement, exam pass rates, and other such initiatives. The university has, of course, long been engaged in such efforts, but Massachusetts has now codified and targeted funding via the Vision Project. We must remain actively involved, and ever-poised to meet new challenges.

### **Continue to enrich the teaching and learning environment through the thoughtful expansion of technology.**

Few could have predicted the extent to which technology has overtaken the teaching and learning experience. Techno-revolutions are occurring with stunning regularity, impacting budgets, staffing and the fundamentals of long-held educational theories. Success will go to those who can straddle the line between boldness and prudence.

### **Address capital needs.**

The science center, the Hammond project, the Miller faculty offices, and the Highland Avenue plaza are just a few of the modernization projects underway or recently completed. These efforts will positively impact the larger university experience. We will continue to explore options to finance other projects as part of our capital plan. We have an aging infrastructure and need to aggressively address the many needs that remain.



### **Oversee implementation of proposed new major in game design.**

Early in 2013 we anticipate receiving approval for our first new major in years. Building on our strength in Communications Media, there exists the opportunity to become a driving force in this exciting new field.

### **Continue enhancement of development and alumni relations.**

On the heels of our successful capital campaign, we have renewed our ongoing effort to strengthen our approach to fundraising and alumni relations. Key activities will begin with assessment of the annual fund, major gifts, grants, and alumni engagement.

### **Conclusion**

As I have said since my first day as president, the student learning experience is what the university is all about. We are here because of students. We are here to ensure that their educational needs are met at the highest levels of excellence. We are here because we believe that our institution is among the best in its class, and that its future remains bright. We need to demonstrate this through action and results. I believe in this university, in what it does, and its limitless future.

## **§**

President Antonucci next discussed his goals in detail. The president was hoping that he would have received the official accreditation letter; however it has not been received to date. He did receive a phone call stating Fitchburg State's next accreditation will be in 10 years. We have a press release ready when we receive the official notification.

In regards to enrollment, the president said we are currently at 3,250. We like to have enrollment be between 3,600-3,800, but there is competition. The economy helped us with enrollment numbers.

In conclusion, the president stated he is running the institution day-to-day operations as always, with students at the forefront. Their safety and student experience is our main focus.

Upon a motion duly noted by Mr. Mercadante and seconded by Ms. Clementi it was

**Voted:** to accept the President's Goals for the 2012-2013 academic year.  
**(10-0)** (05-12/13)

Mr. Bry then discussed the Hammond Building and the next steps. Phase I-I-B is complete and phase 2 is in progress and includes the air handler and roof. The next phase is Phase 3, which will continue the renovations on the campus center side and the library, the main lounge, meeting rooms, additional restroom facilities, game room, and the alumni rooms. This phase is set to start in March 2013 and is scheduled to be completed in December 2013.

Mr. Connors stated the \$20 million spent over the summer was borrowed and the university will be responsible to pay it back, but that the \$6 million from DCAM will not be paid back; however, that amount will still show on the books.

Mr. Gregoire then asked where the game room will be located to which Mr. Bry replied that it will be located where the alumni rooms are now. The meeting rooms will then be located where the archives are currently.

There were no further questions.

Upon a motion duly noted by Mr. Mahan and seconded by Mr. Mercadante it was

**Voted:** to accept the following resolution.  
**(10-0)** (06-12/13)

## **MASSACHUSETTS STATE COLLEGE BUILDING AUTHORITY**

### **FITCHBURG STATE UNIVERSITY**

#### **HAMMOND CAMPUS CENTER**

#### **Description of Project**

- (a) The carrying out of preliminary work, including obtaining cost estimates, revenue estimates, preliminary design specifications, feasibility studies, surveys, and site analyses to determine the feasibility, approximate size, scope, purposes, location and other characteristics of any building, structure or facility the Authority is authorized by Chapter 703 of the Acts of 1963, as amended, to provide;
- (b) The renovation of the Hammond Campus Center as described herein including building systems and components, furniture, and equipment primarily for the use by students and staff of the University, and their dependents, and which the Authority is authorized by Chapter 703 of the Acts of 1963, as amended, to provide; and
- (c) The carrying out of improvements, renovations, and other work on and the provision and installation of furnishings, fixtures and other equipment for other buildings, structures, or facilities the Authority is authorized by Chapter 703 of the Acts of 1963, as amended, to provide.

#### **Project Overview**

- Project is the continuation of the renovations at the Hammond Campus Center building. This work will include areas on the Street, Ground and First levels in the Campus Center which have not yet been renovated. Street level renovations include bathroom upgrades and conversion of the former commuter lounge, FAB, club and student leadership offices into new meeting rooms and archives. Ground floor renovations include new archives mechanical room, game room, art gallery, alumni meeting rooms, and student academic life office suite, as well as fire protection in the Ellis White lecture hall. First level renovations include bathroom upgrades, new meeting rooms and updated event space/main lounge. Scope of work in all of these areas includes new finishes (floors, walls and ceilings), lighting, fire alarm, HVAC ductwork and controls, and fire protection.
- The University has provided \$500,000 as initial funding for pre-design exploratory work and the design phase. The project revenue source will be an increase in general student fees not to exceed \$275.

INDICATOR	PRIMARY RESERVE	VIABILITY	RETURN ON NET ASSETS	NET OPERATING REVENUES
Target	25.0%	>1.0	3.0% – 4.0%	2.0% - 4.0%
Fitchburg (FY11)	48.4%	1.4	19.7%	9.6%

### **Project Budget and Schedule**

#### Budget

Total Project Cost	\$ 11,000,000
Project Fund Deposit	11,000,000
Cost of Issuance/Reserves	<u>(1,400,000)</u>
<b>Total</b>	<b>\$12,400,000</b>

#### Schedule

Design Started	August 2012
Construction Started	March 2013
Occupy Completed Facility	November 2013

Mr. Bry then talked about the parking expansion vote. The Foundation purchased the property on the corner of Ross Street and Highland Avenue. The house currently residing on the property will be demolished and parking will expand for both the Ross Street lot and McKay by approximately 150 spaces. The space will be evaluated before parking designation will be assigned.

Mr. Gregoire asked whether the student parking fees will be increasing with this project. Mr. Bry assured him that the parking fees would not increase. Mr. Gregoire mentioned one of the biggest resident student complaints is about parking and why it's so far away from their classes. He stated that he feels commuter students should be able to park closer to campus as they commute to the university, where resident students are already on campus and don't need to search for parking.

Mr. O'Donnell asked if there had been any thought about putting in a parking garage on campus. Mr. Bry stated that option has been explored and is in the long term plans of the university. President Antonucci mentioned that the MART lot is never full and is an option for student parking. The problem with parking there is that there is an extra fee for students, stated Mr. Gregoire. Ms. Vittorioso also thought it must be somewhat of a liability to use that lot.

The President mentioned that one of the biggest complaints from students resolves around parking. Students don't consider the Civic Center as a parking lot, but they have to consider that as a viable option. Mr. Gregoire agrees the Civic Center is a great option for parking.

There was no further discussion.

Upon a motion duly noted by Mr. Gregoire and seconded by Mr. Mercadante it was

**Voted:** to accept the following resolution.  
**(10-0)** (07-12/13)

# FITCHBURG STATE UNIVERSITY

## REQUEST FOR TRUSTEE ACTION

---

To: Board of Trustees Date: October 16, 2012

From: Dr. Robert V. Antonucci, President

Subject: Approval for Hammond Center Project, Phase 3 and Parking Expansion

---

### RESOLUTION

1. The Board of Trustees (the "Trustees") of Fitchburg State University (the "State University") hereby approves the project (the "Project") described in EXHIBIT A hereto and the cost thereof approximately as presented to this meeting and otherwise substantially as presented to this meeting.
2. The Trustees hereby approve the pledge by the Board of Higher Education pursuant to the first paragraph of Section 18A of Chapter 703 of the Acts of 1963, as amended, to secure bonds (the "Bonds") issued by the Massachusetts State College Building Authority (the "MSCBA") to finance the Project (which Bonds may be issued together with or separately from bonds issued by the MSCBA for other purposes), of the following: (a) an amount, not to exceed one-fourth (1/4) of the average annual debt service on the Bonds, of funds held as trust funds for Fitchburg State University under the provisions of the Clause (e) of Section 22 of Chapter 15A of the Massachusetts General Laws, the particular trust funds, gifts, grants and trusts and the amount from any particular trust fund, gift, grant or trust to be so pledged to be determined by the President of the State University in consultation with the Executive Committee of the Trustees, and (b) funds made available for expenditure on behalf of Fitchburg State University pursuant to an appropriation made by the General Court or otherwise available for expenditure by the Board of Higher Education.
3. Pursuant to Section 22 of Chapter 15A of the Massachusetts General Laws, as amended, the Trustees hereby delegate to the President of Fitchburg State University the power, and hereby authorize the President of Fitchburg State University, in consultation with the Executive Committee of the Trustees to do all things necessary or desirable in connection with the carrying out of the Project, the Bonds, the payment of and security for the Bonds and all other matters authorized by this Resolution, including without limitation the approval acknowledgement, execution and delivery on behalf of Fitchburg State University of contracts, certificates and other documents.
4. The President of Fitchburg State University and all other officers of Fitchburg State University and all other officers of the Trustees, each of the foregoing persons acting alone, are hereby authorized to do all things and take all action as the person so acting shall, as conclusively evidenced by the doing of any such thing or the taking of any such action, deem necessary or desirable to be done or taken to carry into effect the matters hereby authorized.

## EXHIBIT A

### MASSACHUSETTS STATE COLLEGE BUILDING AUTHORITY

#### FITCHBURG STATE UNIVERSITY

#### PARKING IMPROVEMENTS

##### Description of Project

- (d) The purchase by the Authority of parcels of land, if required, in the vicinity of the campus of Fitchburg State University, Fitchburg, Massachusetts; and the transfer by the Authority to the Commonwealth of Massachusetts (the "Commonwealth") of said parcels of land;
- (e) The leasing by the Authority, as lessee, from the Commonwealth (or an entity authorized therefor), as lessor, of parcels of land owned by the Commonwealth in Fitchburg, Massachusetts, for Fitchburg State University (the "University");
- (f) The carrying out of preliminary work, including obtaining cost estimates, revenue estimates, preliminary design specifications, feasibility studies, surveys, and site analyses to determine feasibility, approximate size, scope, purposes, location, and other characteristics of any building structure or facility the Authority is authorized by Chapter 703 of the Acts of 1963, as amended, to provide;
- (g) The construction of parking improvements, consisting of either surface parking, structured parking, or a combination thereof, primarily for the use by students and staff of the University, and their dependents, and which the Authority is authorized by Chapter 703 of the Acts of 1963, as amended, to provide; and
- (e) The carrying out of improvements, renovations, and other work on and the provision and installation of furnishings, fixtures, and other equipment for other buildings, structures, or facilities the Authority is authorized by Chapter 703 of the Acts of 1963, as amended, to provide.

##### Project Overview

- Project is the improvement or construction of parking capacity to the Ross Parking Lot and the McKay Parking Lot.
- The project revenue source will be student parking fees.

INDICATOR	PRIMARY RESERVE	VIABILITY	RETURN ON NET ASSETS	NET OPERATING REVENUES
Target	25.0%	>1.0	3.0% – 4.0%	2.0% - 4.0%
Fitchburg (FY11)	48.4%	1.4	19.7%	9.6%

##### Project Budget and Schedule

###### Budget

Total Project Cost	\$2,500,000
Project Fund Deposit	2,500,000
Cost of Issuance/Reserves	<u>400,000</u>
<b>Total</b>	<b>\$2,900,000</b>

The president then mentioned that the Conflict of Interest acknowledgements are due on an annual basis. Ms. Lundgren will send the Conflict statement to all Board members. They should be completed and returned to her as soon as possible.

President Antonucci then continued with his report. He mentioned we had a great school opening and has asked three of the Vice Presidents to provide an update on their respective areas.

Dr. Bowen started with the Game Design update. There was a team of external reviewers on campus last week and we should receive their report shortly. Dr. Bowen was hoping to have approval by December, but it will probably be in January. We are hoping to have the Game Design major available to students next fall. There is also an internal review going on now for a new Chemistry major, which will hopefully be available in the fall of 2014.

Dr. Bowen also announced that we have received \$230,000 from the BHE for a developmental math program. This grant will require students to start taking math immediately and continuously until their math requirement is fulfilled. The grant will also allow us to purchase an “alert system” that will allow a report to be generated to students so that they can evaluate how they are doing. This will also allow a professor to send a personal message to students with recommendations so that they can improve in areas needed.

Mr. Hendry then gave an overview of Alumni and Development.

Fund raising – They are in the midst of the phone-a-thon. The golf tournament was very successful and fund raising is 7 percent ahead of last year, however, final figures will not be evaluated until December.

The Capital Campaign was a success and now the office is determining how to move forward. There is a process that has been implemented for prospect screening, which identifies top donor potential.

Mr. Hendry also mentioned they have two open positions in the Alumni and Development Office; one is the Executive Director of Development, which will focus on major gifts. The other is a junior fund-raising position, focused on the private side.

There are several openings on the Foundation Board and if anyone feels they know a good candidate for the Board, please contact Mr. Hendry directly.

He also mentioned the 50<sup>th</sup> Anniversary of Nursing will be held on October 20 with approximately 160+ alumni in attendance; the largest in ten years.

Ms. Rodriguez-Parker left the meeting at 1:02 p.m.

Mr. Bry then gave a quick overview from Finance & Administration. Now that the audit is complete, the finance group is ready to start the FY2014 budget, while continuing to monitor the current budget.

Building updates:

- The science center construction is going well
- A portion of the quad and Edgerly Hall porch are complete
- Miller phase 2 is also complete and the elevator will be complete in the spring

- The Exercise science lab on 155 North Street is complete
- There are approximately 10 classrooms with new furniture
- The campus center is moving to phase 3
- Working on expanding parking

President Antonucci then updated the Board on various projects and commented on the enclosures included in the packet. They are as follows:

- The updated anti-violence policy
- President Antonucci was recognized by the YWCA with the “Great Guy” award
- Board of Trustees self-assessment
- Sub-committee members
- Residence Hall occupancy report
- Commissioner Freeland letter re: evaluation of the President
- Goals and evaluation from 2011-2012
- Letter from James Cox
- News articles

Ms. Vittorioso discussed ideas on sub-committee members, and will send an email to the Board for feedback.

Ms. Vittorioso requested a motion for the Board of Trustees to go into Executive Session.

Upon a motion duly noted by Mr. Mercadante and seconded by Mr. Mahan, it was voted by roll call (9-0) to go into Executive Session at 1:15 p.m. to discuss buildings and contracts. Open session would not reconvene after the conclusion of Executive Session.

With no further business before the Board, the meeting was adjourned at 1:14 p.m.

Respectfully submitted:

---

Anna Maria Clementi, Clerk  
Board of Trustees

**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: <b>Board of Trustees</b>	DATE:  November 27, 2012
FROM: The President	REQUEST NUMBER:  09-12/13
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 2013-2014:

**Fall Semester 2013**

Dr. Janice M. Alberghene, Ph.D.	09/01/13-01/11/14
Dr. James P. Alicata, Ed.D.	09/01/13-01/11/14
Dr. Laura M. Garofoli, Ph.D.	09/01/13-01/11/14
Dr. Viera Lorencova, Ph.D.	09/01/13-01/11/14
Dr. Peter L. Staab, Ph.D.	09/01/13-01/11/14
Dr. Michael H. Turk, Ph.D.	09/01/13-01/11/14

**Spring Semester 2014**

Dr. David C. Antaya, Ed.D.	01/12/14-05/31/14
Dr. Judith K. Budz, Ph.D.	01/12/14-05/31/14
Mr. David Keith Chenot, MFA	01/12/14-05/31/14
Dr. Beverly A. Hollingsworth, Ph.D.	01/12/14-05/31/14
Dr. Lynne A. Kellner, Ph.D.	01/12/14-05/31/14
Dr. Sara P. Levine, Ph.D.	01/12/14-05/31/14
Dr. Da-hong Lu, Ph.D.	01/12/14-05/31/14
Dr. Ann R. Mrvica, Ed.D.	01/12/14-05/31/14
Dr. James T. Noonan, Ph.D.	01/12/14-05/31/14
Dr. Hildur H. Schilling, Ph.D.	01/12/14-05/31/14
Dr. Thomas H. Schilling, Ph.D.	01/12/14-05/31/14
Dr. Xinxin (Jane) Zhang, Ph.D.	01/12/14-05/31/14



## Sabbatical Recommendations for 2013-2014

Based on a thorough review of each application per the Fitchburg State University Sabbatical Leave Criteria, I recommend the funding of the following sabbaticals during the 2013-14 academic year:

### **Fall 2013**

Dr. Janice M. Alberghene—Professor, English Studies

Dr. James P. Alicata—Associate Professor, Industrial Technology

Dr. Laura M. Garofoli—Associate Professor, Behavioral Sciences

Dr. Viera Lorencova—Assistant Professor, Communications Media

Dr. Peter L. Staab—Associate Professor, Mathematics

Dr. Michael H. Turk—Professor, Economics, History & Political Science

### **Spring 2014**

Dr. David C. Antaya—Professor, Exercise & Sports Science

Dr. Judith K. Budz—Professor, English Studies

Mr. David Keith Chenot—Associate Professor, Industrial Technology

Dr. Beverly A. Hollingsworth—Associate Professor, Business Administration

Dr. Lynne A. Kellner—Professor, Behavioral Sciences

Dr. Sara P. Levine—Professor, Behavioral Sciences

Dr. Da-hong Lu –Professor, Biology/Chemistry

Dr. Ann R. Mrvica –Professor, Communications Media

Dr. James T. Noonan –Professor, Business Administration

Dr. Hildur H. Schilling – Assistant Professor, Behavioral Sciences

Dr. Thomas H. Schilling –Professor, Behavioral Sciences

Dr. Xinxin (Jane) Zhang – Associate Professor, Geo/Physical Sciences

Brief description of each proposal follows:

## Fall 2013

Janice M. Alberghene, PhD                      English Studies                      09/01/13 to 01/11/14

Dr. Alberghene plans develop a course titled Contemporary African American Literature, volunteer at the Dover Adult Learning Center, write a paper that will explore not only some of the more bizarre fictions inspired by *Little Women*, but also more serious works such as Geraldine Brooks' Pulitzer Prize-winning *March* and Katherine Weber's *The Little Women*, and, finally, begin writing a children's book.

James P. Alicata, EdD                      Industrial Technology                      09/01/13 to 01/11/14

Dr. Alicata plans to work with five or six vocational high schools to assess pre-calculus and physics preparation of students at those schools. Based on his findings, he will develop a model to provide remediation at the high-school level that will better prepare students for college-level courses, thereby enhancing retention and 4-year graduation rates. In addition, he will explore new articulation agreements that would allow students to earn college credit as appropriate.

Laura M. Garofoli, PhD                      Behavioral Sciences                      09/01/13 to 01/11/14

Dr. Garofoli plans to research the psychological impact of significant dietary restrictions resulting from multiple food allergies and/or eosinophilia disorders on children and their families. She will also seek culinary and food science training to support her research, and develop recipes free of the top eight allergens (peanuts, tree nuts, milk, egg, soy, wheat, fish, shellfish), gluten, and two fast-growing allergens in America (corn and sesame). Based on her research, she will develop a resource guide and cookbook addressing these issues.

Viera Lorencova, PhD                      Communications Media                      09/01/13 to 01/11/14

Dr. Lorencova plans to complete her manuscript-in-progress, *Becoming Visible: Queer in Post-1989 Slovakia*. She will apply for research and publication grants, conduct follow-up research, and complete final revisions of the book and the book proposal. She plans to search for suitable academic publishers and foster correspondence with acquisition editors, with the ultimate objective of securing a book contract with a reputable scholarly press.

Peter L. Staab, PhD                      Mathematics                      09/01/13 to 01/11/14

Dr. Staab will continue his research on magic squares, a field in which he has been working for the past five years. Running computer code, he intends to complete the mathematical analysis of size 4 squares, then extend the effort to size 5 squares. His plans call for publication of his findings as well as presentations on- and off campus. In addition, he will continue his association with the WeBWorK project, a free open-source online homework system, by developing adaptive release mechanisms.

Michael H. Turk, PhD                      Economics, History &                      09/01/13 to 01/11/14  
Political Science

Dr. Turk intends to complete work on a series of publishable essays focusing on the relationship between economics and history, specifically "the positive construction of an historical economics." This information will be integrated into the courses he teaches.

## Spring 2014

David C. Antaya, EdD                      Exercise & Sports Science                      01/12/14 to 05/31/14

Dr. Antaya plans to complete three courses of study on new strategies aimed at educating students and motivating them to make better decisions about their health. He will also develop a basic “nutrition for fitness” course that will focus on the issue of obesity in the United States.

Judith K. Budz, PhD                      English Studies                      01/12/14 to 05/31/14

Dr. Budz plans to develop a guide for teaching memoir to first-year writing students, incorporating historical, gender, and moral approaches while expanding the notion of memoir to include graphic autobiography, campaign speeches, blogs, and YouTube posts. The guide will also look at “examples of fiction masquerading as memoir and memoir masquerading as fiction.” The guide will offer discussion questions, linked documentaries, writing prompts, and research topics. She anticipates publishing her work and presenting it at a regional conference.

David Keith Chenot, MFA                      Industrial Technology                      01/12/14 to 05/31/14

Chenot plans to broaden his understanding of architecture, design and technology as they relate to the revitalization of small-to-medium urban areas. Such locales often have a wealth of embedded infrastructures that are well-developed, but underutilized. He intends to explore ways to “rethink and reinvent” dynamic communities, then integrate his findings into the courses he teaches as well as make a presentation in a public forum.

Beverley A. Hollingsworth, PhD                      Business Administration                      01/12/14 to 05/31/14

Dr. Hollingsworth plans to write a financial accounting handbook that would allow students to integrate fundamental and intermediate concepts of financial reporting. Her aim is to enable students to better build on first-level accounting classes by incorporating specialized topics studied at upper levels.

Lynne A. Kellner, PhD                      Behavioral Sciences                      01/12/14 to 05/31/14

Dr. Kellner plans to update two chapters that she wrote on teen parenthood and the debate on family preservation, and write a new chapter focused on poverty, for the textbook *Exploring Child Welfare*. She also plans to conduct site visits and/or surveys of other baccalaureate-level human services programs in New England in an effort to better understand how they have responded to changes in the field brought on by economic constraints and their effect on curriculum, training, and staffing patterns.

Sara P. Levine, PhD                      Behavioral Sciences                      01/12/14 to 05/31/14

Dr. Levine plans to examine the question of what makes for the most effective types of honors instruction. She will explore unique teaching techniques employed with honors students and their relation to students’ educational outcomes and success. She will thoroughly examine the literature and research that relates to the effective teaching of honors students and plans to present her findings to the National Collegiate Honors Council.

Da-hong Lu, PhD                      Biology/Chemistry                      01/12/14 to 05/31/14

Dr. Lu plans to prepare, modify, and complete the current draft of the laboratory manual of general chemistry for students majoring in science, including biology, geo-physics, psychology, and some area of exercise science at Fitchburg State University. These experiments will apply state-of-the-art techniques and more sophisticated experiments may be developed in the area of molecular modeling with the software package, SPARTAN. He would also like to resume research in the area of theoretical chemistry.

Ann R. Mrvica, EdD                      Communications Media                      01/12/14 to 05/31/14

Dr. Mrvica plans to develop a collection of story resources for film and video production students that they may utilize for film production work instead of writing short original screenplays. She also plans to produce an article/paper on the project for the University Film and Video Association conference on how the collection was made and how the students are utilizing it so that other film/video professors can use the approach.

James T. Noonan, PhD                      Business Administration                      01/12/14 to 05/31/14

Dr. Noonan will explore the possibility of a new global entrepreneurial program for the Fitchburg State campus. He will survey student interest, interview business leaders, and visit similar programs to ascertain whether a major or minor would be most beneficial for the university and larger community. Based on these findings, he will propose a program and related curriculum to be considered for adoption.

Hildur H. Schilling, PhD                      Behavioral Sciences                      01/12/14 to 05/31/14

Dr. Schilling plans to study the effects of aging on the ability to detect changes in scene, as when a driver sits at an intersection and sees a change (e.g., light changes from red to green, car moves, bicyclist appears). She will examine how cognitive processes involved with change detection are affected by aging. In addition, she would like to develop cognition as an online course. Dr. Schilling plans to publish her findings and present her research at a professional conference.

Thomas H. Schilling, PhD                      Behavioral Sciences                      01/12/14 to 05/31/14

Dr. Schilling plans to develop a new course on philosophical psychology and revise the contemporary theories of mind course so that themes are seamlessly integrated into the study of issues related to contemporary cognitive science. The course will cover key philosophical approaches and theories that have contributed to current 21<sup>st</sup> century cognitive science. He will also continue his research on examining the relationship of underlying executive functions to general cognitive performance and write a manuscript based on these findings.

Xinxin (Jane) Zhang, PhD                      Geo/Physical Sciences                      01/12/14 to 05/31/14

Dr. Zhang plans to pursue a series of geographic information systems (GIS) trainings in order to keep up on this fast growing field; rewrite GIS labs and other teaching materials based on the training she would obtain from that training; and conduct GIS research with REDI and the Montachusett Regional Planning Commission as possible.

**Robert V. Antonucci**

PRESIDENT

**Fitchburg State University  
Executive Summary  
Financial Statements for the Three Months Ended  
September 30, 2012, 2011 and 2010**

**Statements of Net Assets (pages 1 - 2):**

- Total assets increased by approximately \$36.2 million due primarily to the Hammond Center and new Science building construction projects.
- Capital assets increased to approximately \$112.1 million net of current period depreciation of \$1.1 million.
- Current liabilities increased due to the timing of payments to the Dorm Authority, University food service and bookstore vendors and new debt service payments. Total liabilities increased to \$56.9 million due to the 2012 Hammond Center bond issue.
- Invested in capital assets, net of related debt increased by \$28.4 million due to the construction projects previously mentioned.
- Total debt from bond issues totaled \$31.3 million. There are no capital leases outstanding.

**Statements of Revenues, Expenses and Changes in Net Assets (pages 3 - 4):**

- Total revenue for the period was \$39.6 million.
- Tuition and fee revenue increased by 3.0%. Scholarship expense remains consistent with prior periods.
- Auxiliary revenue, which represents operation of the residence halls, increased by 3.3% and does not include fees charged for the student housing facility owned and operated by the FSU Foundation Supporting Organization, Inc.
- State appropriations decreased for the first quarter due to a decrease in the fringe benefit rate charged by the Commonwealth.
- Total expenditures were \$21.8 million and are consistent with prior periods.
- Investment gains totaled \$544,400. Investment income was \$52,900.
- There was an overall increase in net assets of \$17.8 million for the first three months of the fiscal year.

**Statements of Cash Flows (page 5):**

- Total cash at September 30, 2012 was \$40.1 million which represents an increase of approximately \$6.9 million over cash balances at June 30, 2012.
- Net cash provided from operations was \$17.5 million.
- Acquisitions of property and equipment totaled \$10.0 million and includes the construction of the new Science building and the Hammond Center renovations.

**FITCHBURG STATE UNIVERSITY**

**FINANCIAL STATEMENTS**

**For the Three Months Ended**

**SEPTEMBER 30, 2012, 2011 AND 2010**

**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF NET ASSETS**  
**September 30, 2012, 2011 and 2010**

**ASSETS**

	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Current Assets</b>			
Cash and cash equivalents	\$ 22,572,579	\$ 30,560,768	\$ 21,730,090
Cash and cash equivalents-restricted	6,531,045	4,676,369	1,611,752
Bond proceeds	148,384	9,254,406	-
Accounts receivable, net	8,022,718	8,593,430	16,392,971
Loans receivable, net-current portion	2,641	3,450	2,287
Due from other funds	7,447	8,427	-
Deposit with bond trustee	500,000	-	-
Prepaid expenses-current portion	79,476	76,621	244,530
Deferred bond issue costs-current portion	-	8,922	-
<b>Total Current Assets</b>	<u>37,864,290</u>	<u>53,182,393</u>	<u>39,981,630</u>
<b>Noncurrent Assets</b>			
Restricted cash and cash equivalents	10,819,477	1,583,088	3,734,247
Investments	16,096,570	10,765,334	10,824,946
Endowment investments	789,917	663,454	691,883
Loans receivable, net	1,897,618	1,890,037	1,866,428
Prepaid expenses	4,827	195,114	158,956
Deferred bond issue costs	-	162,083	-
Capital assets, net	<u>112,096,837</u>	<u>74,902,005</u>	<u>55,594,356</u>
<b>Total Noncurrent Assets</b>	<u>141,705,246</u>	<u>90,161,115</u>	<u>72,870,816</u>
<b>Total Assets</b>	<u>\$ 179,569,536</u>	<u>\$ 143,343,508</u>	<u>\$ 112,852,446</u>

**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF NET ASSETS**  
**September 30, 2012, 2011 and 2010**

**LIABILITIES AND NET ASSETS**

	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Current Liabilities</b>			
Bonds payable-current portion	\$ 1,342,143	\$ 1,106,715	\$ 490,774
Accounts payable and accrued liabilities	6,196,566	2,403,738	5,946,020
Accounts payable-construction	947,072	152,182	32,045
Salaries and benefits payable	915,167	850,363	1,981,273
Accrued workers compensation-current portion	133,668	148,183	130,238
Compensated absences-current portion	2,688,004	2,684,269	2,316,082
Accrued faculty payroll	522,991	554,064	482,021
Deferred revenue-current portion	3,956,004	3,011,768	2,460,820
Capital lease-current portion	-	139,877	202,633
Deposits-current portion	290,325	254,360	307,230
Other liabilities	3,650,851	2,586,309	3,189,868
<b>Total Current Liabilities</b>	<u>20,642,791</u>	<u>13,891,828</u>	<u>17,539,004</u>
<b>Noncurrent Liabilities</b>			
HEFA bond payable	3,395,116	3,644,504	3,842,594
MSCBA bonds payable	26,581,256	20,746,560	5,738,353
Accrued workers compensation	544,849	604,015	530,867
Compensated absences	1,718,560	1,716,172	1,677,163
Deferred revenue	2,167,586	2,570,857	797,251
Rebate payable	-	17,993	17,965
Capital lease	-	208,531	342,046
Due to federal loan programs-Perkins	1,525,019	1,511,135	1,493,126
Due to federal loan programs-Nursing	383,233	373,144	362,994
<b>Total Noncurrent Liabilities</b>	<u>36,315,619</u>	<u>31,392,911</u>	<u>14,802,359</u>
<b>Total Liabilities</b>	<u>56,958,410</u>	<u>45,284,739</u>	<u>32,341,363</u>
<b>Net Assets</b>			
Invested in capital assets, net of related debt	79,662,767	51,188,460	41,183,109
<b>Restricted for:</b>			
Non-expendable			
Scholarships & fellowships	450,438	440,755	465,631
Expendable			
Scholarships & fellowships	450,889	429,637	375,532
Loans	260,530	257,336	253,101
Capital projects	6,305,253	8,805,408	3,589,443
Debt service	5,276,132	4,029,449	4,745,181
Other	930	930	930
Unrestricted	30,204,187	32,906,794	29,898,156
<b>Total Net Assets</b>	<u>122,611,126</u>	<u>98,058,769</u>	<u>80,511,083</u>
<b>Total Liabilities and Net Assets</b>	<u>\$ 179,569,536</u>	<u>\$ 143,343,508</u>	<u>\$ 112,852,446</u>



**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF REVENUE, EXPENSES & CHANGES IN NET ASSETS**  
**For the Three Months Ended SEPTEMBER 30, 2012, 2011 and 2010**

	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Operating Revenues</b>			
Student tuition and fees	\$ 19,830,975	\$ 19,358,441	\$ 18,972,059
Waivers and exemptions	(783,971)	(861,587)	(507,531)
<b>Net student tuition and fees</b>	19,047,004	18,496,854	18,464,528
Federal grants and contracts	2,924,253	2,850,842	2,901,979
State and local grants and contracts	45,633	14,072	46,016
Stimulus grants	-	206,954	576,491
Nongovernmental grants and contracts	-	40,718	51,038
Sales and services of educational departments	330,110	366,159	464,111
Auxiliary enterprises:			
Residential life (net of scholarship allowances)	4,675,331	4,521,916	4,360,070
Administrative overhead	17,309	30,935	42,486
Fundraising	16,895	9,969	13,451
Commissions	34,090	42,700	38,409
Miscellaneous	11,321	7,422	3,995
Nursing and Perkins	9,184	9,609	9,066
<b>Total Operating Revenues</b>	27,111,130	26,598,150	26,971,640
<b>Operating Expenses</b>			
<b>Salaries:</b>			
Faculty	2,176,599	2,146,507	1,928,199
Exempt wages	744,801	677,964	886,773
Non-exempt wages	3,833,950	3,607,179	3,274,414
Benefits	1,997,993	2,569,148	2,341,838
<b>Other Operating Expenses:</b>			
Employee related travel	37,582	21,564	34,164
Administrative expense	648,666	704,762	640,053
Facility operational supplies	256,917	271,474	243,930
Utilities	503,106	472,875	544,922
Consultant services	96,846	119,988	145,254
Operational services	331,401	338,260	334,625
Equipment purchases	472,835	257,096	153,465
Equipment maintenance and repairs	93,070	118,437	91,180
Purchased client services-program	31,717	33,147	22,580
Construction and building improvement	422,693	465,793	277,661
Scholarships	3,857,761	3,981,765	3,750,468
Loans & special payments	-	22,719	75
IT expenditures	1,547,322	1,173,422	1,044,151
Supplies and other services	997	-	-
Depreciation	1,067,196	1,051,721	1,021,033
Auxiliary enterprises:			
Residential life	3,465,731	3,235,153	2,531,450
<b>Total Operating Expenses</b>	21,587,183	21,268,974	19,266,235
<b>Operating profit/(loss)</b>	5,523,947	5,329,176	7,705,405

For those charged with governance and internal management use only

**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF REVENUE, EXPENSES & CHANGES IN NET ASSETS**  
**For the Three Months Ended SEPTEMBER 30, 2012, 2011 and 2010**

	<u>2012</u>	<u>2011</u>	<u>2010</u>
<b>Nonoperating Revenues(Expenses)</b>			
State appropriations	6,578,980	7,948,130	5,431,585
Investment income (net of investment expenses)	52,968	89,019	105,837
Unrealized gain/(loss)	544,473	(413,621)	434,880
Interest on capital debt	(243,069)	(324,315)	(167,377)
	<hr/>	<hr/>	<hr/>
<b>Net Nonoperating Revenues (Expenses)</b>	6,933,352	7,299,213	5,804,925
	<hr/>	<hr/>	<hr/>
<b>Income (loss) before Capital and Endowment Additions</b>	12,457,299	12,628,389	13,510,330
	<hr/>	<hr/>	<hr/>
Capital appropriations	1,304	-	-
Capital grants and gifts	5,300,409	5,300,409	59,187
	<hr/>	<hr/>	<hr/>
<b>Increase in net assets</b>	17,759,012	17,928,798	13,569,517
	<hr/>	<hr/>	<hr/>
<b>Net Assets - beginning of period</b>	104,852,114	80,129,971	66,941,566
	<hr/>	<hr/>	<hr/>
<b>Net Assets - end of period</b>	<u>\$ 122,611,126</u>	<u>\$ 98,058,769</u>	<u>\$ 80,511,083</u>

For those charged with governance and internal management use only

**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF CASH FLOWS**  
**For the Three Months Ended SEPTEMBER 30, 2012, 2011 AND 2010**

	<u><b>2012</b></u>	<u><b>2011</b></u>	<u><b>2010</b></u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Increase in net assets	\$ 17,759,012	\$ 17,928,798	\$ 13,569,517
Adjustments to reconcile increase in net assets to cash provided by (used by) operating activities:			
(Gain)/loss on marketable securities	(544,473)	413,621	(434,880)
Depreciation	1,067,196	1,051,721	1,021,033
(Increase) decrease in assets:			
Accounts receivable	(6,109,250)	(5,138,951)	(14,318,022)
Loans receivable	64,827	48,284	55,241
Other assets	(457,387)	(2,356)	76,128
Increase (decrease) in liabilities:			
Accounts payable and accrued liabilities	1,998,540	(1,582,177)	4,983,859
Compensated absences	196,411	26,641	(21,794)
Accrued faculty payroll	(2,317,387)	(2,070,377)	(2,006,533)
Deferred revenue	2,299,337	1,318,681	1,076,484
Other liabilities	<u>3,502,555</u>	<u>2,404,302</u>	<u>2,954,424</u>
<b>Net cash provided by operating activities</b>	<u>17,459,381</u>	<u>14,398,187</u>	<u>6,955,457</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of investments	(656,327)	-	-
Proceeds from the sale of investments	356,008	-	-
Acquisition of property, plant and equipment	<u>(10,029,544)</u>	<u>(9,759,387)</u>	<u>(1,229,139)</u>
<b>Net cash (used by) investing activities</b>	<u>(10,329,863)</u>	<u>(9,759,387)</u>	<u>(1,229,139)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Federal loan program	5,444	2,192	4,407
Payments of capital debt	(230,982)	(202,183)	(194,016)
Payments of capital leases	<u>-</u>	<u>(49,844)</u>	<u>(351,010)</u>
<b>Net cash (used by) financing activities</b>	<u>(225,538)</u>	<u>(249,835)</u>	<u>(540,619)</u>
<b>Net increase in cash</b>	6,903,980	4,388,965	5,185,699
<b>Cash and cash equivalents - beginning of period</b>	<u>33,167,505</u>	<u>41,685,666</u>	<u>21,890,390</u>
<b>Cash and cash equivalents - end of period</b>	<u><u>\$ 40,071,485</u></u>	<u><u>\$ 46,074,631</u></u>	<u><u>\$ 27,076,089</u></u>
<b>Supplemental Disclosures:</b>			
Cash paid for interest	<u><u>\$ 4,153</u></u>	<u><u>\$ 400,195</u></u>	<u><u>\$ 152,109</u></u>

For those charged with governance and internal management use only

**Robert V. Antonucci**

PRESIDENT

TO: Board of Trustees

FROM: Carol T. Vittorioso, Chairman

RE: Committee Memberships – DRAFT

---

**Standing Committees**Academic Affairs

Anna Maria Clementi  
Nathan Gregoire  
Michael Mahan  
Frank O'Donnell

Finance and Administration

Martin Connors, Jr.  
Donald Irving  
Anthony Mercadante  
Cynthia Stevens

Executive/Nominating

Carol Vittoriosso - Chair  
Martin Connors, Jr. – Vice Chair  
Anna Maria Clementi – Clerk

Foundation

Martin Connors, Jr.  
Gladys Rodriguez-Parker  
Cynthia Stevens

Student Affairs

Robert Babineau, Jr.  
Anna Maria Clementi  
Nathan Gregoire  
Donald Irving  
Michael Mahan  
Frank O'Donnell

*Carol T. Vittorioso is ex-officio on each standing committee.*



City of Fitchburg  
Massachusetts 01420

CITY COUNCIL

President

Jody M. Joseph

Vice President

Marcus L. DiNatale

Ward Councillors

Ward 1 - David Clark

Ward 2 - Norman L. Boisvert

Ward 3 - Joel R. Kaddy

Ward 4 - Dolores Thibault-Munoz

Ward 5 - Nicholas J. Carbone

Ward 6 - Jody M. Joseph

Councillors at Large

Jeffrey A. Bean

Marcus L. DiNatale

Stephan Hay

Rosemary Dooling Reynolds

Dean A. Tran

November 9, 2012

Chief Robert DeMoura  
Fitchburg Police Department

Bernard Stephens  
Human Resources Director

Dr. Robert A. Antonucci, President  
Fitchburg State University

Chief James E. Hamel  
Fitchburg State University

To Whom It May Concern;

At the Regular City Council Meeting held on November 8, 2012, the following Appointments were confirmed:

**New Appointments:**

Fitchburg State University Police Officers to serve as:

**Special Police Officers for the City of Fitchburg**

Chief James E. Hamel

Christopher Bouchard

Derrick Camelo

Sarah Camelo

Sean Cullen

William Fisher

Lesley Hampson

Phillip Karamptsos

David Laudon

Michael Marcil

Benjamin McDonald

Michael Pavone

Demetrice Phillips

Eric Schmidt

Timothy Skaggs

Very truly yours,

Anna M. Farrell, Clerk

AMF/eak



## Reflecting success



SENTINEL & ENTERPRISE / BRETT CRAWFORD

As the newly renovated Hammond Hall at Fitchburg State University reflects the brilliant sky, FSU President Robert Antonucci speaks at a ribbon-cutting ceremony Tuesday.

## Fitchburg State unveils its new, \$25M Hammond Campus Center

**By Alana Melanson**

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

**F**ITCHBURG — Fitchburg State University students started the current semester with a vastly improved Hammond Campus Center, thanks to \$25 million of renovations over the past year that have made the building more accessible and welcom-

ing, according to students and staff.

The university celebrated the transformation at a ribbon-cutting ceremony Tuesday morning at the base of the building's new glass tower facing North Street, which has flooded its new student and office spaces with sunlight.

Mayor Lisa Wong remarked how the

Please see **HAMMOND/8**



# FSU unveils new, \$25M Hammond Campus Center

**HAMMOND**/From Page 1

glass tower, which replaced a solid brick wall that was “shutting the city out,” now allows students greater access to the city, and vice versa.

“It just makes me so happy that one project after another is happening here, and all of that is due to the great leadership of the trustees of the college, and a great president, Bob Antonucci,” Wong said.

According to Jay Bry, FSU’s vice president for finance and administration, the North Street level was once underground, and the entire floor felt dark and enclosed. The new glass tower and street-level entrance encourages pedestrian access and brings daylight into the building while easily connecting North Street to the main academic quad, he said.

Bry said the focus of the first phase of renovations was to enhance student-activity offices and dining operations. It also allowed the school’s radio station to be moved from the basement of Thompson Hall to the campus center in a prominent space where the DJ booth can be seen from the hallway.

Where the former ground-level entrance was a private patio overlooking the city now sits.

On the ground level, once-enclosed stairs have been replaced by a comfortable and bright, naturally lit area with several tables and chairs for students to study and socialize, though seating was difficult to find Tuesday.

“It truly has been one of the more transformative projects for the campus,” Bry said. “It has brought not only energy to this building, but we feel that it has changed the whole energy about the campus because students are hanging out here and coming



SENTINEL & ENTERPRISE / BRETT CRAWFORD

A look inside the newly renovated Hammond Hall at Fitchburg State University on Tuesday.

and going from center of campus, so it’s brought a new life to the campus that even in my 15 years I haven’t seen at this level in quite a while.”

According to Antonucci, the campus center is not only a place where students can have fun, but is also a “learning laboratory.”

“The unique thing about this building is that it’s run by students,” he said. “This building is managed by students under the student development program, and the leadership skills that they receive here are phenomenal.”

Students are responsible for all of the activities that take place in the building, as well as its finances, Antonucci said.

Matthew Costello, president of the Student Government Association, was impressed.

***“The unique thing about this building is that it’s run by students.”***

*Fitchburg State University President Robert Antonucci*

“Whether it’s congregating in the new Falcon Hub, holding meetings in the new tower rooms, or merely accessing the quad from the new grand staircase, it has been an investment that has truly served its purpose of complementing and enhancing the Fitchburg State experience,” Costello said.

As a student leader and one of the center’s building managers, Costello said he has seen both the student use and appreciation of the campus center increase tenfold.

Senior Riley Sullivan, 21, of Somerset, who also serves as one of the campus center’s nine student building

managers, agreed. Students rarely ever used to eat lunch in the former Underground Hub, which was small and dark, he said. At lunchtime Tuesday, however, the bigger, friendlier and brighter Falcon Hub was full of students.

The hub has also received a new liquor license to serve beer and wine at events, Sullivan said.

Adjacent to the Falcon Hub, other locations for students to dine have been added, including the North Street Bistro, Subway, BYOB (Build Your Own Burger), a pizza joint called Tomato, and the Green Mountain Cafe.

Becky Lindley, coordinator of commuter affairs and leadership, said the commuter lounge, which used to be in the basement, has seen double the students this year with its new location on one of the upper floors.

“It has totally turned around,” she said.

According to Bry, the renovations are not complete. There are plans to renovate further portions of the building, including the library, in later phases adding up to about \$33 million.

Funding for the projects completed thus far has come through revenue bonds from the Massachusetts State College Building Authority, which are then paid back through student fees, Bry said.

Follow Alana Melanson at [facebook.com/alanasentinel](https://www.facebook.com/alanasentinel) or on Twitter @alanamelanson.



# FSU to host moot court competition

FITCHBURG — Fitchburg State University will once again host the American Collegiate Moot Court Competition regional tournament this fall, bringing more than 48 teams from 15 colleges and universities up and down the eastern seaboard to Fitchburg.

Among the competitors will be Teresa Scanlan, also known as Miss America 2011, representing Patrick Henry College in Virginia.

The regional competition will kick off at 1 p.m. on Friday, Nov. 16, at Hammond Hall, with teams of students making 20-minute arguments before panels of local judges, lawyers and professors across campus. Among the legal luminaries hearing the arguments this year will be U.S. District Judge Timothy Hillman of Fitchburg.

The regional tournament's final rounds on Saturday, Nov. 17, will determine which students participate in the national competition in January at Regent University School of Law in Virginia Beach, Va.

The case being argued in this year's tournament concerns the fictional Samantha Sommerville and Sydney Kirsch versus Olympus State University; co-plaintiff Kirsch is named after the

Fitchburg State alumna who won the national brief-writing competition last year with Fitchburg State teammate Matthew Costello.

The parties in the case will argue whether Olympus State's preferential admissions program, which provides extra weight to male applicants in order to balance its student body, violates the equal protection clause of the 14th Amendment to the U.S. Constitution.

Also under discussion is whether the program violated the students' right to free association under the First Amendment. The narrative describes an organization dubbed Women for True Equality that sprouted on the campus in response to the case but subsequently came under fire for refusing to allow men to attend its meetings.

Fitchburg State's Moot Court team has a history of strong showings at the regional event, advancing to the national moot-court competition 11 consecutive times. The university has consistently advanced to the second day of national competition since 2000 and remains the only school in the nation to make the break in every national tournament.



## BUSINESS

telegram.com/business

## Workforce

From Previous Page

creating stronger partnerships between the colleges, employers and workforce development organizations to better match people looking for work with job openings across the state, officials said.

Ted Bauer, from MassMEP, said the manufacturing landscape in Massachusetts over the last 20 years has changed dramatically. He said the number of large manufacturers employing more than 500 people has gone down, and there is now a network of small and medium-sized enterprises, known as SMEs, with less than 20 employees that comprise about 70 percent of manufacturing firms in the state.

Mr. Bauer said manufacturers refocused and invested in technology and methods that improved productivity, and moved away from the model of high-volume competitive production. He said SMEs had to embrace technology to meet evolving demands and computerize machining, and that such a transition had a direct impact on the workforce.

"The very definition of entry level is profoundly different in today's manufacturing," Mr. Bauer said. "The good news is the system has come together. A critical mass of employers, training providers and educational institutions have come to the table and invested resources. ... Individuals can now participate in a workforce that provides a living wage and pro-

vides skills to employers while obtaining credentials for long-term employment."

Paul Reville, state secretary of education, said in educating students for the 21st century schools need to reach beyond the traditional boundaries of education and look to employers for help in determining what skill sets and knowledge students need to move from high school to post-secondary education and then into employment, so they are better prepared for manufacturing jobs.

Those jobs, Mr. McGovern said, are not like "your grandfather's manufacturing jobs" and require more skills, training and education. Manufacturing will grow and move to where there is a skilled workforce, he said, because training people is expensive for employers.

"Manufacturing is an important part of our past, present and is a vital part of our future," Mr. McGovern said.

He said Massachusetts is a leader in producing a highly skilled, competitive workforce and understands the importance of manufacturing jobs. The fact that the rest of the country doesn't understand that, he said, will slow the economic recovery.

"The private sector needs the assistance of the public sector," Mr. McGovern said of the agreements. "We need to work together as a team."

Daniel M. Asquino, president of Mount Wachusett Community College, said the idea of colleges helping develop a well-

trained and educated workforce is not new.

When the dental community was looking for hygienists and when Bristol-Myers Squibb won a contract to locate at Devens, MWCC developed training programs to help meet the demand for skilled workers, he said.

"We recognized how important manufacturing was to Central Massachusetts," Mr. Asquino said.

Massachusetts' workforce needs to be equipped to compete nationally, he said, or the standard of living here will decline.

Mr. Asquino also stressed the importance of civic engagement and educating students for a society whose members care for one another.

"(The mentality) of 'I'm right and you're evil' — we need to get beyond that," he said.

Workers need to understand the civic implications of their actions and the civic consequences if only profit is considered, he said.

Gail E. Carberry, president of Quinsigamond Community College, said Quinsigamond and MWCC — the two community colleges serving central Massachusetts — have a longstanding relationship and have created prototypes for sharing the best practices among community colleges. Engaging four-year schools is the key to success, she said.

The colleges also are working to create a bridge between non-credit and credit training courses to help build career ladders, she said.



T &amp; G Staff/RICK CINCLAIR

Quinsigamond Community College President Gail E. Carberry and Jack Healey of the Massachusetts Manufacturing Extension Partnership sign agreements during an event at Fitchburg State University yesterday.

## Colleges celebrate workforce alliances

By Paula J. Owen

TELEGRAM &amp; GAZETTE STAFF

FITCHBURG — Yesterday, local and state officials and business leaders packed President's Hall at Fitchburg State University to celebrate partnerships between Central Massachusetts' community colleges and universities that allow for specialized training and educational opportunities for the state's manufacturing workforce.

Officials from the Patrick-

Murray administration joined U.S. Rep. James P. McGovern, D-Worcester, state legislators and officials from the Massachusetts Manufacturing Extension Partnership, Quinsigamond Community College in Worcester, Mount Wachusett Community College in Gardner and Fitchburg State University to announce agreements between the schools.

The agreements are aimed at

Turn to **Workforce**/Next Page



## Community colleges, FSU officials agree to transfer credits

By Alana Melanson

amelanson@sentinelandenterprise.com

FITCHBURG — Thanks to agreements signed Tuesday morning, students interested in earning advanced manufacturing degrees will easily be able to transfer their credits between local community colleges and Fitchburg State University.

A bevy of state and local government and education officials crowded into FSU's Mazzaferro Center on Tuesday to celebrate the landmark collaboration,

Please see **CREDITS/5**

## FSU, community colleges agree to transfer credits

**CREDITS**/From Page 1

which will allow a more seamless transfer of credits between Mount Wachusett Community College in Gardner, Quinsigamond Community College in Worcester and FSU, as students and manufacturing-industry employees seek to further their education and their careers.

The collaboration also involves the state Manufacturing Extension Partnership, which identifies and implements growth opportunities for small and medium-size manufacturers through advanced manufacturing technologies and training, among other means.

According to Eric Nakajima, assistant secretary for innovation policy for the state Executive Office of Housing & Economic Development, the partnership also offers a pathway between work-training programs that don't offer credit to degree programs.

Normally, those who want to earn degrees often have to "shop around" at different institutions to determine what programs they offer and if they will be useful in the long run, he said, and sometimes credits are lost when students transfer between schools as their career paths become clearer.

With these agreements, Nakajima said, credits will be easily transferred to assist those students in their pursuits and to create a more competitive industry.

Ted Bauer, manager of workforce development programs for MassMEP, said a changing manufacturing landscape has led companies to "refocus and reinvest" in advanced technologies to improve their productivity. That transition has had a direct impact on the workforce, and even entry-level jobs in the field are profoundly different than they were 15 to 20 years ago.

"We have moved from repetitive, task-oriented jobs to knowledge-based jobs," Bauer said. "This not only raised the bar for those looking to enter the manufacturing labor force, but it also created a major training



SENTINEL & ENTERPRISE / BRETT CRAWFORD

Quinsigamond Community College President Gail Carberry, left, and Fitchburg State University President Robert Antonucci shake hands Tuesday at FSU on an articulation agreement between the schools that will allow for credits to be more easily transferred.

challenge for those incumbents in the existing workforce."

"Part of the purpose of education is to prepare young people for employment, citizenship and to be lifelong learners," state Education Secretary Paul Reville said. "If we're going to prepare them to thrive in jobs for the future, we need real-time, up-to-date information on what those jobs require in the way of skills and knowledge."

By partnering educational institutions with employers, the latter can give the former advice on what jobs need to be filled, and initiatives can be made to help prepare students to thrive in those fields, Reville said. That, he added, will ensure not only a prosperous future for individuals, but also for the state as a whole.

He and Nakajima referred to a recent report by Northeastern University economics professor Barry Bluestone that reveals that up to 100,000 manufacturing jobs will become available through retirements in an aging workforce.

Also, Nakajima said, the report shows that 70 percent of manufacturers expect to increase hiring over the next five years, and 65 percent expect to increase investment in their plant and expand production.

Manufacturing will grow where there is a skilled workforce, U.S. Rep. Jim McGovern said, so "partnerships like these are critical to economic growth and prosperity."

Executive Office of Labor and

Workforce Development Secretary Joanne Goldstein agreed. Fostering a dialogue and partnerships between the businesses that are looking for trained workers and the educators that can produce them is important, she said, but it is also necessary to involve those in workforce development who can identify the employees suitable for those jobs and to ensure that they have living wages with benefits.

Goldstein said her office also has some training funds available for companies through the state-funded \$5 million Workforce Competitiveness Trust Fund and the Workforce Training Fund, an employer-funded grant program that disburses about \$21 million annually to businesses.

Follow Alana Melanson at [facebook.com/alanasentinel](https://www.facebook.com/alanasentinel) or on Twitter @alanamelanson.



# Weekender

SENTINEL & ENTERPRISE

THURSDAY, NOVEMBER 1, 2012 15

## FSU's Falcon Players perform presidential comedy next week

FITCHBURG — Celebrate the end of election season and be part of a record-breaking national event with a comedic look at the presidency, courtesy of the Falcon Players at Fitchburg State University.

“44 Plays for 44 Presidents” will be performed at 7 p.m. on Monday and Tuesday at Percival Auditorium, 254 Highland Ave. Admission is free.

Written by Fitchburg State alumnus Andy Bayiates, the comedy sketches each skewer one of the American presidents.

The Fitchburg sketch portraying Millard Fillmore will be filmed and put on the Internet alongside episodes from the other 43 productions — all performed simultaneously nationwide. Join the Falcon Players and the university's theater program as they participate in a national record-breaking theater event.





# Sentinel & Enterprise

YOUR HOMETOWN - YOUR NEWSPAPER

SERVING ASHBURNHAM, ASHBY, FITCHBURG, LANCASTER, LEOMINSTER, LUNENBURG, SHIRLEY, TOWNSEND AND WESTMINSTER

TUESDAY, October 23, 2012

www.sentinelandenterprise.com

75 cents

## Long after free-speech case, Beat goes on for FSU grad

John Antonelli returns to campus to talk about Kerouac's influence

By Alana Melanson  
amelanson@sentinelandenterprise.com

FITCHBURG — Despite going to high school in Lowell, documentary filmmaker John Antonelli had never heard about Beat writer Jack Kerouac until he had moved to the other side of the country after leaving then-Fitchburg State College in the 1970s.

"It wasn't until I went away to California that people asked me what it was like in Kerouac's hometown. I started reading him and realizing that a lot of his writing planted the seeds for things that I had done in my life up to that point — hitchhiking around the country, hiking in the Sierra Mountains and exploring Zen Buddhism," Antonelli said.

He also greatly admired Kerouac for growing up much like he did, as a Catholic in such a reserved place, and going on to spawn the Beat Generation — and then the hippie generation — with his book, "On the Road," now a feature film.

Antonelli returned to FSU on Monday for a screening of his 1984 documentary, "Kerouac," and a discussion with students. Though he has been returning more regularly in recent years, it took him until about 10 years ago to set foot back on campus after feeling like an "outlaw."

Antonelli is best known in the region for being the lead plaintiff in a landmark free-speech case against former Fitchburg State College President James Hammond in 1970.

Early in the 1969-70 school year, Antonelli, then editor of the school newspaper, *The Cycle*, published an article by prominent

***"If you really believe in what you're doing, you'll convince the people around you it's going to turn into something significant."***

John Antonelli,  
documentary filmmaker

Black Panther Eldridge Cleaver, which Hammond censored. Hammond also set up a committee to review student journalists' work, so Antonelli and the other students publicly resigned in protest.

While most people will say they'd never imagine it going to the federal level, "in our wildest fantasies, we actually did," Antonelli said of he and his partner, Tony McNamara, now deceased, of Leominster. McNamara's father was editor of the *Leominster Enterprise* at the time and was very supportive, Antonelli said.

Antonelli still remembers that morning in 1970 when he woke up and turned on the radio to hear he had won the case, which is still invoked today whenever a college tries to censor anything printed, spoken on a campus radio station or even emblazoned on a T-shirt.

The occasion was both exhilarating and empowering for Antonelli, who realized he and his fellow students had the ability to affect change in something of national importance.

In his work as a filmmaker, the

experience taught him that he must truly believe in what he is doing before he makes a commitment to it.

"There's a lot of strength in the idea of following your convictions of what want to do with your work," Antonelli told an audience of students. "If you really believe in what you're doing, you'll convince the people around you it's going to turn into something significant. It doesn't have to be a documentary with idealistic principles — it's more about the belief in your work."

He told them of the conference held in 1982 in Colorado by Allen Ginsberg to celebrate the 25th anniversary of the publishing of "On the Road," and how the RV he and his crew rented broke down, leaving them to hitchhike the rest of the way from San Francisco. The experience only gained them the respect of Ginsberg and attendees such as William S. Burroughs and Lawrence Ferlinghetti, who were happy to interview for the piece.

Freshman film student Allison Butler, 18, of Mansfield, Conn., said she thought the film was beautifully done and made her consider doing documentaries.

Antonelli's words about believing in his work taking him far "just struck me very deeply," she said.

Freshman film student Alyssa Maglione, 18, of Worcester, agreed.

"If you strongly believe in something, you can easily convince others that they can believe in that, too," she said.

Follow Alana Melanson at facebook.com/alanasentinel or on Twitter @alanamelanson.



SENTINEL & ENTERPRISE / BRETT CRAWFORD

John Antonelli talks about his documentary, "Kerouac," on Monday in the Ellis White Lecture Hall at Fitchburg State University before a screening of the film. Antonelli is an FSU alumnus.



## WEEKEND BEST BETS

## Dynamic of family dysfunction at center of Letts' female-focused 'Osage County'

By Bonnie J. Toomey  
Correspondent

FITCHBURG — Fitchburg State University will present "August: Osage County" by Tracy Letts, a contemporary dark comedy, under the direction of English studies professor Richard McElvain at the McKay School, 67 Rindge Road, Nov. 13 to 18.

McElvain, whose alma maters are Boston University and Marquette University, believes actors need to have what he calls "fire in the belly"



McElvain

to perform if they want to make the stage a serious part of their lives. And it seems it is that very philosophy that drives him while he works with aspiring students at FSU, some of that sharpness coming from his own current work as a professional actor. McElvain's recent projects include "Shakespeare Fool for Love," a reading at the Commonwealth and a role in "Luck of the Irish" at the Huntington Theater Company in Boston.

The *Sentinel & Enterprise* had a

moment to pick McElvain's brain about Letts' Pulitzer and Tony Award winning drama, which the Fitchburg State University Theater Program will bring to the community for the first time. If you've not been lucky enough to see one of McElvain's incredibly professional productions in the past, now is your chance.

McElvain has successfully evoked his cast to understand the characters who struggle with moral and spiritual questions.

FSU's director shared some of his

Please see **OSAGE/17**

SENTINEL &amp; ENTERPRISE

## COMMUNITY

THURSDAY, NOVEMBER 8, 2012 17

## 'August: Osage County' presents acting challenge for FSU students

**OSAGE/**From Page 15

thoughts about a work that Letts' mother pointed out, "everybody in Tracy's stories gets naked or dead."

**S&E:** Why was this work chosen and what do you want the take-away for audiences to be?

**McElvain:** "August: Osage County" is perhaps the greatest contemporary American play to be written since "Angels in America." It creates the lush huge landscape of the Weston Family; 14 characters struggling with deep issues. All of them fully developed from the smallest role to some of the central characters who reach for passions otherwise found in Greek tragedies. It is moving, funny and provocative, an excellent acting challenge for our students and a delicious opportunity for Fitchburg audiences.

**Q:** Many contemporary works deal with issues of drug and alcohol abuse, cheating, racism, betrayal, lying, incest and pedophilia — this has it all. Talk about your feelings as a director and how the cast prepared for their roles.

**A:** I'm terribly proud of the cast. Right away they perceived the extraordinary opportunity of playing these roles. They have been researching the characters, reading about life in the Oklahoma Panhandle where the play is set. It is quite bleak, particularly for women. And the female characters dominate the plot. We had an Oklahoman come and talk with the cast, which was a real eye-opener. They have been researching drug addiction and what kind of behavior that manifests. And they have been reaching deep in their acting technique, plumbing the passions necessary to make these people walk the stage.

**Q:** Who are the leads and where are they coming from? Speak to what some of the challenges have been and how the actors met those tests.

**A:** It is a real ensemble cast, hard to pick out "a lead." Pam Hill of the FSU faculty is playing the matriarch, Violet. She has been working hard on finding a pill popping habit in contrast to a drinking habit behaviorally. Kim Conner is playing the Alpha daughter, Barb. Kim played our Juliet a year ago and is very successfully blossoming

in a role that stretched her beyond anything she has ever done and will be the crowning achievement of her FSU acting career. Rachel Ide, an upperclassman, is roaring through Ivy, the mousey/tragic stay-at-home daughter, and a new face, Ti Wallace, plays the youngest daughter, Karen, who has wandered the country enduring endless crash-and-burn relationships with men.

**Q:** Talk about the Weston home—stead a bit, and give us another perspective.

**A:** Beverly, the patriarch and brilliant poet and alcoholic, has recently committed suicide. The family comes together for the first time in years to bury the great man. In the course of the coming together, we discover a family pockmarked with marriages that are on the rocks, incestuous relationships between cousins who turn out to be brother and sister, and a matriarch aiming to destroy all her children and dominate the inheritance, among many other jaw-dropping events.

**Q:** How do you think audiences will react? How does the cast move from scathingly hysterical comedy to horrifically astonishing events, and isn't this just the backstory of everyone's family in reality?

**A:** I think audiences will experience a very well-told tale that takes them into forbidden territory in a most entertaining way. There are a lot of laughs in this show. And the characters are so richly drawn that you fall in love with even the worst sinners.

**Q:** Why do we love to see dysfunction in contemporary American theater?

**A:** There but for the grace of God. ... We all live in terror of "what might happen" in our lives, the "what if" factor stalks us all. And if we can ponder these things in the context of a well-told story, we are compelled.

**Q:** How does the script address the realities of suicide, and what are the values Tracy Letts is trying to leave with us?

**A:** Letts is holding a mirror up to us to contemplate our own lives. Even in the most loving families emotions can run deep, and jealousies, self-loathing, fear, doubt and longings can awaken at the most unexpected times. It's a deli-

cious cautionary tale.

**Q:** You say you have an excellent cast. Describe "excellent."

**A:** By "excellent" I mean I feel I have no soft spots in the cast. All the actors are finding the truth of their roles with great success.

**Q:** Why do we love the "sizzle," as you call it, when it comes to watching the family playing at emotional blood sports?

**A:** "The sizzle" is what all good theater productions reach for. I think this cast is grabbing it. Think of this as "Who's Afraid of Virginia Wolf" with a cast of 14.

**Q:** Fully designed by students from the FSU Theater Design program: Who?

**A:** Set and costumes by FSU faculty Cap Corduan, lighting design by FSU students Jameson Kebba and Matt Richards, sound design by FSU student Morgan Butler, and props by FSU student Jenifer Marget.

Performances are November 13-18. Nov. 13 at 6 p.m. Nov. 14-17 at 7:30 p.m. and Nov. 18 at 2 p.m. At McKay Auditorium at the McKay School. Admission is free. Contributions at the door to support the theater program are accepted.



## WHAT WOULD YOU DO WITH FITCHBURG CITY HALL?



SENTINEL & ENTERPRISE / JOHN LOVE

City officials hosted an open house at City Hall Tuesday afternoon, as a way to solicit ideas on what to do with the aging, historic structure. Among those getting a tour from Mayor Lisa Wong, right, were students from the Fitchburg State University Student Government Association.

# Solution sought for historic building

By Alana Melanson  
amelanson@sentinelandenterprise.com

FITCHBURG — What does the future hold for City Hall?

After Tuesday's open house, which gave residents a chance to voice their opinions, it seems the general consensus is to save the historic facade and redo the rest of the building, with possibly an entire interior gutting, according to Mayor Lisa Wong.

"I think there seems to be a general consensus, which is good, because the

hard work is really ahead," Wong said. "The hard work is really implementing a vision."

Residents young and old came to see City Hall one last time before it's closed to the public while a long-term plan is formulated for the building, which is plagued by a failed roof truss and a number of other structural deficiencies.

Fitchburg State University Student Government Association President Matthew Costello and the SGA

activism committee toured the building as part of their goal to have more university-community interaction.

"I think most of us have been to some meetings here, but we have never seen the whole building before," Costello said as he and fellow students were led on a tour by Wong.

Some attendees were set on keeping the building as City Hall, while others believed it would be better off

Please see **CITY HALL/6**

6 WEDNESDAY, OCTOBER 24, 2012

FROM PAGE ONE

# What would you do with City Hall?

CITY HALL/From Page 1

redeveloped for something else.

Wong suggested a rehabilitation of the building could make a portion of it for city offices, while another portion could be turned into community space that would be available for residents to use on nights and weekends.

Bill Lorigan, a resident since 1986, said he wants to see the building rehabilitated into a new City Hall. He believes that if City Hall is moved elsewhere permanently and the building is just boarded up, it would be bad for downtown businesses.

"We'd just abandoning Main Street yet again," he said.

Lorigan said the top priority should be securing the current building so that it doesn't fall into further disrepair through vandalism or weather damage.

"I believe with today's technology, and a wise architect, we should be able to reuse this building without a problem," Lorigan said. "And I don't think it's going to cost any-



SENTINEL & ENTERPRISE / JOHN LOVE

Mayor Lisa Wong, right, chats with members of Fitchburg State University's student government inside council chambers on Tuesday. From left are Nathan Gregoire, student trustee; Margaret Antonellis, class of 2016 representative; Megan Pierce, class of 2016 vice president; Matthew Costello, president; and Kyle Madej, class of 2014 vice president.

where near what some people think it's going to cost."

"I would like to see it be done over, and repaired, but for it to be abandoned as City Hall? That would be terrible," said Lionel Reinford, a local artist and former Spanish teacher at B.F. Brown Middle School and Fitchburg High School. "They should never tear it down."

Reinford, who has lived in the city since 1998, originally came from Honduras "to get a part of the American dream." He said Fitchburg has provided countless positive experiences for him. He has painted many images throughout the city, including some wall murals he is painting at the Fitchburg Police Depart-

ment — some of which were on display in the Veterans Memorial Room Tuesday night.

Artist Camilo Neves also had paintings on display. He came to Fitchburg with his family about 23 years ago from Uruguay, and became involved in the community with his public murals and working with students at Longsjo Middle School in the 21st Century after-school program.

While he is open to City Hall remaining a place for city offices, he'd like to see the building redeveloped into a space for art and music classes, artist studios, and maybe even a dance hall and little boutiques and stores.

"I'd like to see people active and fully engaged together in one building," Neves said. "I believe community artists are bringing a lot to the community. Cultural art is very important to any community in any part of the world, but I think Fitchburg has yet to fully bring it into the light."

He believes City Hall should be used as an example for other city-owned buildings that haven't been properly maintained.

"I don't want to see this building go to waste," Neves said.

Former City Councilor Kevin Starr, 39, who came to see the building with his wife and daughter, said he believes the building should be gutted and turned into a large hall or venue, potentially a club or even a brewery.

"I think the possibilities are endless, and it's going to start with courageous investors looking for ideas," he said.

Starr said he understands that some people, looking at cost alone, would be for demolishing City Hall, but he can't stand the thought of losing such a historical building.

"If it can be redeveloped into something else, I would like to see it. But is it functional for a 21st-century City Hall? Absolutely not," he said.

Mary Lou Montalvo, director of empowerment services at the Cleghorn Neighborhood Center and a member of the City Hall subcommittee, the group that is tasked with determining the plans for the building, said she saw the open house as a great opportunity to gather ideas from a diverse population.

"I think we should energize the building, and energize the city," she said.

Follow Alana Melanson at [facebook.com/alanasentinel](https://www.facebook.com/alanasentinel) or on Twitter @alanamelanson.



## Officials dedicate room with a view



SUBMITTED PHOTO

This fall, Fitchburg State University dedicated the Leominster Credit Union conference room in the renovated Hammond Hall. The conference room is in the glass tower facing North and Pearl streets. Fitchburg State President Robert Antonucci, far right, was joined by LCU representatives, from left, retiring president and CEO Gordon Edmonds, Nancy Graves, Giulio Greco, Amedeo “Butch” Bilotta and Richard Sheppard. With a stunning view of the city and Wachusett Mountain, as well as the latest audio/visual amenities, the conference room has quickly become a popular campus gathering spot.

# 'L'Infinito' featured work in FSU performance, discussion

FITCHBURG — "L'Infinito," a new work for voice and piano by Fitchburg State University faculty member Michele Caniato, based on a text by Giacomo Leopardi, will be discussed and performed together with other Italian songs about love, wonder, and the universal plight of existence on Thursday, Nov. 15, at the university's Kent Recital Hall in the Conlon Fine Arts Building, 367 North St. The program is free and open to the public.

Caniato's composition will be performed in Italian by celebrated soprano Maria Ferrante at 7:30 p.m., with a pre-concert panel discussion featuring the composer and performers at 6:30 p.m. Ferrante will be accompanied by pianist Pei-yeh Tsai.



# Sentinel & Enterprise

YOUR HOMETOWN - YOUR NEWSPAPER

SERVING ASHBURNHAM, ASHBY, FITCHBURG, LANCASTER, LEOMINSTER, LUNENBURG, SHIRLEY, TOWNSEND AND WESTMINSTER

THURSDAY, October 18, 2012

[www.sentinelandenterprise.com](http://www.sentinelandenterprise.com)

75 cents

## FSU study sees slow improvement in jobs

By Alana Melanson

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

FITCHBURG — Unemployment rates in the area are showing a slow decline, aligning with the overall national trend but still higher than the state average, according to data released from Fitchburg State University's Regional Economic Development Institute.

Student interns at REDI have been working with economics Professor Luis Rosero this semester to analyze data from January through August, the most recent available, to determine trends in the region.

In North Central Massachusetts, the overall unemployment rate dropped from 8.1 percent in January to 7.8 percent in August, while the state

### Gateway initiative to support cities/4

unemployment level dropped from 6.9 to 6.3 percent.

Fitchburg, which still has the highest unemployment rate in the region, levels decreased from 10.1 to 9.5 percent from January to August, while Leominster's unemployment rate rose slightly from 8.7 to 9 percent.

Despite the overall downward trend, there was a 4.17 percent increase in the unemployment rate regionally between July and August, but Rosero attributes this to a slight increase in the total labor force. In order to be counted in the labor force, he

Please see **ECONOMY/4**

## FSU economic study points to slow improvement

**ECONOMY/**From Page 1

said, an individual must be ready, willing and able to work. With employment prospects beginning to look more promising, Rosero said, some folks who had given up hope are now back in the game and looking for jobs.

Nationally, numbers released in September show an unemployment rate decline from 8.3 percent to 7.8 percent. As the region tends to follow along with the national trends, Rosero said, it should see a slight reversal in the uptick that occurred from July to August.

Rosero also believes the slight uptick in unemploy-

ment is due to national industry trends. Fitchburg has significantly more manufacturing, utilities, construction, transportation and warehousing jobs than it does more white collar jobs such as finance, insurance, real estate and professional services. Nationally, manufacturing is taking the largest hit in jobs, he said, while the white collar jobs are growing or holding steady.

"If manufacturing is the most affected industry, and the region has a high concentration of manufacturing jobs, you would expect the region to be more negatively

affected than the nation when it comes to unemployment," Rosero said.

Transportation and warehousing jobs have been growing, however, he said, but it is difficult to say whether this will be enough to offset the loss of the manufacturing jobs.

The good news, Rosero said, is that the median house sale prices for all units, regardless of size, seems to be trending upward. The average sale price nationally rose from \$154,600 in January to \$187,400 in August. In Fitchburg the increase was only slight, from \$109,000 to \$110,000, and in Leominster, \$154,000 to

\$157,500. Ayer saw biggest jump locally, increasing from \$195,000 to \$240,000.

"The number of houses being sold is up, and the average 30-year fixed rate mortgage is the lowest we've seen in a long time," Rosero said. "People are feeling more comfortable about jumping back into housing market."

The average interest rate rose slightly from 3.55 percent in July to 3.6 percent in August, but the numbers represent a significant decline from August 2011, he said.

Follow Alana Melanson at [facebook.com/alanasentinel](https://www.facebook.com/alanasentinel) or on Twitter @alanamelanson.



# Sentinel & Enterprise

**YOUR HOMETOWN - YOUR NEWSPAPER**

SERVING ASHBURNHAM, ASHBY, FITCHBURG, LANCASTER, LEOMINSTER, LUNENBURG, SHIRLEY, TOWNSEND AND WESTMINSTER

THURSDAY, October 18, 2012

[www.sentinelandenterprise.com](http://www.sentinelandenterprise.com)

75 cents

## Tsongas, Golnik take gloves off

### Clash on taxes, deficit in Fitchburg State debate

By Chris Camire  
ccamire@sentinelandenterprise.com

FITCHBURG — U.S. Rep. Niki Tsongas warned her Republican challenger Jon Golnik will be “irrelevant” if elected to Congress due to his refusal to consider tax hikes as part of a deficit-reduction plan during an energetic Wednesday night debate at Fitchburg State University.

Golnik fired back, arguing that eliminating loopholes and cutting taxes is a better way to shrink the deficit, as it will stimulate the economy.

“I am all for a balanced approach that doesn’t start with

#### CAMPAIGN 2012

- Ex-FDIC chief backs Warren/2
- Brown, Warren scrambling to attract female voters/2
- For some at Tsongas-Golnik debate, it’s no easy decision/6
- Obama, Romney press on in battleground states/14

raising taxes with the hope of future spending cuts down the road, because it never happens,” said Golnik, of Carlisle. “Let’s cut spending first and then we can take a look at taxes.”

Some of the most spirited moments during the *Sentinel & Enterprise*-sponsored debate came on the issue of taxes. Tsongas repeatedly hammered Golnik for signing a pledge created by Grover

Norquist’s Americans for Tax Reform, in which he promised to never raise taxes.

Please see **DEBATE/6**



SENTINEL & ENTERPRISE PHOTOS / JOHN LOVE

U.S. Rep. Niki Tsongas and Republican challenger Jon Golnik square off at Fitchburg State University Wednesday night.



# Tsongas, Golnik spar on taxes, deficit at FSU debate

DEBATE/From Page 1

A string of \$1 trillion-plus deficits has driven the national debt above \$16 trillion. The magnitude of that figure has intensified debate in Congress over spending and taxes but little movement toward compromise.

"He has pledged to Mr. Norquist, not one of his constituents, but to a nameless, faceless man to most people, that he will not put revenue on the table as we confront one of the biggest challenges to our economy in many, many years," said Tsongas, a Lowell Democrat. "He will become irrelevant from day one in Washington, DC."

Golnik was quick to defend himself, as both candidates were when charges were lobbed their way.

"I didn't make that tax pledge to just Grover Norquist, I made that tax pledge to every hard-working



SENTINEL & ENTERPRISE / JOHN LOVE

Supporters of U.S. Rep. Niki Tsongas and Republican challenger Jon Golnik line the street before the debate at Fitchburg State's Kent Recital Hall Wednesday night.

man and woman in this room," he said.

This was the third of four debates between Tsongas and Golnik before the Nov. 6 election. The candidates showed a

deep familiarity with each other's positions during the 75-minute forum, having run against each other before in 2010, a race Tsongas won by 12.5 percentage points.

Immigration prompted another intense exchange. Tsongas said she supports the Dream Act, which would offer legal status to some young immigrants but has not advanced in Congress. Golnik said he opposes the legislation, claiming it would be a "magnet" for illegal immigration.

Tsongas said children who are taken to the United States by their families, and through no choice of their own, should be given a path to citizenship that includes completing military service or graduating from college.

"It's the only country they know," she said. "As they move into their teen years they learn they do not have legal status, and are dis-

mayed by it because they think of themselves as Americans and want to make a contribution to this country."

Golnik said he supports a component of Arizona's controversial immigration law called E-Verify, requiring employers to check whether workers are here legally or not.

The candidates sat next to each other at a table inside a small auditorium at the college. The audience was packed with supporters from both campaigns, who grew rowdier as the debate progressed, cheering loudly and even booing at some points.

A panel of four questioners touched on a wide range of issues, including green energy, the cost of education and veterans benefits. Moderator Robert Antonucci, president of Fitchburg State University, kept the conversation moving at a brisk pace.

The candidates were asked to give a "letter grade" to President Barack Obama's handling of the murder of four Americans at the U.S. consulate in Benghazi last month.

Tsongas initially declined to assign a grade, saying the incident must be investigated and the perpetrators brought to justice. When several members of the audience pressed her for a grade, Tsongas gave Obama a "B."

Golnik gave the president an "F." He said the Obama administration was negligent not to beef-up security at the embassy on the day of the

attack, given that it took place on the anniversary of the Sept. 11 terrorist attacks.

Golnik once again criticized Tsongas for voting with the Democratic party 95 percent of the time. He said he would have broken from his party by supporting the Lilly Ledbetter Fair Pay Act, as well as opposing the Budget Control Act, which raised the debt ceiling in 2011.

Tsongas said Golnik's opposition to the debt-ceiling bill would have forced the U.S. government to default on its obligations and ended Social Security payments to seniors.

"I call that ducking," she said, of Golnik's position.

Golnik said Congress could have found another way to solve the debt limit crisis without creating the Joint Select Committee on Deficit Reduction, also known as the super-committee, which was tasked with cutting \$1.5 trillion from the federal deficit over the next decade.

"If we had more people like myself going down to Washington, DC, and not people like yourself still down there who vote 95 percent of the time with their party, we could actually get things done down there," he said.

Tsongas and Golnik face off for the final time Wednesday, Oct. 24, at Northern Essex Community College in Haverhill.

Follow Chris Camire on Twitter @camirereports.

## For some watching, no easy choice

By Alana Melanson  
amelanson@sentinelandenterprise.com

FITCHBURG — Though most of the attendees of the congressional debate between Democratic incumbent Niki Tsongas and Republican challenger Jon Golnik had made up their minds on whom they'd be voting for long before walking through the doors of Fitchburg State University's Kent Recital Hall, there were still a few undecided voters who were hoping the Wednesday evening forum would solidify their choice.

Golnik and Tsongas supporters lined North Street about two hours before the 7 p.m. debate, holding signs, cheering — some even playing drums.

For lifelong Fitchburg resident Paul Beauchemin, however, the choice wasn't as easy. Prior to the debate, Beauchemin said the candidate who would win his vote would have to show a strong commitment to turning around the high rates of unemployment and home foreclosures the city has been experiencing in recent years. He also wanted a promise to bolster the city's schools, to provide students with the skills they need to succeed.

"What they say about Fitchburg is how I'm going to vote," Beauchemin said.

After an hour and a half of sparring, Beauchemin still wasn't sure. Tsongas promised she would have an office in Fitchburg and be an

engaged partner in helping the area to flourish; Golnik said he would focus on empowering small businesses to combat high unemployment. But neither said what Beauchemin was looking for.

"I don't think they answered my questions about how are they going to help us out in Fitchburg," he said.

It was also the first time Beauchemin had ever been able to hear Golnik speak. He was more acquainted with Tsongas' stances, but still feels he doesn't know her well enough, either.

FSU junior economics student Lawrence Teague, 20, of Lowell, said he's previously met both candidates on separate occasions, but is still mostly undecided.

"I want to do my own research now after hearing all of the numbers that were thrown around tonight," Teague said. "But based on what I did see and the performances I saw prior to this as well, I do think I'm leaning more toward Golnik, just because he was able to bring out a few more facts and stand by them ready, compared to what Tsongas was able to bring to the table."

He still has to weigh his options carefully, he said, in order to make what he feels would be the best decision "for the district that I live in, for my family and for myself."

Follow Alana Melanson at facebook.com/alanasentinel or on Twitter @alanamelanson.





SUBMITTED PHOTO

In an historic photograph, the Nashua River is shown flowing with heavily polluted water through Fitchburg. The river, once one of the country's most polluted, and the work done to clean it up are the subjects of "The Work of 1,000," a film by Marion Stoddart, which will be screened at Fitchburg State University Oct. 25.

## FSU to screen 'The Work of 1000'

FITCHBURG — Fitchburg State University's Center for Conflict Studies and International Studies Minor will present a screening and discussion of the award-winning film "Marion Stoddart: The Work of 1000" at 7 p.m. on Thursday, Oct. 25, at the Ellis White Lecture Hall in the Hammond Hall campus center. Admission is free.

The film depicts Stoddart's role in cleaning up the Nashua River, once one of the 10 most polluted in the U.S. Following the 30-minute film, there will be a question and answer session with Stoddart, whose story shows that one person truly can make a difference.

For information about Stoddart's efforts, visit [www.workof1000.org](http://www.workof1000.org).

FITCHBURG STATE UNIVERSITY

Board of Trustees

**NOTIFICATIONS**

<b>TO:</b> Board of Trustees	<b>DATE:</b> November 27, 2012
<b>FROM:</b> The President	<b>REQUEST NUMBER:</b> N02-12/13
<b>SUBJECT:</b> Personnel Actions	

**New Hire**

Matthew Sanchez, MA Effective: 12/5/12	Director Financial Aid	\$85,000.00
---	---------------------------	-------------

**Change in Title and Salary**

Tara Manzello, MA Effective: 11/5/12	Assistant Director of Admissions To: Asst. Dir. GCE & International Ed. Admissions	From: \$44,388.88 To: \$46,000.00
---	--	--------------------------------------

Anthony Wilcox, BS Effective: 10/15/12 Ends: 6/30/13	Staff Assistant, Data Svs. Administrator To: Interim Director for Institutional Effectiveness & Research President's Office	From: \$61,372.28 To: \$67,773.00
--	--	--------------------------------------

**Promotion**

Lisa Moison, MA Effective: 12/10/12	Staff Asst., GCE to Asst. Dir. Of Extended Campus and Professional Studies Extended Campus & Center of Prof. Studies	From: \$46,929.88 To: \$53,000.00
--	--	--------------------------------------

Alexandra DiNatale, BS Effective: 11/5/12	Staff Asst., Admissions Counselor to Asst. Dir. Of Admissions Admissions	From: \$35,575.51 To: \$40,075.51
--	--	--------------------------------------

**Retirement**

Louis Zivic, Ed.D. Effective: 12/31/2012	Professor Business Administration	\$94,128.62
---	--------------------------------------	-------------

**Resignation**

Kathleen McCoy, MBA  
Effective: 11/6/2012

Assistant Director  
Admissions

\$46,966.14

*Non Unit raises provided effective July 1, 2012 in accordance with the Department of Higher Education memorandum.*



## Massachusetts Department of Higher Education

One Ashburton Place, Room 1401  
Boston, MA 02108-1696

TEL (617) 994-6950  
FAX (617) 727-0955  
WEB [www.mass.edu](http://www.mass.edu)

Richard M. Freeland, *Commissioner*  
Charles F. Desmond, *Chairman*  
*Massachusetts Board of Higher Education*

### MEMORANDUM

**TO:** Chairs, Board of Trustees—State Universities  
**CC:** State University Presidents  
**FROM:** Richard M. Freeland, Commissioner  
**DATE:** November 20, 2012  
**SUBJECT:** Office of Trustee Relations

As you may know, FY2013 Budget language included several new responsibilities and mandates for the Board and Department of Higher Education, including a new mandate that the Department establish trustee “recruitment, training and accountability initiatives” for the purpose of meeting “existing statutory requirements.” (Section 2 of Chapter 139 of the Acts of 2012.) This new mandate was separate and apart from the so-called “Community College Reform” legislation, as it is our understanding that the mandate was in furtherance of the Governor’s existing statutory authority to appoint and reappoint board of trustee members across all of the three public higher education segments. G.L. c. 15A, § 21; G.L. c. 75, § 1A.

Over the past several months we have given careful consideration to how to best implement the intent of the legislation, with a focus on ensuring that we are creating a helpful resource that will support local boards of trustees in their critical roles in institutional governance and success. To that end, and in consultation with the BHE’s Executive Committee and members of the administration, and we have developed the attached proposal which calls for the establishment of a new “Office of Trustee Relations” within the Department of Higher Education.

As delineated in the attached document, there are four broad goals of the proposed new Office:

- Helping to ensure that each public institution has active and engaged board of trustee members, appointed from a diverse pool of qualified candidates, with the talent, expertise and dedication to help direct the institution towards achieving its mission.
- Providing local board of trustee members with opportunities for professional growth and self-assessment in furtherance of their responsibilities, including occasions to become informed regarding state-level issues related to public higher education.

- Supporting processes to help each local board of trustees hold itself accountable to its statutory mandate and mission (e.g., through strategic planning, self-evaluations and annual goal setting), which incorporates statewide policy goals and initiatives.
- Maintaining active communication with local boards through the board chairs to ensure that each local board of trustees is supported with respect to all aspects of its work.

Through the attached proposal, I want to ensure that the Department is creating an appropriate resource that will assist and not unnecessarily interfere with the work of local board of trustee members-- both individually and collectively-- in ensuring positive results for the institution, its faculty, its students and its many state and regional stakeholders. I am therefore seeking your input before we implement the attached proposal.

This Memorandum and the attached proposal are being copied to your Presidents. In formulating your comments, I encourage you to discuss the attached document with your Presidents, as well as your fellow trustees, and contact me with any questions or concerns. It would be helpful if we could receive your comments by Friday, December 14, 2012, so that we may be informed by your perspectives as we implement the proposal. Please send your comments to me at: [Commissioner.Freeland@bhe.mass.edu](mailto:Commissioner.Freeland@bhe.mass.edu).

I look forward to hearing from you in this regard. Thank you for your attention to this matter and thank you for your continued service and support for public higher education.



## **Draft: Office of Trustee Relations**

**7066-0000....and provided further, that \$125,000 shall be expended to meet existing statutory requirements and establish trustee recruitment, training and accountability initiatives....**

**Scope:** Applies to all three segments of the public higher education system. The “existing statutory requirements” referenced in the line item language include the Governor’s appointment and reappointment authority for board of trustee members, as well as the Governor’s authority to appoint board chairs for the University of Massachusetts and the Community Colleges. G.L. c. 15A, § 21; G.L. c. 75, § 1A.

### **Overall Goals:**

- Helping to ensure that each public institution has active and engaged board of trustee members, appointed from a diverse pool of qualified candidates, with the talent, expertise and dedication to help direct the institution towards achieving its mission.
- Providing local board of trustee members with opportunities for professional growth and self-assessment in furtherance of their responsibilities, including occasions to become informed regarding state-level issues related to public higher education.
- Supporting processes to help each local board of trustees hold itself accountable to its statutory mandate and mission (e.g., through strategic planning, self evaluations and annual goal setting), which incorporates statewide policy goals and initiatives.
- Maintaining active communication with local boards through the board chairs to ensure that each local board of trustees is supported with respect to all aspects of its work.

### **Proposal:**

Establish an Office of Trustee Relations, as part of the Office of General Counsel, within the Department of Higher Education. Appoint a Director to head this office.

### **Essential Job Functions of the Director:**

The Director of the Office of Trustee Relations will establish and implement trustee recruitment, training and accountability initiatives to support the Commonwealth’s system of public higher education, and will help members of local boards of trustees be good stewards of their institution’s mission, reputation and resources within the framework of state priorities and policies.

### **Recruitment**

- Work in conjunction with the Governor’s appointments office, as well as the Public Education Nominating Council and other stakeholders, to help develop and maintain a pool of diverse individuals who meet minimum statutory qualification requirements for initial appointment to a local board and have the background, experience, skills, talent and interest to make positive contributions to directing the institution towards achieving its mission.

### Training

- Develop a comprehensive plan for training local boards of trustees, which takes into account existing work done by segmental general counsel offices. Training initiatives may include issues such as board governance, institutional self-assessments and strategic planning processes, as well as applicable state or federal laws, such as the Open Meeting Law and Conflict of Interest Law.
- Organize annual or biannual statewide conferences for local board of trustee members to learn about and discuss statewide priorities and policy initiatives.
- Prepare a set of standard, statewide orientation materials which shall supplement existing board orientation materials prepared at the local level, and shall address statewide responsibilities and issues.

### Accountability

- Draft performance assessment and reappointment guidelines, which shall include board self-evaluation and accountability initiatives, as well as individualized trustee member goals and periodic self-assessments.
- Establish processes for local boards to assess and report regarding their work in meeting the institution's strategic plan and annual institutional and statewide goals.
- Establish processes for local board chairs to provide year end summaries of individual board member participation and contributions to the board's effectiveness. Such summaries may be based on individual trustee self-assessments, board meeting attendance, committee participation, and other individual contributions or community participation.

### Communication

- Maintain active communication with local board chairs through regular meetings and conference calls.
- Provide consultation and advice to local board of trustee chairs on an as needed basis.
- Promote the consistency of board practice, whenever appropriate, for example in the development of board By-Laws, while leaving reasonable flexibility for local self-determination.
- Maintain appropriate communication and work effectively with legal counsel for the community college, state university and University of Massachusetts segments.

# SUMMER INTERNSHIP OPPORTUNITY

Fitchburg MA to Cleveland OH

The lessons and Information learned along  
the way

# Outline

- ▣ Application Process
- ▣ Funding
- ▣ Personal experience/ Knowledge acquired
- ▣ Application for new materials

# Application Process

- My path:
  - Clark University's Biomedical Internship webpage.
  - Letters from Dr. McMenamy & Dr. O'Connor
  - Accepted into CWRU's SURP program.
  
- Take home messages:
  - Start early
  - Know your field of interest
  - Apply to many programs

# Funding

- Applied for aid through Fitchburg State University:
  - President Antonucci generously accommodated which covered many expenses.
- Applied to programs which contained stipends:
  - SURP program came with a stipend

# Personal experience

- ▣ Obtained CREC and HIPPA certification allowing me to conduct human subjects research.
- ▣ I was exposed to multiple dimensions of Psychological as well as Biomedical research in an office environment (“work-world” specific experience).
- ▣ I strengthened interpersonal skills, time management, responsibility, and that research is not a cut and dry process

# Implications of Opportunity

- ▣ The knowledge gained can be applied to my current studies and life after college.
- ▣ The SURP program is an excellent resume builder.
- ▣ Obtained Letters of Recommendation.

Ultimately, the opportunity took me one step closer to career goals of obtaining my Medical Degree and becoming a healthcare



# Concluding Comments

- ▣ This was a great overall experience for me.
- ▣ What I did, is achievable by many of Fitchburg State University's students.
- ▣ All of this was made possible due to FSU and CWRU administration and faculty; through hard work, and a desire for knowledge.

**THANK YOU**



**FITCHBURG STATE UNIVERSITY**

---

**FAVE – FITCHBURG ANTI-VIOLENCE EDUCATION**

# FAVE BACKGROUND

- ▶ February 2010: Coordinated Response Network met for 1<sup>st</sup> time.
- ▶ March 2010: Campus grant application submitted to Department of Justice, Office of Violence Against Women (OVW).
- ▶ August 2010: First train-the-trainer held with support from the President's Office and the Fitchburg State University Foundation.
- ▶ February 2011: FAVE began its work with the 3 year, \$300,000 grant from the Department of Justice, OVW.

# THE FAVE MISSION

We will create a safe and respectful campus community for all, free from interpersonal and relationship violence, sexual assault, and stalking. We will do this by promoting healthy relationships through education and programming while empowering and supporting those affected by violence.

# FAVE SUCCESSES

- ▶ **Mandatory education for incoming 1<sup>st</sup> year and transfer students**
  - ▶ Customized a program for the Fitchburg State University community
    - ▶ *Drawing the Shades* and Bystander Training
  - ▶ Developed a trainer pool of 79 faculty, staff, and administrators
  - ▶ Provided training to 2,208 students and 27 staff
- ▶ **Ongoing educational programming, training, and policy review**
  - ▶ Developed *Ask First, Kiss Second* social marketing campaign
  - ▶ Conducted specialized trainings for Judicial Board and other groups
  - ▶ Completed draft of comprehensive Anti-Violence policy

# FAVE SUCCESSES

- ▶ Endowment of 5 mini-grants to faculty
- ▶ Establishment of CRN (Coordinated Response Network) and FAVE subcommittees
- ▶ Evaluation of mandatory educational program
- ▶ Integration of advocacy services from YWCA/BWR into Campus Police and Counseling
- ▶ Representation on panel at Jane Doe, Inc. annual meeting to discuss promising practices on college and university campuses.

“Used my bystander intervention training yesterday. I could have very easily walked by and said “It’s not my problem.” But would it have been worth the guilt? No. Don’t be afraid of keeping an event from escalating to something much worse.”

- Post on Facebook, Fitchburg State University student, fall, 2012





Founded in 1885

NEW ENGLAND ASSOCIATION OF SCHOOLS & COLLEGES, INC.  
COMMISSION ON INSTITUTIONS OF HIGHER EDUCATION

November 19, 2012

RICHARD L. PATTENAUDE, Chair (2013)  
University of Maine System

JEAN A. WYLD, Vice Chair (2015)  
Springfield College

DAVID F. FINNEY (2013)  
Champlain College

WILFREDO NIEVES (2013)  
Capital Community College

LINDA S. WELLS (2013)  
Boston University

ANDREW B. EVANS (2014)  
Wellesley College

DAVID S. GRAVES (2014)  
Laureate Hospitality, Art & Design

R. BRUCE HITCHNER (2014)  
Tufts University

MARY ELLEN JUKOSKI (2014)  
Mitchell College

DAVID L. LEVINSON (2014)  
Norwalk Community College

BRUCE L. MALLORY (2014)  
University of New Hampshire

PATRICIA MAGUIRE MESERVEY (2014)  
Salem State University

CHRISTOPHER J. SULLIVAN (2014)  
Concord, NH

DAVID E.A. CARSON (2015)  
Hartford, CT

THOMAS L.G. DWYER (2015)  
Johnson & Wales University

JOHN F. GABRANSKI (2015)  
Haydenville, MA

WILLIAM F. KENNEDY (2015)  
Boston, MA

JON S. OXMAN (2015)  
Auburn, ME

JACQUELINE D. PETERSON (2015)  
College of the Holy Cross

REV. BRIAN J. SHANLEY, O.P. (2015)  
Providence College

Director of the Commission  
BARBARA E. BRITTINGHAM  
bbrittingham@neasc.org

Deputy Director of the Commission  
PATRICIA M. O'BRIEN, SND  
pobrien@neasc.org

Associate Director of the Commission  
CAROL L. ANDERSON  
canderson@neasc.org

Associate Director of the Commission  
ROBERT C. FROH  
rfroh@neasc.org

Associate Director of the Commission  
PAULA A. HARBECKE  
pharbecke@neasc.org

Dr. Robert V. Antonucci  
President  
Fitchburg State University  
160 Pearl Street  
Fitchburg, MA 01420

Dear President Antonucci:

I am pleased to inform you that at its meeting on September 21, 2012, the Commission on Institutions of Higher Education took the following action with respect to Fitchburg State University:

that Fitchburg State University be continued in accreditation;

that the University submit a report for consideration in Spring, 2014 that gives emphasis to the institution's progress in:

- 1) implementing and assessing its strategic plan and assuring the effective integration of strategic planning, operational planning, and budgeting;
- 2) developing and implementing a process to assess the effectiveness of the Board of Trustees;

that the University submit a fifth year interim report for consideration in Spring, 2017;

that, in addition to the information included in all interim reports, the Spring 2017 report include an update on the two matters specified for attention in the Spring 2014 report;

that the next comprehensive evaluation be scheduled for Spring, 2022.

The Commission gives the following reasons for its actions.

Fitchburg State University (FSU) is continued in accreditation because the Commission finds the institution to be substantially in compliance with the *Standards for Accreditation*. We commend FSU for the participatory process that resulted in a candid, well-written self-study. We note with approval that widespread discussions among the campus community became the basis for the University's mission statement, vision statement,



core values, and the goals and objectives of FSU's strategic plan. We are gratified to learn that the leadership of the president and his team has led to a renewed pride in and excitement about the institution and that a committed and qualified board of trustees and alumni firmly and enthusiastically support the University. We share the judgment of the team that FSU faculty and staff are devoted to students' needs and success and committed to the vision of the institution as a university. The self-study and team report provided evidence of the University's effective oversight of programs offered off-campus and through distance education. We are pleased to learn of the progress FSU has made in the renovation of facilities on campus and congratulate the University on the construction of its first academic building since 1975, a \$57 million science complex, which is due to open in June 2014. With an experienced leadership team, dedicated faculty and staff, and a supportive Board of Trustees, the University is positioned for future success.

The items the institution is asked to report on in Spring, 2014, are related to our Standards on *Planning and Evaluation*, *Financial Resources*, and *Organization and Governance*.

We concur with the visiting team that FSU has made substantial improvements in its planning and evaluation efforts since the last comprehensive review, as evidenced by a five-year strategic plan in place since 2009 and a systematic review of progress reports that is conducted annually by the Vice President of Academic Affairs and the Vice President of Financial Affairs. However, we also share the concerns of the visiting team regarding a lack of alignment across planning initiatives, strategic goals, implementation processes, and budgeting and agree that assessment data are not yet used effectively to guide planning and resource allocation. The report prepared in Spring 2014 will provide FSU with an opportunity to demonstrate its progress in assessing its strategic plan on a regular, systematic basis and aligning its planning and budgeting processes. Our Standards on *Planning and Evaluation* and *Financial Resources* are relevant here:

Planning and evaluation are systematic, comprehensive, broad-based, integrated, and appropriate to the institution. They involve the participation of individuals and groups responsible for the achievement of institutional purposes. Results of planning and evaluation are regularly communicated to appropriate institutional constituencies. The institution allocates sufficient resources for its planning and evaluation efforts. (2.1)

The institution plans beyond a short-term horizon, including strategic planning that involves realistic analysis of internal and external opportunities and constraints. It plans for and responds to financial and other contingencies, establishes feasible priorities, and develops a realistic course of action to achieve identified objectives. Institutional decision-making, particularly the allocation of resources, is consistent with planning priorities. (2.3)

The institution establishes and implements its budget after appropriate consultation with relevant constituencies in accord with realistic overall planning that provides for the appropriate integration of academic, student service, fiscal, development, information and technology and physical resource priorities to advance its educational objectives. (9.8)

The institution's financial planning, including contingency planning, is integrated with overall planning and evaluation processes... (9.9)

The Commission appreciates the University's candid acknowledgment that it has not recently assessed the effectiveness of its governing board. We are pleased to learn that an assessment process will be presented to the Board this fall and we anticipate being apprized, through the Spring 2014 report, of the University's success in assuring that "[t]he board systematically

develops and ensures its own effectiveness" and "enhances its effectiveness through periodic evaluation" (3.4).

Commission policy requires a fifth year interim report of all institutions on a decennial evaluation cycle. Its purpose is to provide the Commission an opportunity to appraise the institution's current status in keeping with the Policy on Periodic Review. In addition to the information included in all fifth-year reports the University is asked, in Spring, 2017, to report on its continued progress on the two matters addressed in the Spring, 2014 report. The Commission recognizes that these matters do not lend themselves to rapid resolution and will require the institution's sustained attention over time; hence, we ask for an update in the report submitted for consideration in Spring 2017.

The scheduling of a comprehensive evaluation in Spring 2022 is consistent with Commission policy requiring each accredited institution to undergo a comprehensive evaluation at least once every ten years.

You will note that the Commission has specified no length or term of accreditation. Accreditation is a continuing relationship that is reconsidered when necessary. Thus, while the Commission has indicated the timing of the next comprehensive evaluation, the schedule should not be unduly emphasized because it is subject to change.

The Commission expressed appreciation for the self-study prepared by Fitchburg State University and for the report submitted by the visiting team. The Commission also welcomed the opportunity to meet with you, Dr. Robin Bowen, Vice President of Academic Affairs, Dr. Paul Weizer, Associate Vice President of Academic Affairs, and Dr. Nancy E. Carriuolo, team chair, during its deliberations.

You are encouraged to share this letter with all of the institution's constituencies. It is Commission policy to inform the chairperson of the institution's governing board of action on its accreditation status. In a few days we will be sending a copy of this letter to Ms. Carol Vittorioso. The institution is free to release information about the evaluation and the Commission's action to others, in accordance with Commission policy.

The Commission hopes that the evaluation process has contributed to institutional improvement. It appreciates your cooperation with the effort to provide public assurance of the quality of higher education in New England.

If you have any questions about the Commission's action, please contact Barbara Brittingham, Director of the Commission.

Sincerely,



Richard L. Pattenau

RLP/sjp

Enclosure

cc: Ms. Carol Vittorioso  
Visiting Team



**NEW ENGLAND ASSOCIATION OF SCHOOLS AND COLLEGES  
COMMISSION ON INSTITUTIONS OF HIGHER EDUCATION**

209 Burlington Road, Bedford, MA 01730  
Voice: (781) 271-0022 Fax: (781) 271-0950 Web: <http://cihe.neasc.org>

---

**Public Disclosure of Information  
About Affiliated Institutions**

---

The following policy governs the release of information regarding the status of affiliated colleges and universities by institutions and by the Commission.

**1. Release of Information by Institutions Regarding Their Accreditation  
Following Commission Action**

At the conclusion of the evaluation process institutions are encouraged to make publicly available information about their accreditation status including the findings of team reports and any obligations or requirements established by Commission action, as well as any plans to address stated concerns. Because of the potential to be misleading, institutions are asked not to publish or otherwise disseminate excerpts from these materials.

While the Commission does not release copies of self-studies, progress reports, evaluation reports, or other documents related to the accreditation of individual institutions, it believes it to be good practice for institutions to make these materials available, in their entirety, after notification of Commission action.

While the Commission does not initiate public release of information on actions of show cause or deferral, if such information is released by the institution in question, the Commission will respond to related inquiries.

If an institution releases or otherwise disseminates information which misrepresents or distorts its accreditation status, the institution will be notified and asked to take corrective action publicly correcting any misleading information it may have disseminated, including but not limited to the accreditation status of the institution, the contents of evaluation reports, and the Commission actions with respect to the institution. Should it fail to do so, the New England Association, acting through its Chief Executive Officer, will release a public statement in such form and content as it deems desirable providing correct information.

## 2. Published Statement on Accredited Status

The Commission asks that one of the following statements be used for disclosing on its website and in catalogues, brochures, advertisements, etc., that the institution is accredited.

An institution may wish to include within its website, catalogue or other material a statement which will give the consuming public a better idea of the meaning of regional accreditation. When that is the case, the Commission requests that the following statement be used in its entirety:

\_\_\_\_\_ College (University) is accredited by the New England Association of Schools and Colleges, Inc. through its Commission on Institutions of Higher Education.

Accreditation of an institution of higher education by the New England Association indicates that it meets or exceeds criteria for the assessment of institutional quality periodically applied through a peer review process. An accredited college or university is one which has available the necessary resources to achieve its stated purposes through appropriate educational programs, is substantially doing so, and gives reasonable evidence that it will continue to do so in the foreseeable future. Institutional integrity is also addressed through accreditation.

Accreditation by the New England Association is not partial but applies to the institution as a whole. As such, it is not a guarantee of every course or program offered, or the competence of individual graduates. Rather, it provides reasonable assurance about the quality of opportunities available to students who attend the institution.

Inquiries regarding the accreditation status by the New England Association should be directed to the administrative staff of the institution. Individuals may also contact:

**Commission on Institutions of Higher Education  
New England Association of Schools and Colleges  
209 Burlington Road, Suite 201  
Bedford, MA 01730-1433  
(781) 271-0022  
E-Mail: [cihe@neasc.org](mailto:cihe@neasc.org)**



The shorter statement that an institution may choose for announcing its accredited status follows:

\_\_\_\_\_ College (University) is accredited by the New England Association of Schools and Colleges, Inc., through its Commission on Institutions of Higher Education.

Inquiries regarding the accreditation status by the New England Association should be directed to the administrative staff of the institution. Individuals may also contact:

**Commission on Institutions of Higher Education  
New England Association of Schools and Colleges  
209 Burlington Road, Suite 201  
Bedford, MA 01730-1433  
(781) 271-0022  
E-Mail: [cihe@neasc.org](mailto:cihe@neasc.org)**

Accreditation by the New England Association has reference to the institution as a whole. Therefore, statements like “fully accredited” or “this program is accredited by the New England Association” or “this degree is accredited by the New England Association” are incorrect and should not be used.

### 3. **Published Statement on Candidate Status**

An institution granted Candidate for Accreditation status must use the following statement whenever it makes reference to its affiliation with the New England Association:

\_\_\_\_\_ College (University) has been granted Candidate for Accreditation status by the New England Association of Schools and Colleges, Inc. through its Commission on Institutions of Higher Education. Candidacy for Accreditation is a status of affiliation with the Commission which indicates that the institution has achieved initial recognition and is progressing toward accreditation.

Candidacy is not accreditation nor does it assure eventual accreditation.

Inquiries regarding the status of an institution affiliated with the New England Association should be directed to the administrative staff of the college or university. Individuals may also contact:

**The Commission on Institutions of Higher Education  
New England Association of Schools and Colleges  
209 Burlington Road, Suite 201  
Bedford, MA 01730-1433  
(781) 271-0022  
E-Mail: [cihe@neasc.org](mailto:cihe@neasc.org)**

#### 4. **Public Disclosure of Information About Affiliated Institutions by the Commission**

Upon inquiry, the Commission will release the following information about affiliated institutions:

- The date of initial accreditation and/or when candidacy was granted;
- The date and nature (comprehensive or focused) of the most recent on-site evaluation and subsequent Commission action on the institution's accredited status;
- The date and nature (comprehensive or focused) of the next scheduled on-site evaluation;
- Submission date and action taken on the most recent written report required by the Commission;
- The extent of, or limitations on, the status of affiliation;
- In cases of adverse action (denial or termination of candidacy or accreditation, placing an institution on probation), the Commission's reasons for recommending that status and, in the case of probation, its plans to monitor the institution. The Commission, in consultation with the institution, will prepare a written statement incorporating the above information. The Commission reserves the right to make the final determination of the nature and content of the statement. The institution will also be offered the opportunity to make its official comment; if the institution does make an official comment, the comment will be made available by the Commission.
- For institutions whose candidacy or accreditation has been terminated, the date of, and reasons for, termination.

The Commission does not provide information about deferments of action on candidate or accreditation status, or show-cause orders. However, if such information is released by the institution in question, the Commission will respond to related inquiries.

Adverse actions (placement of an institution on probation, denial of candidate status or accreditation, revocation of candidacy, and termination of accreditation) are communicated after the available appeals process is completed. The Commission, at its discretion, may make the adverse action public before an appeal is completed. In so doing, the Commission will provide information about the appeal process.

The Commission recognizes that, to be fully understood, information about the accredited status of institutions must be placed within the context of the policies and procedures of the Commission and the New England Association of Schools and Colleges. In responding to inquiries, the Commission will endeavor to do so.

## **5. Public Disclosure of Institutional Actions**

Within 30 days after the action on accreditation status is taken, the Commission will notify the Secretary of Education, New England state higher education officers, appropriate accrediting agencies, and the public. Such actions include:

A final decision to:

Grant candidacy or accreditation

Continue an institution in accreditation

Deny or terminate the accreditation of an institution

Place an institution on probation

Approve substantive change (e.g., moving to a higher degree level)

A decision by an accredited or candidate institution to voluntarily withdraw from affiliation with the Commission.

*November 1998*

*September 2001*

*April 2010*

*September 2011*

Minutes of Meeting Held on November 27, 2012 at 12:00 p.m.

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING**

**Tuesday, November 27, 2012**

**12:00 p.m.**

**President's Conference Room**

**300 Highland Avenue, Fitchburg, MA 01420**

**Sanders Building**

Trustees Present: Robert A. Babineau, Jr., Anna Maria Clementi, Martin F. Connors, Jr., Nathan Gregoire, Donald R. Irving, Michael A. Mahan, Anthony Mercadante, Frank O'Donnell (via phone), Carol Vittorioso

Trustees Absent: Gladys Rodriguez-Parker, Cynthia Stevens

Also Present: Robert V. Antonucci, Robin Bowen, Stan Bucholc, Jay Bry, Cathy Canney, Gail Doiron, Christopher Hendry, Kelli Lundgren, Jessica Murdoch, Michael Shanley, Steve Swartz, Paul Weizer

The meeting was called to order by Chairman Vittorioso at 12:04 p.m.

Chairman Vittorioso opened the floor for public comments. There were none.

President Antonucci stated that Trustee O'Donnell had called into the meeting; therefore, all votes would be by roll call.

The consideration of the minutes from October 16, 2012 was presented.

Upon a motion duly noted by Mr. Connors and seconded by Mr. Mahan, via roll call, it was:

**Voted:** to approve the minutes of the meeting held on October 16, 2012 as presented.  
**(9-0)**

President Antonucci introduced Mr. William Lary, a Fitchburg State student with a goal of obtaining a Medical Degree and becoming a healthcare professional. Mr. Lary informed the Board that he was able to attend the biomedical summer research program in Cleveland, OH with the help of President Antonucci and the university. Mr. Lary applied to several programs as there is a stringent application process. He was accepted and then was left with the dilemma of obtaining funding. He approached the president and was extremely grateful that he was able to help with the funding needed to help make his dream a reality.

Mr. Lary mentioned his ultimate goal is to become a medical student and become an MD in the field of psychology; none of which would be possible without Fitchburg State's support.

He wanted to make others aware that this was an achievable goal. He then thanked the Board and the president for their support.



President Antonucci asked Mr. Lary to speak more about the competition. Mr. Lary mentioned there were eight programs to which he applied and was accepted to one. Only 10 percent of students that apply are accepted; he was thrilled to be one of those students. Chairman Vittorioso then asked Mr. Lary if he was interested in adolescent psychology. Mr. Lary stated his interest lies with traumatic brain injury in adolescents, but he is open to any field in mental health.

Mr. Gregoire asked William about his most rewarding experience and what he was able to bring back to Fitchburg State. Mr. Lary was able to collect data from families speaking directly with them regarding their situations. It was satisfying to have those families inform him that they are seeing progress with their children with the help of this program.

President Antonucci thanked Mr. Lary and wished him well. He then introduced Dr. Jannette McMenamy and Ms. Erin Travia, to speak about the Fitchburg Anti-Violence Education (FAVE) program.

Dr. McMenamy and Ms. Travia provided some background on the program, which was implemented in February of 2010. In March of 2010, a grant application was submitted to the Department of Justice. In August of 2010, the first train-the-trainer was held with support from the president's office and the foundation. In February of 2011, the program FAVE began with a 3 year grant in the amount of \$300,000 from the Department of Justice.

Dr. McMenamy explained that Bystander training is mandatory for all incoming students and includes classroom training provided by staff and faculty members as well as the play "Drawing the Shades." It was noted that this is a campus-wide initiative in which they try to involve the entire campus. There are currently 79 staff and faculty members trained and actively participating in the process.

It was noted that feedback for the program has been positive from staff, faculty and students.

The president asked if it has been difficult to get students to "buy-in" to the program. Dr. McMenamy stated it's hard to monitor the buy-in, but there are many positive responses. There are different levels of buy-in from students, but it is the hope that by listening and talking to their peers, those that are skeptical will start to see the benefits and be more apt to support the program. Mr. Gregoire, as the student trustee, has been through the Bystander training as a new student and believes the program is very rewarding.

There was a discussion about the training procedures and whether the Bystander training would also help with hazing, bullying, suicide, etc. Ms. Travia stated the training certainly would be applicable to those areas as well.

President Antonucci mentioned that we are required to report all incidents on campus to the Federal Government.

The president thanked both Dr. McMenamy and Ms. Travia for their hard work with the program.

The president then gave a brief overview of the sabbatical process stating that we are contractually required to grant a number of sabbatical requests from those submitted. His sabbatical recommendations are enclosed in the packet and asked if there were any questions regarding the sabbatical requests.

Ms. Clementi asked if the sabbatical process could be explained. Dr. Robin Bowen explained that any faculty member eligible for a sabbatical is notified. The faculty member then submits a proposal to her for review. Dr. Bowen then makes her recommendation to the president. Dr. Bowen also made it clear that she requires an outcome of the sabbatical and if one is not provided, the proposal is returned to the faculty member for refinement.

Mr. Mahan asked what percentage of proposals submitted are granted. Dr. Bowen stated all of them are in the book, but about  $\frac{1}{4}$  were returned to faculty members for refinement. Mr. Irving asked how we cover the course load when someone is on sabbatical. Dr. Bowen said that she negotiates with the department chairs to make sure there is adequate coverage. If there is an issue with coverage, we are able to hire adjunct help. If proper coverage is not available, the sabbatical will not be granted.

Ms. Vittorioso asked if there is a review process when the sabbatical is over. Dr. Bowen stated there is no formal review, but faculty members are required to submit a report about their leave.

Upon a motion duly noted by Mr. Mahan and seconded by Mr. Gregoire, via roll call, it was:

**Voted:** to grant the following faculty sabbatical leaves for the academic year  
**(9-0)** 2013-2014:

### **Fall Semester 2013**

Dr. Janice M. Alberghene—Professor, English Studies  
Dr. James P. Alicata—Associate Professor, Industrial Technology  
Dr. Laura M. Garofoli—Associate Professor, Behavioral Sciences  
Dr. Viera Lorencova—Assistant Professor, Communications Media  
Dr. Peter L. Staab—Associate Professor, Mathematics  
Dr. Michael H. Turk—Professor, Economics, History & Political Science

### **Spring Semester 2014**

Dr. David C. Antaya—Professor, Exercise & Sports Science  
Dr. Judith K. Budz—Professor, English Studies  
Mr. David Keith Chenot—Associate Professor, Industrial Technology  
Dr. Beverley A. Hollingsworth—Associate Professor, Business Administration  
Dr. Lynne A. Kellner—Professor, Behavioral Sciences  
Dr. Sara P. Levine—Professor, Behavioral Sciences  
Dr. Da-hong Lu—Professor, Biology/Chemistry  
Dr. Ann R. Mrvica—Professor, Communications Media  
Dr. James T. Noonan—Professor, Business Administration  
Dr. Hildur H. Schilling—Assistant Professor, Behavioral Sciences  
Dr. Thomas H. Schilling—Professor, Behavioral Sciences  
Dr. Xinxin (Jane) Zhang—Associate Professor, Geo/Physical Sciences

## **FALL 2013 SABBATICAL DESCRIPTIONS**

Dr. Alberghene plans develop a course titled Contemporary African American Literature, volunteer at the Dover Adult Learning Center, write a paper that will explore not only some of the more bizarre fictions inspired by *Little Women*, but also more serious works such as Geraldine Brooks' Pulitzer Prize-winning *March* and Katherine Weber's *The Little Women*, and, finally, begin writing a children's book.

Dr. Alicata plans to work with five or six vocational high schools to assess pre-calculus and physics preparation of students at those schools. Based on his findings, he will develop a model to provide remediation at the high-school level that will better prepare students for college-level courses, thereby enhancing retention and 4-year graduation rates. In addition, he will explore new articulation agreements that would allow students to earn college credit as appropriate.

Dr. Garofoli plans to research the psychological impact of significant dietary restrictions resulting from multiple food allergies and/or eosinophilia disorders on children and their families. She will also seek culinary and food science training to support her research, and develop recipes free of the top eight allergens (peanuts, tree nuts, milk, egg, soy, wheat, fish, shellfish), gluten, and two fast-growing allergens in America (corn and sesame). Based on her research, she will develop a resource guide and cookbook addressing these issues.

Dr. Lorencova plans to complete her manuscript-in-progress, *Becoming Visible: Queer in Post-1989 Slovakia*. She will apply for research and publication grants, conduct follow-up research, and complete final revisions of the book and the book proposal. She plans to search for suitable academic publishers and foster correspondence with acquisition editors, with the ultimate objective of securing a book contract with a reputable scholarly press.

Dr. Staab will continue his research on magic squares, a field in which he has been working for the past five years. Running computer code, he intends to complete the mathematical analysis of size 4 squares, then extend the effort to size 5 squares. His plans call for publication of his findings as well as presentations on- and off campus. In addition, he will continue his association with the WeBWork project, a free open-source online homework system, by developing adaptive release mechanisms.

Dr. Turk intends to complete work on a series of publishable essays focusing on the relationship between economics and history, specifically "the positive construction of an historical economics." This information will be integrated into the courses he teaches.

## **Spring 2014 SABBATICAL DESCRIPTIONS**

Dr. Antaya plans to complete three courses of study on new strategies aimed at educating students and motivating them to make better decisions about their health. He will also develop a basic "nutrition for fitness" course that will focus on the issue of obesity in the United States.

Dr. Budz plans to develop a guide for teaching memoir to first-year writing students, incorporating historical, gender, and moral approaches while expanding the notion of memoir to include graphic autobiography, campaign speeches, blogs, and YouTube posts. The guide will also look at "examples

of fiction masquerading as memoir and memoir masquerading as fiction.” The guide will offer discussion questions, linked documentaries, writing prompts, and research topics. She anticipates publishing her work and presenting it at a regional conference.

Mr. Chenot plans to broaden his understanding of architecture, design and technology as they relate to the revitalization of small-to-medium urban areas. Such locales often have a wealth of embedded infrastructures that are well-developed, but underutilized. He intends to explore ways to “rethink and reinvent” dynamic communities, then integrate his findings into the courses he teaches as well as make a presentation in a public forum.

Dr. Hollingsworth plans to write a financial accounting handbook that would allow students to integrate fundamental and intermediate concepts of financial reporting. Her aim is to enable students to better build on first-level accounting classes by incorporating specialized topics studied at upper levels.

Dr. Kellner plans to update two chapters that she wrote on teen parenthood and the debate on family preservation, and write a new chapter focused on poverty, for the textbook *Exploring Child Welfare*. She also plans to conduct site visits and/or surveys of other baccalaureate-level human services programs in New England in an effort to better understand how they have responded to changes in the field brought on by economic constraints and their effect on curriculum, training, and staffing patterns.

Dr. Levine plans to examine the question of what makes for the most effective types of honors instruction. She will explore unique teaching techniques employed with honors students and their relation to students’ educational outcomes and success. She will thoroughly examine the literature and research that relates to the effective teaching of honors students and plans to present her findings to the National Collegiate Honors Council.

Dr. Lu plans to prepare, modify, and complete the current draft of the laboratory manual of general chemistry for students majoring in science, including biology, geo-physics, psychology, and some area of exercise science at Fitchburg State University. These experiments will apply state-of-the-art techniques and more sophisticated experiments may be developed in the area of molecular modeling with the software package, SPARTAN. He would also like to resume research in the area of theoretical chemistry.

Dr. Mrvica plans to develop a collection of story resources for film and video production students that they may utilize for film production work instead of writing short original screenplays. She also plans to produce an article/paper on the project for the University Film and Video Association conference on how the collection was made and how the students are utilizing it so that other film/video professors can use the approach.

Dr. Noonan will explore the possibility of a new global entrepreneurial program for the Fitchburg State campus. He will survey student interest, interview business leaders, and visit similar programs to ascertain whether a major or minor would be most beneficial for the university and larger community. Based on these findings, he will propose a program and related curriculum to be considered for adoption.

Dr. Hidur Schilling plans to study the effects of aging on the ability to detect changes in scene, as when a driver sits at an intersection and sees a change (e.g., light changes from red to green, car

moves, bicyclist appears). She will examine how cognitive processes involved with change detection are affected by aging. In addition, she would like to develop cognition as an online course. Dr. Schilling plans to publish her findings and present her research at a professional conference.

Dr. Thomas Schilling plans to develop a new course on philosophical psychology and revise the contemporary theories of mind course so that themes are seamlessly integrated into the study of issues related to contemporary cognitive science. The course will cover key philosophical approaches and theories that have contributed to current 21<sup>st</sup> century cognitive science. He will also continue his research on examining the relationship of underlying executive functions to general cognitive performance and write a manuscript based on these findings.

Dr. Zhang plans to pursue a series of geographic information systems (GIS) trainings in order to keep up on this fast growing field; rewrite GIS labs and other teaching materials based on the training she would obtain from that training; and conduct GIS research with REDI and the Montachusett Regional Planning Commission as possible.

\*\*\*\*\*

The president then mentioned we would review the quarterly financials so that new Board members would understand the process. He mentioned it is possible that the Governor may implement 9-C cuts, however, we are moving forward with our budget as planned. If cuts are made, we can revise the budget.

Mr. Jay Bry then reviewed the quarterly financials, which were consistent with prior months.

There was a question about the in-state tuition for illegal immigrants. The president doesn't believe there will be many students impacted by this. Mr. Mahan agreed that current students might not be affected, but wondered if this would increase enrollment. President Antonucci believes this is a political issue and we, as a university, will manage any increase. He believes this will have more of an impact in the city areas such as Springfield and Boston.

Chairman Vittorioso then reviewed the sub-committee list. Board members were assigned to committees as they requested. If there are any committees that members wish to join or be removed from, please let Ms. Vittorioso know. In addition, if members need help with meeting processes, please contact her.

President Antonucci next gave his report.

The president was happy to announce that the official NEASC (New England Association of Schools & Colleges) letter had been received and the university's accreditation will continue for ten years. If there are Board members that have not yet completed the self-evaluations, which is an area noted for improvement, and would like to do so, please visit the following link to complete the survey: <http://survey.fitchburgstate.edu/TakeSurvey.aspx?SurveyID=m82L3m6>

He pointed out that the report was positive and was the result of a lot of hard work.

The president informed the Board of the letter from Commissioner Freeland granting a 3 percent increase to the presidents.

The holiday gathering is scheduled for December 13 and he invited all Board members to attend.

President Antonucci referred the Board to the enclosures in the packet. They are:

- Letter from the City of Fitchburg stating that Fitchburg State police officers will serve as Special Police officers for the City of Fitchburg
- Personnel notifications for review by the Board
- News articles

In addition, the recent notification regarding establishment of a state office of trustee relations was discussed, with both the president and several Trustees indicating their belief that benefits might ensue from such an endeavor. However, questions were raised regarding the need for an additional level of oversight.

Chairman Vittorioso asked for an update on Moot Court. Dr. Weizer stated that there were 46 total teams, and two of our teams were selected to compete nationally in Virginia Beach in January 2013. Former student trustee, Matthew Costello, is among one of those teams. Mr. Costello has participated in this event all four years and has been nationally recognized at each competition.

With no further business before the Board, the meeting was adjourned at 1:00 p.m. via roll call **(9-0)**.

Respectfully submitted:

---

Anna Maria Clementi, Clerk  
Board of Trustees