



## ***Board of Trustees Meeting***

Tuesday, March 26, 2013 at 8:00 a.m.  
President's Conference Room, Sanders Building  
300 Highland Avenue, Fitchburg, MA 01420

**Robert V. Antonucci**

PRESIDENT

**Briefing**

TO: Board of Trustees

FROM: Dr. Robert V. Antonucci, President

RE: March 26, 2013

**OVERVIEW**

The meeting of the Board of Trustees will be held on **Tuesday, March 26, 2013 at 8:00 a.m.** in the President's Conference Room, 300 Highland Avenue.

Parking will be reserved in the Sanders lot.

Following the meeting, there will be an executive session to discuss the purchase, exchange or lease of real property. Open session will not reconvene following the conclusion of executive session.

**AGENDA**

- I. Call to order by Chairman Carol Vittorioso
- II. Public Comments
- III. The minutes of the Trustee Meeting on February 5, 2013 are presented for consideration and approval.

**February 5, 2013 – VOTE – (11-12/13)**

- IV. Tenure – VOTE (12-12/13)

In accordance with the provisions of the MSCA Contract, I am recommending tenure for a number of faculty members. See enclosed.

**V. Notifications - (N04-12/13)**

Please refer to the Personnel Notification List enclosed. It includes promotions, new hires, and other changes in accordance with the respective collective bargaining agreements.

**VI. President's Report**

Enclosures:

- Tenure procedures
- Massachusetts Board of Registration in Nursing (Board) Letter
- News articles

**VII. Executive Session**

An executive session is requested to consider the purchase, exchange or lease of real property. Open session will not reconvene following the conclusion of executive session.

**VIII. Adjournment**

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

**Future Meetings of the Board of Trustees**

**Full Board Meeting  
Tuesday, April 30, 2013 at 4:00 p.m.  
Dinner with Campus Community 5:30 p.m.**

**Finance & Administration Committee  
Thursday, April 25, 2013 at 1:00 p.m.**



**Robert V. Antonucci**

PRESIDENT

**AGENDA****FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES****Tuesday, March 26, 2013****8:00 – 8:30 a.m.****President's Conference Room, Sanders Administration Bldg.****300 Highland Avenue, Fitchburg, MA 01420****AGENDA**

- I.** Call to order by Chairman Carol Vittorioso
- II.** Public Comments
- III.** Consideration of minutes from previous meetings:

- a) February 5, 2013 **VOTE (11-12/13)**

- IV.** Tenure Consideration – **VOTE (12-12/13)**
- V.** Notifications – (**N04-12/13**)
- VI.** President's Report
- VII.** Executive Session

An executive session is requested to consider the purchase, exchange, or lease of real property. Open session will not reconvene following the conclusion of executive session.

**VIII.** Adjournment**Future Meetings of the Board of Trustees****Full Board Meeting****Tuesday, April 30, 2013 at 4:00 p.m.****Dinner with Campus Community 5:30 p.m.****Finance & Administration Committee****Thursday, April 25, 2013 at 1:00 p.m.**

*Fitchburg State University is committed to excellence in teaching and learning and blends liberal arts and sciences and professional programs within a small college environment. Our comprehensive public university prepares students to lead, serve, and succeed by fostering lifelong learning and civic and global responsibility. A Fitchburg State education extends beyond our classrooms to include residential, professional, and co-curricular opportunities. As a community resource, we provide leadership and support for the economic, environmental, social, and cultural needs of North Central Massachusetts and the Commonwealth.*



**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: <b>Board of Trustees</b>	DATE:  March 26, 2013
FROM: The President	REQUEST NUMBER:  11-12/13
SUBJECT: Minutes	

It is requested that the Board of Trustees of Fitchburg State University accept the minutes from the February 5, 2013 meeting.

**BOARD OF TRUSTEES AND FITCHBURG STATE  
UNIVERSITY FOUNDATION, INC. BOARD OF DIRECTORS MEETING**

**FITCHBURG STATE UNIVERSITY  
Presidents' Hall, Guglielmi Mazzaferro Center  
291 Highland Avenue, Fitchburg, MA 01420**

Minutes of Meeting Held on February 5, 2013 at 8:00 a.m.

Trustees Present: Robert Babineau, Jr., Anna Maria Clementi , Martin F. Connors, Jr., Nathan Gregoire, Don Irving, Michael Mahan, Anthony Mercadante, Frank O'Donnell, Cynthia Stevens, Carol Vittorioso

Trustees Absent: Gladys Rodriguez-Parker

Directors Present: Robert V. Antonucci, Todd Black, Robin Bowen, Jay Bry, Steven Duvarney, William Heitin, Paul Maguire, David Rodgers, Joe Sova, Karen Spinelli, Carol Vittorioso, Gregory Wheeler

Directors Absent: Marc Bingham, Anthony Cali, Gina Cuccovia-Simoneau, John Dombrowski, Cheryl Gaudreau

Also Present: Stan Bucholc, Gail Doiron, Christopher Hendry, Kelli Lundgren, Jessica Murdoch, Luis Rosero, Michael Shanley, Josh Spero, Steve Swartz, Kelly Sylvia, Paul Weizer, Xinxin (Jane)Zhang, Campus Community

The joint meeting was called to order by Chairman Vittorioso and President Antonucci at 8:09 a.m.

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

The consideration of the full Board of Trustees minutes from November 27, 2012 was presented.

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

**Voted:** to approve the minutes of the meeting held on November 27, 2012 as  
**(10-0)** presented.

President Antonucci presented the Foundation Board minutes.

Upon a motion duly noted by Mr. Rodgers and seconded by Mr. Maguire it was

**Voted:** to approve the minutes of the meeting held on November 7, 2012 as  
**(12-0)** presented.

The President then welcomed Dr. Josh Spero, Dr. Luis Rosero and Dr. Xinxin (Jane) Zhang, for a brief presentation about the Regional Economic Development Institute (REDI). Dr. Spero gave a brief overview of REDI's mission statement. Dr. Zhang then presented a slide representing the industrial distribution of businesses and unemployment rates by town. The slide demonstrated unemployment rates by town and also industry groups. The trend clearly demonstrates that there are more businesses located close to Route 2 and Route 2A and also that the higher rates of unemployment are towards eastern Massachusetts and progressively get lower as you get closer to the city.

Dr. Rosero added that unemployment rates range from 4.6% to 9.9% and that it appears that the industry make-up of the city matters for unemployment. The blue collar industry group is the trade majority of all businesses in the region.

Mr. Mahan asked if there were any surprises from the research analysis. Dr. Rosero stated that this was a first attempt at collecting data and there were no real surprises. Dr. Zhang found it interesting that the number of industry groups are along Route 2 and Route 2A.

After a brief question and answer session, President Antonucci then thanked the REDI group for their presentation.

President Antonucci then asked Mr. Bry to provide an update on capital projects and construction on campus.

Mr. Bry stated that the Hammond Campus Center project is moving along and they have completed phase 1-1B and are now in phase 2, which is the roof and air handlers. The funding for that project was provided by DCAM. We will begin moving into the science building after graduation in June. Upon completion of the move in, the old building will be renovated along with the entrance to Sanders, and the quad area.

Mr. Bry further explained that Miller Hall has two phases complete. With completion of the elevators, the building will be complete and accessible. The Egderly third floor should be complete by the spring semester. The Aubuchon Hall bathroom renovation project (42 bathrooms) should be complete by summer. There is also a parking expansion project which will provide the university with approximately 150 new parking spaces. The university now owns both sides of the street on Highland/Ross. The Highland hill will no longer have street parking and will be a one way access point for emergency vehicles only.

The MART building on Main Street will also see changes by the end of the semester. We lease one side and have now expanded that lease to include the east side, which will include space for the Crocker Volunteer Center, the Center for Professional Studies and the Rediness Center. The president added that this will give us more connection to Main Street. Negotiations also still continue for the Martel property, where a pharmacy may reside.

Mr. Rodgers then thanked Mr. Bry and the university for the holiday signs on Main Street. It meant a lot to the community.

Chairman Vitoriosso then spoke about Commissioner Freeland's changes to the policies for the hiring of university presidents and also the appointment of a Board oversight person (Office of Trustee Relations). The Boards of Trustees from several institutions expressed a sense of disappointment in these initiatives. The Office of Trustee Relations would meet with the Boards to discuss the policies of the Board of Trustees, number of meetings held, absences, self-assessments, etc. Chairman Vitoriosso's opinion is that the statute is clear as to the duties and rights of the Board of Trustees. Having a Relations Officer emasculates the Chairman's position.

In regards to appointing new Trustees, the issue was raised of how the Trustee Relations Officer would know the culture of the university, how each particular Board operates, and the community?

President Antonucci framed a "round table" discussion on these two issues. Suggestions and comments will be consolidated and sent to the Commissioner.

Dr. Sean Goodlett, MSCA Union President, stated that the MSCA Union has grave concerns about losing control at the local university level. The MSCA has not taken a formal position on this matter, but it is an area of concern, and he recommends speaking with CJ O'Donnell for support.

President Antonucci then presented a motion to reappoint Foundation Board of Director Mr. Todd Black.

Upon a motion duly noted by Mr. Heitin and seconded by Mr. Maguire it was

**Voted:** to reappoint Mr. Todd Black to a second term on the Foundation. Mr. Black  
**(11-0-1)** abstained from the vote.

The President introduced the Fitchburg State University Foundation slate of offices for reappointment for FY14:

- Robert V. Antonucci, President
- Carol Vittorioso, Vice President
- David Rodgers, Treasurer
- Cheryl Gaudreau, Clerk

Upon a motion made by Ms. Spinelli and seconded by Mr. Maguire the directors

**Voted:** to approve the slate of officers for FY14. Directors Antonucci, Vittorioso and  
**(9-0-3)** Rodgers abstained from the vote.

Audit Committee Chair Ms. Karen Spinelli, then gave an overview of the 990 Tax Forms for the Foundation and Supporting Organization. She mentioned the schedules present information in reference to public support of the organization, contributions, financial statements, fundraising, compensation and related information. She asked if there were any questions or comments.

There were none. President Antonucci then mentioned that it is important to receive and review the 990 tax forms.

Development Committee Chair Mr. Paul Maguire then presented the Development Committee report.

Mr. Christopher Hendry noted that there has been several foundation members that have either resigned or whose terms have expired. If there is anyone from either of the Boards that know of potential Foundation Board members, please contact Mr. Hendry as there is a potential of 10 openings.

Mr. Rodgers then acknowledged Ms. Barbara Fiske who passed away this week. Ms. Fiske was a big supporter of the university and she was also a member of the Supporting Organization, resigning only a month ago. There was a moment of silence for Ms. Fiske.

President Antonucci then recognized Mr. Steve Duvarney with a certificate as his term on the Foundation Board will expire in June.

The President then moved on to items of mutual interest.

President Antonucci mentioned we had a great opening and everything was going well on campus. Winter commencement was, once again a great event with a full house. He also mentioned we would try something different for next year's winter commencement. We are going to hold winter commencement before Christmas while students were still on campus.

Mr. Rodgers then wanted to mention that "word on the street" is that the alumni were very happy to be a part of commencement.

President Antonucci also mentioned that he and Ms. Sue Lauder, Director of Athletics remain very active in NCAA.

The President then mentioned there was an occupancy report in the back of the book that shows we are at 98% capacity, which is wonderful. Mr. Mahan asked if there was a penalty if students moved out of residency halls early. Mr. Bry said if a student moves out for academic reasons then there is no penalty.

Ms. Clementi then recognized Vice President Bowen for her efforts with the Game Design program. Dr. Bowen gave a quick overview and stated they presented to the BHE in December and we were approved. Since then the hiring of new professors and recruiting has begun. There are 32 slots in the program and she was happy to report that the program may be expanded in the first year. There are 31 interested current students and also 59 external applicants since the end of December.

Upon a motion duly noted by Mr. Sova and seconded by Mr. Heitin, it was voted to conclude the Foundation Board meeting.

Upon a motion duly noted by Mr. Connors and seconded by Ms. Stevens, it was voted to conclude the Board of Trustees meeting.

With no further business before the Board, the meeting was adjourned at 9:09 a.m.

Respectfully submitted:

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Anna Maria Clementi, Clerk  
Board of Trustees



**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: <b>Board of Trustees</b>	DATE: March 26, 2013
FROM: The President	REQUEST NUMBER:  12-12/13
SUBJECT: Tenure	

Pursuant to the MSCA Collective Bargaining Contract, I am recommending tenure for the following faculty members effective September 1, 2013:

<u>Name</u>	<u>Department</u>	<u>Current Rank</u>
Mary E. Baker, M.F.A.	Communications Media	Assistant Professor
Elizabeth S. Gordon, Ph.D.	Geo/Physical Sciences	Assistant Professor
Jessica C. Robey, Ph.D.	Humanities	Assistant Professor
Thomas A. Schoenfeld, Ph.D.	Biology/Chemistry	Associate Professor

I am also **recommending tenure and promotion** for the following faculty/librarian members effective September 1, 2013:

Daneen P. Deptula, Ph.D.	Behavioral Sciences	Assistant Professor
Daniel C. Sarefield, Ph.D.	Economics, History, & Political Science	Assistant Professor

FITCHBURG STATE UNIVERSITY  
Board of Trustees  
**NOTIFICATION**

TO: Board of Trustees	DATE:
FROM: The President	March 26, 2013
SUBJECT: Personnel Actions- Promotion	REQUEST NUMBER: N04-12/13

***Promotions- Effective September 1, 2013***

<b><u>Promotion to Full Professor:</u></b>	<b><u>Department</u></b>	<b><u>Current Rank</u></b>
Mary Ann Barbato, Ph.D.	Mathematics	Associate Professor
Xuzhou (Brady) Chen, Ph.D.	Computer Science	Associate Professor
Jannette M. McMenemy, Ph.D.	Behavioral Sciences	Associate Professor
Charles R. Roberts, M.F.A.	Communications Media	Associate Professor
Stephen E. Taylor, Ph.D.	Computer Science	Associate Professor

**Promotion to Associate Professor:**

Daneen P. Deptula, Ph.D.	Behavioral Sciences	Assistant Professor
Stephen D. Goldstein, M.F.A.	Communications Media	Assistant Professor
Viera Lorencova, Ph.D.	Communications Media	Assistant Professor
Daniel C. Sarefield, Ph.D.	Economics, History, & Political Science	Assistant Professor
Hildur H. Schilling, Ph.D.	Behavioral Sciences	Assistant Professor
David P. Weiss, Ph.D.	Behavioral Sciences	Assistant Professor
Danielle M. Wigmore, Ph.D.	Exercise & Sport Science	Assistant Professor

**Promotion to Assistant Librarian:**

Jennifer A. Fielding, MLS	Library	Library Associate
Nancy C. Turnbull, MLIS	Library	Library Associate



**FITCHBURG STATE UNIVERSITY**

**Board of Trustees**

**NOTIFICATION**

<b>TO:</b> Board of Trustees	<b>DATE:</b> March 26, 2013
<b>FROM:</b> The President	<b>REQUEST NUMBER:</b> N04-12/13
<b>SUBJECT:</b> Personnel Actions	

**New Hire**

Jennifer Abbondanzio, MS Effective: 2/19/13	Staff Assistant Finance & Administration	\$48,000.00
Lynn D'Agostino, MED Effective: 2/25/13	Staff Associate/Project Mgr. Center for Excellence in Education	\$58,500.00
Kim Davenport, MA Effective: 2/19/13 End date: 12/31/13	Project Dir. of Early Learning Challenge Center for Excellence in Education	\$28,000.00

**1<sup>st</sup> Year Reappointment**

Kathleen Lambe, Ed.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Education	\$61,050.00
Elisabet Takehana, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor English Studies	\$53,418.75
David Svolba, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Humanities	\$57,863.27
Patricia Arend, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Behavioral Sciences	\$55,962.50
Renee Scapparone, D.B.A. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Business Administration	\$62,592.12

Sean Rollins, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Biology/Chemistry	\$56,980.00
Joann Nichols, Ed.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Education	\$57,488.75
Mathangi Krishnamurthy, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Biology/Chemistry	\$64,022.30
Susan Sheridan, MED Effective: 9/1/13 Ends: 5/31/14	Instructor Industrial Technology	\$60,032.50
Mark Melchior, MLS Effective: 9/1/13 Ends: 8/31/14	Library Associate Amelia V. Gallucci-Cirio Library	\$48,219.39
Kevin McCarthy, MFA Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Communications Media	\$56,471.25
Denise LaFrance, MED Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Education	\$57,997.50
Richard DesRoches, MBA Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Business Administration	\$64,424.46
Monica Maldari, MS Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Exercise & Sports Science	\$55,552.09
David Heikkinen, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Exercise & Sports Science	\$55,555.50

Lisa Grimm, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Biology/Chemistry	\$56,980.00
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Steven Edwards, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor English Studies	\$57,219.41
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David Heikkinen, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Exercise & Sports Science	\$55,555.50
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#### **5th Year and above Reappointment**

Christine Devine, MS Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Nursing	\$65,828.47
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David Weiss, Ph.D. Effective: 9/1/13 Ends: 5/31/14	Assistant Professor Behavioral Sciences/CJ	\$67,768.00
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Nancy Turnbull, MLS Effective: 9/1/13 Ends: 8/31/14	Library Associate/Tech. Services Amelia V. Gallucci-Cirio Library	\$54,259.78
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#### **Change in Supervisor**

Richard McElvain, MFA Effective: 1/7/13	Professor From: English Studies (P. Gray) To: Communications Media (R. Howe)	\$85,961.93
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Kelly Morgan, MFA Effective: 1/7/13	Professor From: English Studies (P. Gray) To: Communications Media (R. Howe)	\$88,827.40
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#### **Promotion**

Andrea Johnston, BA Effective: 3/3/13	From: Staff Assistant/FA Counselor To: Assistant Director Financial Aid	From: \$39,250.58 To: \$42,500.00
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**Reclassification**

Patricia Boudreau, BA  
Effective: 3/10/13

From: Staff Assistant (APA)  
To: Accountant IV (AFSCME)  
Finance & Administration

From: \$65,417.64  
To: \$65,477.88

**Resignation**

Daniel Labrecque, BA  
Effective: 3/1/2013

Assistant Director  
Financial Aid

\$48,840.00

*\*Salary to be adjusted in accordance with the MSCA Collective Bargaining Agreement.*



## ARTICLE IX - TENURE

The granting of tenure is the single most important type of decision made in an educational institution. Barring unforeseen circumstances, tenure obligates the institution to employ the recipient of tenure for the balance of his/her professional life. It not only makes a major financial commitment to the individual until retirement, but even beyond. Tenure has its place in the academic community as the principal means through which academic freedom is preserved.

It must be accomplished with the utmost care, concern and searching evaluation by the faculty and the administration of the institution.

The serious decision of granting tenure demands that the President, before making recommendations to the Board, have substantial evidence, determined through professional evaluation, that the candidate will be a constructive and significant contributor to the continuous development of high quality education in the institution. It is the responsibility of the candidate for tenure to produce such substantial evidence based on his/her prior academic and professional work.

For the purposes of this Article, but subject to the provisions hereof, the phrase "faculty member" shall include "librarian."

### A. ENTITLEMENT

1. Only faculty members who hold full-time appointments as Assistant Professor, Associate Professor, Professor, Assistant Librarian, Associate Librarian, Librarian or Senior Librarian shall be eligible to be considered for or granted tenure.

The provisions of this Article IX shall be of no application to any person holding a part-time appointment.

2.
  - a. Any faculty member whose tenure-track appointment had effect on or before December 31, 2005, and who serves at a University as a full-time faculty member for four (4) consecutive academic years and is reappointed as such for a fifth (5th) consecutive academic year shall, in accordance with the provisions of Article VIII of this Agreement, be evaluated for tenure during such fifth (5th) academic year. This provision shall be of no application to any such faculty member who has been duly notified that he/she will not be reappointed as a full-time faculty member at the completion of his/her fifth (5th) academic year; and this provision shall be of no application to any such faculty member who has been evaluated for tenure prior to his/her fifth (5th) year of consecutive service as a full-time faculty member. The service of librarians shall be measured with reference to consecutive work years.
  - b. Any faculty member whose tenure-track appointment had effect on or after January 1, 2006, and who serves at a University as a full-time faculty member for five (5) consecutive academic years and is reappointed as such for a sixth (6th) consecutive academic year shall, in accordance with the provisions of Article VIII of this Agreement, be evaluated for tenure during such sixth (6th) year. This provision shall be of no application to any such faculty member who has been duly notified that he/she will not be reappointed as a full-time faculty member at the completion of his/her sixth (6th) academic year; and

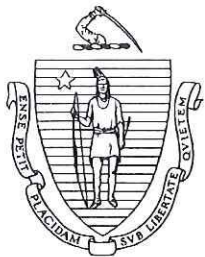
## ARTICLE IX - TENURE

this provision shall be of no application to any such faculty member who has been evaluated for tenure prior to his/her sixth (6th) year of consecutive service as a full-time faculty member. The service of librarians shall be measured with reference to consecutive work years.

- c. Any faculty member whose tenure-track appointment is initially granted at the rank of Associate Professor or Professor and who is reappointed as such for a third (3rd) consecutive academic year shall, in accordance with the provisions of Article VIII of this Agreement, be evaluated for tenure during such third (3rd) academic year. This provision shall be of no application to any such faculty member who has been duly notified that he/she will not be reappointed as a full-time member of the faculty at the completion of his/her third (3rd) academic year; and this provision shall be of no application to any such faculty member who has been evaluated for tenure prior to his/her third (3rd) year of consecutive service as a full-time faculty member.
3. No member of the faculty shall be a candidate for tenure more than once and, if denied tenure on the occasion of such candidacy, shall thereupon be granted a final appointment for the period of the ensuing academic year; provided only that nothing in this subsection 3 shall bar a member of the bargaining unit from being a candidate for tenure on more than a single occasion if a candidacy for tenure subsequent to the first such candidacy occurs in the circumstances described at Article XX, Section C(9)(b), of the Agreement.
4. If granted, tenure shall first have effect no later than the September 1 next following the date on which the Board of Trustees votes to grant tenure.
5.
  - a. Every faculty member who holds a tenure-track appointment of the kind described in subsection 2(a) and who shall have been evaluated for tenure shall be notified by the President, not later than September 1 of his/her sixth (6th) academic year of service, of the decision of the Board of Trustees to grant or to deny such faculty member tenure. Every such faculty member other than an Instructor who serves the University as a full-time faculty member for more than six (6) consecutive years (exclusive of a seventh (7th) terminal year) shall thereby gain tenure.
  - b. Every faculty member who holds a tenure-track appointment of the kind described in subsection 2(b) and who shall have been evaluated for tenure shall be notified by the President, not later than September 1 of his/her seventh (7th) academic year of service, of the decision of the Board of Trustees to grant or to deny such faculty member tenure. Every such faculty member other than an Instructor who serves the University as a full-time faculty member for more than six (6) consecutive years (exclusive of a seventh (7th) terminal year) shall thereby gain tenure.
6.
  - a. Nothing in this Article IX shall abrogate the right of the Board of Trustees to request that a faculty member who holds an appointment of the kind described in subsection 2(a) be evaluated for tenure prior to such faculty member's fifth (5th) consecutive year of serve as such.

## ARTICLE IX - TENURE

- b. Nothing in this Article IX shall abrogate the right of the Board of Trustees to request that a faculty member who holds an appointment of the kind described in subsection 2(b) be evaluated for tenure prior to such faculty member's sixth (6th) consecutive year of service as such.
  - c. Nothing in this Article IX shall abrogate the right of the Board of Trustees to grant tenure upon appointment to any faculty member without prior service; provided, however, that before the granting of tenure, upon initial appointment or otherwise, the candidate shall be evaluated under the terms of this Agreement.
- 7. Any other provision of this Article IX to the contrary notwithstanding, no faculty member serving pursuant to the terms of a temporary appointment made in accordance with the provisions of Article XX of this Agreement shall be considered for or gain tenure, nor shall service pursuant to the terms of any such temporary appointment be included in any calculation of the number of years of consecutive service rendered by any faculty member prior to such faculty member's being considered for tenure.
  - 8. Tenure, when granted, shall be granted and shall have effect only at the University at which the faculty member to whom tenure is granted holds, or may thereafter hold, his/her appointment.
  - 9. Whether taken on a full-time or part-time basis, leaves of absence for non-tenured persons shall not interrupt service towards tenure. The periods during which full-time or part-time leave is taken shall not be included in the calculation of the number of years of service rendered by any faculty member prior to his/her being considered for tenure.
  - 10. Department Chairs do not have tenure in that capacity but shall hold and retain such tenure, if any, as shall have been granted to them as members of the faculty.
  - 11. Anything in the foregoing to the contrary notwithstanding, any faculty member who shall have been first given a full-time appointment after December 1 but prior to the expiration of the then-current academic year shall, solely for the purpose of calculating such faculty member's eligibility for tenure, be deemed to have been so appointed with effect on the date of commencement of the academic year next following; and any faculty member first given a full-time appointment after the expiration of any academic year but prior to December 1 in the next academic year shall be deemed to have been so appointed on the date of commencement of such next academic year.
  - 12. No member of the bargaining unit who holds an appointment as Library Assistant shall be considered for or gain tenure, nor shall any service as Library Assistant be included in any calculation of the number of years of consecutive service rendered by him/her prior to his/her being considered for tenure.
  - 13. Except as otherwise expressly provided in this Section A, the actions required to be taken by a Board of Trustees pursuant to this Article IX may not be delegated.



Commonwealth of Massachusetts  
Executive Office of Health and Human Services  
Department of Public Health  
Division of Health Professions Licensure  
**Board of Registration in Nursing**  
239 Causeway Street, Suite 500, 5<sup>th</sup> Floor, Boston, MA 02114  
617-973-0900  
[www.mass.gov/dph/boards/rn](http://www.mass.gov/dph/boards/rn)

DEVAL L. PATRICK  
GOVERNOR

TIMOTHY P. MURRAY  
LIEUTENANT GOVERNOR

JOHN W. POLANOWICZ  
SECRETARY

LAUREN A. SMITH, MD, MPH  
INTERIM COMMISSIONER

RULA HARB  
EXECUTIVE DIRECTOR

February 14, 2013

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

Dear Dr. Antonucci:

The Massachusetts Board of Registration in Nursing (Board), at their meeting of February 13, 2013, has continued the Full Approval status of the Fitchburg State University Baccalaureate Degree in Nursing Program (Program). This approval status represents legal recognition by the Board that this Program has provided satisfactory evidence of its ongoing compliance with Board regulations, *244 CMR 6.04: Standards for Nursing Education Program Approval*, and is based on the Board's review of the Program's 2012 Annual Report to the Board for the 2011/2012 academic year (September 1, 2011 to August 31, 2012). Annual continuation of the Program's Full Approval status is contingent on the Board's finding of compliance with 244 CMR 6.04 by the Program, and will be based on the Board's review of the Program's 2013 Annual Report to the Board, due November 1, 2013.

Board members commend you and your nursing faculty for your efforts to promote safe nursing practice. Please feel free to contact me at (617) 973-0922 or at [Judith.Pelletier@state.ma.us](mailto:Judith.Pelletier@state.ma.us) if you have any questions regarding this matter.

Sincerely,

A handwritten signature in cursive script, appearing to read "Judith M. Pelletier".

Judith M. Pelletier, MSN, RN  
Nursing Education Coordinator

c: Linda J. McKay, RN, MS  
Chairperson

Minutes of Meeting Held on March 26, 2013 at 8:00 a.m.

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING**

**Tuesday, March 26, 2013**

**8:00 a.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, Gladys Rodriguez-Parker, Cynthia Stevens, Carol Vittorioso

Trustees Absent: Frank O'Donnell

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

The meeting was called to order by Chairman Vittorioso at 8:05 a.m.

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

The consideration of the minutes from February 5, 2013 was presented.

Upon a motion duly noted by Mr. Connors and seconded by Mr. Mercadante, it was:

**Voted:** to approve the minutes of the meeting held on February 5, 2013 as presented.  
**(10-0)**

President Antonucci started by explaining the tenure and promotion procedures to the Board members, which was also included in the Board packet enclosure section. Tenure requires a Board vote per the bylaws and promotions are only notifications to the Board.

The president then recommended four faculty members for tenure.

<u><b>Name</b></u>	<u><b>Department</b></u>	<u><b>Current Rank</b></u>
Mary E. Baker, M.F.A.	Communications Media	Assistant Professor
Elizabeth S. Gordon, Ph.D.	Geo/Physical Sciences	Assistant Professor
Jessica C. Robey, Ph.D.	Humanities	Assistant Professor
Thomas A. Schoenfeld, Ph.D.	Biology/Chemistry	Associate Professor

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

**Voted:** to accept the recommendation of the tenure candidates as presented.  
**(10-0)**

The president then recommended two faculty members for tenure and promotion.

<u>Name</u>	<u>Department</u>	<u>Current Rank</u>
Daneen P. Deptula, Ph.D.	Behavioral Sciences	Assistant Professor
Daniel C. Sarefield, Ph.D.	Economics, History, & Political Science	Assistant Professor

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

**Voted:** to accept the recommendation of the tenure and promotion candidates as presented.  
**(10-0)**

President Antonucci then mentioned the list of promotions listed in the packet. Promotions are reviewed by the Vice President for Academic Affairs, Dr. Robin Bowen. The promotions are a notification to the Board and do not require a vote.

The president also notified Board members of the notifications listed, including faculty reappointments and additional staff notifications since the last meeting.

Mr. Connors raised a question regarding the qualifications surrounding tenure. Dr. Weizer provided an explanation of the various procedures surrounding tenure and promotion.

The president then asked if there were any questions. There were none.

President Antonucci then presented his report. He noted we hosted the 12th annual Mass Public Dept. of Higher Education Student Leadership Conference and it went very well. He also noted our men's basketball team battled the University of Rochester in the 2013 NCAA Division III Championships. The team lost, but played very well.

He also noted that he held two open forums for students, staff and faculty to discuss a variety of items. Turnout was great and the overall atmosphere was good.

The campus has a couple of health and fitness programs on campus, including Weight Watchers at work program Kelli Lundgren coordinated and a Falcon 4 Health Challenge, to increase health and fitness. He also mentioned Gamecon held its annual event on campus with approximately 300 people in attendance. It was a well-received event. On May 2, the 29 Who Shine event will be held at the State House in Boston. On April 23, the United Way is holding the Generating Hunger's Hero Service Project at the Civic Center.

Over spring break, 22 Fitchburg State students, including Student Trustee Nathan Gregoire, along with two staff advisors, including Kelli Lundgren, traveled to Dade City Florida to help build a Habitat for Humanity home.

The Fitchburg State Cheerleading squad won the CANAM National Championship in Myrtle Beach, SC for the second year.

The President also asked the Board to consider possible electronic Board packets vs. a physical book. There are pros and cons to both and the Board will discuss again at a later date.

The President's Reception was held Saturday, March 23. It was a very well attended reception and there was a positive fell to the day. As proof to the number of attendees, it was noted the bookstore had approximately \$10,000 in sales.

The President noted the enclosures in the book are:

- Tenure procedures
- Massachusetts Board of Registration in Nursing letter

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

Upon a motion duly noted by Mr. Connors and seconded by Mr. Mercadante, it was voted by roll call (10-0) to go into Executive Session at 8:15 a.m. consider the purchase, exchange or lease of real property. Open session would not reconvene after the conclusion of Executive Session.

With no further business before the Board, the meeting was adjourned at 10:02 a.m.

Respectfully submitted:

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Anna Maria Clementi, Clerk  
Board of Trustees