



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

Thursday, January 30, 2014 at 12:15 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: January 30, 2014 Board Meeting

**OVERVIEW**

The third meeting of the full Board of Trustees will be held on **Thursday, January 30, 2014 at 12:15 p.m.** in the President's Conference Room. Commissioner Freeland has been making an effort to attend a Board meeting at each campus and will be joining our meeting this month.

Parking is available in the Sanders lot.

The schedule for **January 30** is as follows:

11:45 a.m.	Lunch	Academic Affairs Conference Room Sanders Building
12:15 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 November 12, 2013 meeting are presented for consideration and approval - **VOTE – (06-13/14)**
- IV.** Meet with the Commissioner of Higher Education, Richard Freeland

The Commissioner will be in attendance as part of an initiative to visit the state campuses.

**V. Board of Trustees self-assessment review for NEASC report**

**VI. Discuss strategic plan with Dr. W. Arnold Yasinski, Vice President for Financial Affairs and Treasurer, Willamette University**

As Fitchburg State University prepares to begin its strategic planning process, we have engaged Dr. Larry Large and Dr. Arnold (Arnie) Yasinski to serve as consultants. Dr. Yasinski will outline the process and timelines in his presentation to the Board.

**VII. Act on Sabbatical Requests – VOTE – (07-13/14)**

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

**VIII. Notifications**

a) Personnel Actions – (N03-13/14)

**IX. President's Report**

- Memo from Commissioner Freeland re: Presidential salary increase
- Memo re: NCATE
- Board of Trustee reappointments
- Chemistry major
- Mission statement
- Financial statements
- News articles

**X. Adjournment**

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

**XI. Consider moving into executive session to consider the purchase of real property and to discuss honorary degrees. Open session will not reconvene following the conclusion of executive session.**

**Future Meeting  
Joint Meeting with the Foundation  
Tuesday, March 25, 2014  
8:00 a.m.  
Presidents' Hall, Guglielmi Mazzaferro Center**

## Agenda

**Robert V. Antonucci**

PRESIDENT

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING****Thursday, January 30, 2014****12:15 p.m.****President's Conference Room****Sanders Administration Building****300 Highland Avenue, Fitchburg, MA 01420****AGENDA**

- I.** Call to Order
- II.** Public Comments
- III.** Consideration of minutes from previous meetings
  - a) November 12, 2013 – **VOTE – (06-13/14)**
- IV.** Meet with the Commissioner of Higher Education, Richard Freeland
- V.** Board of Trustees self-assessment review for NEASC report
- VI.** Discuss strategic plan with Dr. W. Arnold Yasinski, Vice President for Financial Affairs and Treasurer, Willamette University
- VII.** Act on Sabbatical Requests – **VOTE – (07-13/14)**
- VIII.** Notifications
  - a) Personnel actions – **(N03-13/14)**
- IX.** President's Report – Dr. Robert V. Antonucci
  - a) Memo from Commissioner Freeland re: Presidential salary increase
  - b) Memo re: NCATE
  - c) Board of Trustee reappointments
  - d) Chemistry Major
  - e) Mission statements
  - f) Financial statements
  - g) News articles
- X.** Adjournment
- XI.** Consider moving into executive session to consider the purchase of real property and to discuss honorary degrees. Open session will not reconvene following the conclusion of executive session.

**Future Meeting****Tuesday, March 25, 2014 – Joint meeting with the FSU Foundation****8:00 a.m.****Presidents' Hall**

Minutes

Minutes of Meeting Held on November 12, 2013 at 12:15 p.m.

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING**  
**Tuesday, November 12, 2013**  
**12:15 p.m.**  
**President's Conference Room**  
**300 Highland Avenue, Fitchburg, MA 01420**

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

Trustees via phone: Gladys Rodriguez-Parker

Trustees absent: Cynthia Stevens

Also Present: Robert V. Antonucci, Jennifer Berg, Robin Bowen, Jay Bry, Stan Bucholc, Cathy Canney, Cathy Daggett, Gail Doiron, Jenny Fielding, Chris Hendry, Kelli Lundgren, Jessica Murdoch, Jennifer Perkins, Michael Shanley, Paul Weizer, campus community

The meeting was called to order by Chairman Vittorioso at 12:20 p.m.

Chairman Vittorioso opened the meeting requesting any public comments.

Ms. Vittorioso mentioned agenda item VIII section "b", the Dean structure. She stated a grievance has been filed on behalf of the MSCA and therefore there will be no discussion or comments in the meeting regarding this topic.

Ms. Vittorioso also welcomed Ms. Jennifer Perkins, Director, Office of Trustee Relations to the meeting and asked if she would like to make some comments.

Ms. Perkins thanked the Board for inviting her to her second meeting in Fitchburg. She mentioned the Vision Conference was well attended and it was impressive to see the excitement. She also mentioned the Statewide Trustee Conference was a success and Fitchburg State had the most Trustees in attendance. It seemed everyone really enjoyed the conference and the topics discussed were well received. In closing, Jennifer mentioned she will begin to work on planning some regional events and cross segment events.

Mr. Gregoire then mentioned that the Student Government Association has gone through some structural changes that he wanted to make the Board aware of. Ms. Mallory Perron has resigned as president stating personal reasons. In addition, there has also been a couple resignations on the E-Board. Mr. Gregoire has been named interim President for the remainder of the year. He mentioned SGA will be moving from a class structure to a senate structure.

When asked why, he responded that Dr. Henry Parkinson posed a question to the SGA team asking them to re-evaluate the mission. Upon looking at other schools, it appears they are also moving to senate structures. It appears there is not as much camaraderie within classes. With the senate structure, everyone is equal and there is no higher authority.

There were no further public comments.

The consideration of the Board of Trustees minutes from September 10, 2013 were presented.

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

**Voted:** via roll call to approve the minutes of the meeting held on September 10  
**(10-0)** 2013 as 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, Mr. Eric Montague, 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 and the financial statements were issued with a clean, unmodified opinion.

There was a brief discussion regarding the audits. Mr. Mercadante stated that the university appeared strong although not quite as strong as the past because of the continuing renovations to the campus, but still very strong. He also stated that the Foundation and Supporting Organization received clean opinions.

The president mentioned that the debt burden has gone up 3.21% because of the continued construction.

Mr. Irving mentioned it was highly unusual to have no management letter. He did mention to Ercolini that if there was any issues at all, no matter how small, that they let the Board know. It was also requested that Ercolini send a letter stating there was no findings and that no management letter was issued. Ercolini will send that letter.

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

**Voted:** via roll call to accept the Audit Report for the fiscal year ending June 30, 2013.  
**(10-0)**

The president then moved on to the Board of Trustees self-assessment. There are still a few Board members that have not completed the survey and it is asked that it is completed. President Antonucci stated feedback has been positive, but he would like to have more data so that we can determine if there is room for improvement. The link to the survey will be mailed to the Board again and we will add the subject to a future meeting agenda.

President Antonucci then discussed the sabbatical requests. He is asking the Board to defer



review and action of the sabbaticals until the January meeting. He stated this is in no way a reflection of the faculty members, it simply will give him the time to conduct a thorough review of each request as there are 36 requests (34 semester and 2 full year). It is anticipated that the costs of these sabbaticals will be approximately \$400-\$450K to cover salaries and to hire adjuncts to cover classes. The president notified each applicant to let them know of his intent to defer until January. There was a question regarding how often a faculty member can request a sabbatical. Dr. Bowen stated they can apply every six years and there are 41 eligible next year and 10 the following year.

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

**Voted:** via roll call to defer the sabbatical requests until the January meeting.  
**(10-0)**

The president then mentioned the personnel action notifications listed in the Board book. These include new hires, job changes/adjustments, retirements, resignations, etc. He also informed the Board that Chief James Hamel and Mary Chapin Durling are retiring this year as part of the state retirement incentive plan. Both have been here a number of years and will be missed. There will be an event to honor the Chief and Mary and information will be sent to the Board when available. Along with Chief Hamel and Mary, there some faculty members and staff also taking advantage of the retirement incentive plan.

The president then gave his report.

- The two year cycle for trade in for the president's vehicle is out to bid now.
- The Dean structure has been discussed with faculty at length and we are continuing to weigh pros and cons. There has been a grievance filed, and therefore there can be no comments. However a memo outlining the structure is being sent to staff, faculty and boards to review.
- The Board of Higher Education approved the Chemistry major and staff, faculty and students are excited. This is a perfect major to add with the new science center completed
- He referenced the residence hall report. We are currently at 103% but expect a drop off rate. Last year we were at 97%. There was some discussion about whether students complained about being in triples. Mr. Gregoire stated there are rarely complaints. It appears that students like having three people in a room.
- The president then referenced the letter Ms. Vittorioso sent to Commissioner Freeland regarding the president's performance and salary increase recommendations. Ms. Vittorioso stated that the Board recommended the maximum increase allowed based on the guidelines and it is her hope to receive a response within 60-90 days. The Board members were pleased with the letter and felt it was very thorough and accurate.

- President Antonucci mentioned the Honors Compact with Fitchburg High School and Fitchburg State. Benefits of this compact include priority admission, access to Fitchburg State's resources and expanded dual enrollment opportunities.
- The president attended a hearing on Financial Aid at Holy Cross
- The president held two open forums earlier in the month.
- Faculty members Kelly Morgan, directed and Richard McElvain acted in a New York City play. Students also participated.
- Graduation will be held on December 20 at 6:30 in the Recreation Center. All Board members are invited to attend. The President's Medal will be given to Chief Demoura at commencement. It was also noted that Michael Montouri was presented the President's Medal on October 24<sup>th</sup> at his place of employment. Mr. Montouri has done so much for the university, but never wanted recognition, so he was surprised when the ceremony was brought to him.

President Antonucci requested a motion for the Board of Trustees to go into Executive Session.

Upon a motion duly noted by Mr. Mahan and seconded by Mr. Mercadante, it was voted by roll call (10-0) to go into Executive Session at 1:05 p.m. to consider the purchase of real property and to discuss strategy with respect to ongoing litigation. Open session would reconvene after the conclusion of Executive Session.

With no further business before the Board, the meeting was adjourned at 1:05 p.m.

Respectfully submitted:

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Anna Maria Clementi, Clerk  
Board of Trustees

## Board Self-Assessment

## Board of Trustees Questionnaire

Respondents: 18 displayed, 18 total

Status: Open

Launched Date: 11/26/2013

Closed Date: 11/01/2014

1. Please select your name:

	Response Total	Response Percent	Points	Avg
Carol T. Vittorioso	2	17%	n/a	n/a
Martin F. Connors, Jr.	1	8%	n/a	n/a
Dr. Robert A. Babineau, Jr.	1	8%	n/a	n/a
Anna Maria Clementi	2	17%	n/a	n/a
Nathan Gregoire	1	8%	n/a	n/a
Donald R. Irving	1	8%	n/a	n/a
Michael A. Mahan	1	8%	n/a	n/a
Anthony J. Mercadante	1	8%	n/a	n/a
Frank O'Donnell	1	8%	n/a	n/a
Gladys Rodriguez-Parker	0	0%	n/a	n/a
Cynthia M. Stevens	1	8%	n/a	n/a
Total Respondents	12	100%		
(skipped this question)		6		

2. The board understands and supports the Fitchburg State University mission.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	1	9%	n/a	n/a
Strongly Agree	10	91%	n/a	n/a
Total Respondents	11	100%		
(skipped this question)		7		

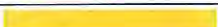









3. The board reviews the University's mission documents periodically to assess whether they need to be revised or updated.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	7	64%	n/a	n/a
Strongly Agree	4	36%	n/a	n/a
Total Respondents	11	100%		
(skipped this question)		7		

4. The board regularly considers the mission, vision, values, and/or goals of the University when it discusses key issues, allocates resources, and/or approves new initiatives.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	6	55%	n/a	n/a
Strongly Agree	5	45%	n/a	n/a
Total Respondents	11	100%		
(skipped this question)		7		

5. The board is appropriately involved in the development of the University's policies and strategic direction.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree 	3	27%	n/a	n/a
Strongly Agree 	8	73%	n/a	n/a
Total Respondents	11	100%		
(skipped this question)		7		
6. The board is adequately informed regarding material issues.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree 	2	18%	n/a	n/a
Strongly Agree 	9	82%	n/a	n/a
Total Respondents	11	100%		
(skipped this question)		7		
7. Board members participate actively, asking pertinent questions and contributing meaningfully to deliberations.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree 	4	36%	n/a	n/a
Strongly Agree 	7	64%	n/a	n/a
Total Respondents	11	100%		
(skipped this question)		7		
8. Board discussions are conducive to reaching timely and constructive decisions.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree 	3	30%	n/a	n/a
Strongly Agree 	7	70%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		
9. Materials provided for board members are useful, sufficient and properly focused.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree 	1	10%	n/a	n/a
Strongly Agree 	9	90%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		
10. The board's deliberations and decisions are adequately documented.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a



Disagree	0	0%	n/a	n/a
Agree	1	10%	n/a	n/a
Strongly Agree	9	90%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)	8			
11. Materials are received far enough in advance to allow thorough preparation.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	2	20%	n/a	n/a
Strongly Agree	8	80%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)	8			
12. The location and accommodations for board meetings are adequate.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	2	20%	n/a	n/a
Strongly Agree	8	80%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)	8			
13. The board, as a whole, is generally prepared for meetings.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	4	40%	n/a	n/a
Strongly Agree	6	60%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)	8			
14. The board and its committees meet with the right frequency.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	5	50%	n/a	n/a
Strongly Agree	5	50%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)	8			
15. The board focuses on meaningful matters and its meetings are productive.				
	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	3	30%	n/a	n/a
Strongly Agree	7	70%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)	8			

16. Board members are given adequate orientation and training.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	7	70%	n/a	n/a
Strongly Agree	3	30%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		

17. Financial statements are intelligible and board members' questions regarding finances are answered fully.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	4	40%	n/a	n/a
Strongly Agree	6	60%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		

18. The actions of the board are fiscally responsible.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	1	10%	n/a	n/a
Strongly Agree	9	90%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		

19. The board ensures the University acts legally.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	2	20%	n/a	n/a
Strongly Agree	8	80%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		

20. Senior management responds appropriately to board requests and needs.

	Response Total	Response Percent	Points	Avg
Strongly Disagree	0	0%	n/a	n/a
Disagree	0	0%	n/a	n/a
Agree	2	20%	n/a	n/a
Strongly Agree	8	80%	n/a	n/a
Total Respondents	10	100%		
(skipped this question)		8		

21. The board regularly reviews the performance of the President.

	Response Total	Response Percent	Points	Avg
	0	0%	n/a	n/a



Strongly Disagree				
Disagree		0	0%	n/a n/a
Agree	<div></div>	1	10%	n/a n/a
Strongly Agree	<div></div>	9	90%	n/a n/a
Total Respondents		10	100%	
(skipped this question)		8		
22. The board periodically asks the President to evaluate his/her success in meeting established goals.				
		Response Total	Response Percent	Points Avg
Strongly Disagree		0	0%	n/a n/a
Disagree		0	0%	n/a n/a
Agree	<div></div>	2	20%	n/a n/a
Strongly Agree	<div></div>	8	80%	n/a n/a
Total Respondents		10	100%	
(skipped this question)		8		
23. The division of authority and allocation of responsibilities between the board and executive management is clear.				
		Response Total	Response Percent	Points Avg
Strongly Disagree		0	0%	n/a n/a
Disagree		0	0%	n/a n/a
Agree	<div></div>	4	40%	n/a n/a
Strongly Agree	<div></div>	6	60%	n/a n/a
Total Respondents		10	100%	
(skipped this question)		8		
24. The board enables the President and other chief administrative personnel to exercise effective leadership.				
		Response Total	Response Percent	Points Avg
Strongly Disagree		0	0%	n/a n/a
Disagree		0	0%	n/a n/a
Agree	<div></div>	2	20%	n/a n/a
Strongly Agree	<div></div>	8	80%	n/a n/a
Total Respondents		10	100%	
(skipped this question)		8		
25. Please enter any comments or suggestions below:				
		Total Respondents		5
		(skipped this question)		13



## Strategic Planning

# **FITCHBURG STATE UNIVERSITY**

## **STRATEGIC PLANNING: 2013-2015**

### ***I. A PLAN TO PLAN—WHAT THIS PRESENTATION COVERS***

- Issues in American Higher Education
- Fitchburg State Planning
  - Structured Process
  - Schedule
  - Messaging

### ***II. ISSUES IN THE “INDUSTRY”***

#### **AT MOST INSTITUTIONS**

- Upward cost pressure/downward price pressure (to balance affordability with revenues sufficient to operate well is to walk a tightrope)
- Deferred capital maintenance
- Technology
- Regulatory requirements from federal, state and accreditors (e.g. title IX, loan default metrics, etc.)
- Leadership team turnover beginning as baby boomers retire
- Time to complete degree lengthening

#### **TUITION**

- For over two decades average tuition has increased faster than CPI
  - Significantly, and faster than family income
  - with tuition shouldering more of the load
  - but all colleges and universities subsidize students:
  - How much? What are the trends?

#### **AFFORDABILITY CHALLENGE**

- Affordability and the need for revenue growth are in conflict
- So constraints on tuition growth can't be achieved without confronting costs
  - Controversy/public pressure (sense that there is a crisis whether there is one or not)
  - The majority of costs are compensation

### **WHAT ARE THE COST DRIVERS?**

- Proliferation of programs
- Increasing “standard of care”
- Regulations and reporting
- Accreditation and assessment
- Marketing
- Student services
- Athletics
- Technology
- Security
- Litigation

### **OTHER ISSUES BEING TRACKED**

- Discount rate
- Student debt levels
- Campus debt

### **WHAT NOW?**

- Change is likely to be evolutionary
- There are potential strategies to pursue
- Some radical; some more reasonable
- All will require careful timing, thoughtful leadership, and skilled execution
- 50 institutions don’t have to do anything!
- What range of responses is feasible in light of constrained funding

## ***III. STRATEGIC PLANNING AT Fitchburg State University***

### **THE CONTEXT**

- Student demographics
- Sources of funding? Risk? Growth?
- Faculty partnerships
- Competition from for-profit sector, other colleges and universities, online offerings
- Differentiation
- A well-defined mission and vision

### **THE GOAL—DEVELOP A STRATEGIC PLAN THAT:**

- Is based on rigorous analyses of assets, traditions, and potential
- Has stakeholder participation

- Tackles tough issues
- Focuses on what is best for the university and its mission
- Embraces change that is necessary to promote and preserve what is best about FSU
- Is widely understood
- Can be implemented in a reasonable timeframe
- Is characterized by transparency
- Defines direction
- Aids in decision making

#### **IV. PLANNING STRUCTURE**

- Authority: fiduciary responsibility; laws; by-laws; president; board
- Organization:
  - Executive planning council (EPC);
    - Provost, chair
    - Vice President Finance and Administration, vice chair
    - 3 faculty members
    - One trustee
    - Dean Academic and Student Life
    - APA representative
    - President, *ex officio*
    - Director Institutional Effectiveness, *ex officio*
  - Strategic planning committee (SPC);
    - Chaired by one of the faculty members on the EPC
    - May have up to 20 members
  - Working subcommittees of SPC
  - Includes SPC members and others
  - EPC and SPC given a charge: produce a strategic plan for the university that...

For ongoing communication: a dedicated email should be established for community input and questions and a website should be established for communication of meetings, schedules, background information, etc. to keep the community informed about the process.

#### **V. PLANNING SCHEDULE**

##### **DECEMBER 2013**

Consultants interviewed a variety of campus constituents—faculty, staff, and students—to identify issues and process with campus leadership; leading to an

issues summary to ground the beginning of the process.

#### **JANUARY 30, 2014**

President, provost, and other leaders meet with board of trustees to brief them on developing a strategic plan; consultant reviews issues, process, and time line.

#### **FEBRUARY 2014**

The president and provost meet informally with appropriate faculty and other campus leaders to review structure and schedule.

#### **MARCH 2014**

The consultant(s) presents a “plan to plan” to campus constituencies and provides an overview of the circumstances of American higher education and the external context within which FSU’s process will take place.

#### **APRIL AND MAY 2014**

EPC meets and guides review of data and research results, analyzes trends from internal data, consolidates best ideas from their own experience and other sources; plans agenda in detail; absorbs as much as possible about the external environment of higher education, both academic and financial; overlays industry issues with local issues/conditions that affect FSU; consultant(s) supports the EPC work so that it is a productive period of reflection and potential strategic issues are not overlooked;

#### **JUNE – AUGUST 2014**

Hiatus period for planning; time of reflection on the issues and reality checking with regard to the data and trends—not a time for decisions; also a time to review the university’s mission and vision statements

#### **AUGUST 15 – SEPTEMBER 1, 2014**

President and EPC use opening of the academic year to re-energize the community about the planning initiative and its significance and to orient people new to campus to the process

#### **SEPTEMBER 15 – NOVEMBER 15, 2014**

The SPC and subcommittees meet and fulfill their charges, supported by university leadership; SPC chair forms an internal council composed of subcommittee chairs that reviews recommendations from all parts of the planning process, including white papers and summaries of meetings. It determines and announces a target date of November 20-December 1 for the SPC to present an initial draft of the plan to the EPC

#### **DECEMBER 1— DECEMBER 20, 2014**

President and EPC review initial draft in detail and amend it as needed; new EPC draft reviewed with the SPC and other constituent groups; careful, informed communication with individual board members and board committees about direction and content of the draft plan; new EPC draft presented to the campus and wider community, explicitly communicating that changes are likely between this draft and the final plan.

## **JANUARY 1 – JANUARY 20, 2015**

EPC reviews comments in response to the initial draft and makes appropriate changes; president and EPC keep trustees informed and solicit suggestions before the subsequent draft is taken to the community

## **JANUARY 21 – FEBRUARY 28, 2015**

President and EPC meet to reconcile any differences among them with regard to the content of the plan; the refined draft is prepared for distribution and a communication process is developed for presenting the plan to the community for review and reaction; the president, EPC, and SPC are all involved and committed to the draft

## **MARCH, 2015**

A refined draft goes to the campus community for review and reaction; the president with the support of the EPC and the SPC organizes a series of community forums; the president and EPC initiate any further changes based on campus meetings; the president and EPC present the plan informally to board committees to secure interest and support.

### **THIS SCHEDULE IS APPROXIMATE; MINOR MODIFICATIONS MIGHT BE NECESSARY, BUT SIGNIFICANT CHANGES COULD PREVENT TIMELY COMPLETION OF THE PLAN**

- The cabinet is charged with developing an implementation appendix to the plan that sets forth specific assumptions, responsible personnel, and time lines for its execution; work should begin on the appendix in November 2014 and it should be adjusted as changes are made after that time to plan drafts; after that time the appendix should be included when the plan goes to the board on March xx, 2015.

## **VI. MESSAGING**

### **IMPORTANT MESSAGES FROM CAMPUS LEADERS**

- This is a serious undertaking and the university is committing substantial resources to identify and guide its future;
- We want your help, commitment to the process, and we also want your thoughtful critique;
- This will be an open process, so all constituents have an opportunity to contribute and to be informed as the plan evolves;
- There are significant challenges the university must address and there may well be significant changes required to help FSU realize its full potential when it comes to serving its students and broader community;
- Throughout the planning process there will be disagreements and not all

- points of view will be incorporated into the final plan;
- The plan will be informed by the best research available to the institution;
  - The leaders of the campus intend to guide the university in a direction of increasing accomplishment, recognition, and service to constituents.

### **MESSAGES FROM THE CONSULTANTS**

- We are focused on the process and not charged with producing or deciding on a strategy
- The strategy choices are reserved for the decision-makers of the university.
- The consultants can, however, advise regarding potential consequences of pursuing specific options.

## Sabbaticals



**Fitchburg State University  
REQUEST FOR BOARD ACTION**

TO: <b>Board of Trustees</b>	DATE:  January 30, 2014
FROM: The President	REQUEST NUMBER:  07-13/14
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 2014-2015:

**Fall Semester 2014**

Dr. Robin Dinda, DMA	09/01/14-01/10/15
Mr. Stephen Goldstein, MFA	09/01/14-01/10/15
Dr. John Hancock, PhD	09/01/14-01/10/15
Mr. Jon Krasner, MFA	09/01/14-01/10/15
Mr. M. Zachary Lee, MFA	09/01/14-01/10/15
Dr. Frank Mabee, PhD	09/01/14-01/10/15
Dr. Nadimpalli Mahadev, PhD	09/01/14-01/10/15
Dr. Joseph Moser, PhD	09/01/14-01/10/15
Dr. Nancy Murray, EdD	09/01/14-01/10/15
Dr. Thomas Schoenfeld, PhD	09/01/14-01/10/15
Dr. Teresa Thomas, PhD	09/01/14-01/10/15
Ms. Susan Wadsworth, MFA	09/01/14-01/10/15
Dr. David Weiss, PhD	09/01/14-01/10/15

**Spring Semester 2015**

Dr. Kevin Austin, PhD	01/11/15-05/31/15
Dr. Jennifer Berg, PhD	01/11/15-05/31/15
Dr. Deon Brock, PhD	01/11/15-05/31/15
Dr. Bruce Duncan, PhD	01/11/15-05/31/15

Dr. Lisa Gim, PhD	01/11/15-05/31/15
Dr. Patrice Gray, PhD	01/11/15-05/31/15
Dr. Peter Hogan, PhD	01/11/15-05/31/15
Dr. Maria Jaramillo, PhD	01/11/15-05/31/15
Dr. Walter Jeffko, PhD	01/11/15-05/31/15
Dr. Nancy Kelly, PhD	01/11/15-05/31/15
Dr. Ronald Krieser, PhD	01/11/15-05/31/15
Dr. Benjamin Lieberman, PhD	01/11/15-05/31/15
Dr. Pirudas Lwamugira, PhD	01/11/15-05/31/15
Dr. Angela Nastasee-Carder, PhD	01/11/15-05/31/15
Ms. Helen Obermeyer Simmons, MFA	01/11/15-05/31/15
Dr. Rene Reeves, PhD	01/11/15-05/31/15
Dr. Jessica Robey, PhD	01/11/15-05/31/15
Dr. Susan Rosa, EdD	01/11/15-05/31/15
Dr. Daniel Sarefield, PhD	01/11/15-05/31/15
Dr. Doris Schmidt, PhD	01/11/15-05/31/15
Mr. Jeffrey Warmouth, MFA	01/11/15-05/31/15

**Fall Semester 2014 and Spring Semester 2015**

Dr. Christine Dee, PhD	09/01/14-05/31/15
Ms. Sarah Moore, MFA	09/01/14-05/31/15

## Sabbatical Recommendations for 2014-2015

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 2014-2015 academic year:

### **Fall 2014**

Dr. Robin Dinda – Professor, Humanities  
Mr. Stephen Goldstein – Associate Professor, Communications Media  
Dr. John Hancock – Professor, Behavioral Sciences  
Mr. Jon Krasner – Professor, Communications Media  
Mr. M. Zachary Lee – Assistant Professor, Communications Media  
Dr. Frank Mabee – Assistant Professor, English Studies  
Dr. Nadimpalli Mahadev – Professor, Computer Science  
Dr. Joseph Moser – Assistant Professor, English Studies  
Dr. Nancy Murray – Assistant Professor, Education  
Dr. Thomas Schoenfeld – Associate Professor, Biology/Chemistry  
Dr. Teresa Thomas – Associate Professor, EHPS  
Ms. Susan Wadsworth – Professor, Humanities  
Dr. David Weiss – Associate Professor, Behavioral Science

### **Spring 2015**

Dr. Kevin Austin – Professor, Computer Science  
Dr. Jennifer Berg – Assistant Professor, Mathematics  
Dr. Deon Brock – Associate Professor, Behavioral Sciences  
Dr. Bruce Duncan – Assistant Professor, Geo/Physical Sciences  
Dr. Lisa Gim – Professor, English Studies  
Dr. Patrice Gray – Professor, English Studies  
Dr. Peter Hogan – Professor, Behavioral Sciences  
Dr. Maria Jaramillo – Professor, Humanities  
Dr. Walter Jeffko – Professor, Humanities  
Dr. Nancy Kelly – Professor, English Studies  
Dr. Ronald Krieser – Assistant Professor, Biology/Chemistry  
Dr. Benjamin Lieberman – Professor, EHPS  
Dr. Pirudas Lwamugira – Professor, EHPS

Dr. Angela Nastasee-Carder – Associate Professor, English Studies  
Ms. Helen Obermeyer Simmons – Professor, Communications Media  
Dr. Rene Reeves – Professor, EHPS  
Dr. Jessica Robey – Assistant Professor, Humanities  
Dr. Susan Rosa – Associate Professor, Education  
Dr. Daniel Sarefield – Associate Professor, EHPS  
Dr. Doris Schmidt – Associate Professor, English Studies  
Mr. Jeffrey Warmouth – Associate Professor, Communications Media

**Fall 2014 and Spring 2015**

Dr. Christine Dee – Associate Professor, EHPS  
Ms. Sarah (Sally) Moore – Assistant Professor, Humanities

## Fall 2014

Robin Dinda DMA

Humanities

09/01/14 to 01/10/15

Dr. Robin Dinda's sabbatical proposal is to prepare a book project for evaluation, a necessary step to publication. This book project has direct relevance to his Music Theory and Harmony courses. The book also has relevance to the American Music and Commonwealth of the Arts courses.

Stephen Goldstein MFA

Communications Media

09/01/14 to 01/10/15

Professor Stephen Goldstein's objective of his sabbatical is the documentation of the emerging visual language of modern Chinese graphic design in an aesthetic, social, cultural, epistemological, and design historical context in a country that had no word for *graphic design* in its language until after 1979. The focus of his research is to record the development of the visual language and design achievements that began in China in 1979. As part of his research, he plans to conduct a graphic design workshop with students in at Central Academy of Fine Arts (CAFA) in Beijing or Nanjing University. His project will ultimately mount an exhibition he hopes will be presented at FSU in 2016 and travel to campuses in the U.S. and will be a major part of a printed exhibition catalog we will develop and design. He also plans to develop a lecture and projects in cross-cultural design that he will use in teaching his graphic design courses.

John Hancock PhD

Behavioral Sciences

09/01/14 to 01/10/15

Dr. John Hancock plans to explore accreditation options for the Mental Health Counseling track in the Behavioral Sciences Department Counseling Program. He will share his findings and recommendation with the campus community. He will also submit his findings for presentation at the Massachusetts Association of Mental Health Counselors (MAMHC) annual conference.

Jon Krasner MFA

Communications Media

09/01/14 to 01/10/15

Professor Jon Krasner will produce a body of large-scale, mixed media assemblages based on his former series of collages entitled "Makaii Entities" that have been exhibited nationally. The second goal of his sabbatical correlates to his inclusion of the studies of motion graphics, interface design, and installation design into his coursework. He will discuss how non-orthodox design formats in immersive environments can make content and viewer experience more engaging and meaningful. This experience will allow him to explore synergies that exist between print, motion graphics, sound, and interactivity. Further, it will allow him to more effectively incorporate converging media and disciplines into several courses.

M. Zachary Lee MFA

Communications Media

09/01/14 to 01/10/15

Professor Zachary Lee plans to use his sabbatical to complete a short film titled *The Ghost Bike*. *The Ghost Bike* is the story of a young man, barely beyond his adolescence, who must come to terms with the untimely death of an older sibling. Furthermore, as one who teaches filmmaking, by putting himself through the process, it will serve to strengthen and improve his approach in the classroom both from a pedagogical and artistic standpoint. Lastly, he will submit his film to festivals as they are the "proving grounds" in the film industry.



Professor Susan Wadsworth will be working primarily in the studio although she will also be applying to artist residencies in several National Parks, bringing that information back into her art history and architecture classes. She will also submit her artworks for exhibitions in New England and elsewhere.

Dr. David Weiss plans to complete a significant portion of a short manuscript on a communication-centric perspective for the next generation of police executive leaders with the ultimate goal to submit this manuscript to a publisher for eventual publication as a book. The research and resultant product of this sabbatical will be integrated into several of the courses he teaches.

## **Spring 2015**

Kevin Austin PhD Computer Science 01/11/15 to 05/31/15

Educators have the opportunity to improve student learning by developing interactive media experiences that help to better engage students with course content. This technology is called "Digital Game-Based Learning" (DGBL), also known as "serious games." Dr. Kevin Austin will explore the development of serious games that allows students to better learn the electronics concepts taught in CSC1600 (Introduction to Electronics). The benefits of the proposed sabbatical will be numerous. First, it will enhance his connection with the software development process. The successful application of DGBL in his classroom promises to enhance the educational experience for his students. Other possible products include publication in a professional journal, blog articles and presentation of this work at the SIGCSE Symposium.

Jennifer Berg PhD Mathematics 01/11/15 to 05/31/15

Dr. Jennifer Berg will research how the Common Core State Standards (in particular as set forth in the Massachusetts Curriculum Frameworks) are being implemented in middle and high school mathematics courses. In particular, she will research the instruction, assessment, and student growth in the eight Standards for Mathematical Practice, which are central to the standards. The early research and high school level observations will be used to modify the methods course. Dr. Berg also plans a national presentation or publication as a result of the project.

Deon Brock PhD Behavioral Sciences 01/11/15 to 05/31/15

Dr. Deon Brock will examine the "legalization of drugs debate" in the new millennium. He then plans to survey approximately 300 subjects to ascertain information regarding the legalization of drugs as they relate to behaviors (e.g. does legalization lead to addiction at a younger age?). He plans to submit the completed document to the "Police Journal." He also will incorporate his findings in classes he routinely teaches.

Bruce Duncan PhD Geo/Physical Sciences 01/11/15 to 05/31/15

The main goal of Dr. Bruce Duncan's sabbatical is to create a new course entitled The Physics of Music. This will entail selecting an appropriate level text book and preparing classes that will use and go beyond that book. Coursework would involve homework, exams, laboratories and possibly a project (such as building a musical instrument).

Lisa Gim PhD English Studies 01/11/15 to 05/31/15

The first aspect of Dr. Lisa Gim's project would create for the English Studies Department a third course in Shakespeare, "Shakespeare's Roman Plays and Poems." The second aspect of this project would allow her to develop research begun during paper presentations at the Shakespeare Association of America, the nation's premier association for studies in this field. She plans to write an article that furthers her research in this area. She also hopes to present again at the Shakespeare Association Convention in 2014. A third outcome of her sabbatical would be a Study Abroad course that could take place in Italy, "Shakespeare's Roman Plays and Poems (in Rome)."

Patrice Gray PhD English Studies 01/11/15 to 05/31/15

Dr. Patrice Gray will examine the veterans' wartime narratives acquired in her recent teaching of freshman writing and in recent online and print narratives in order to address questions about writers and readers. She then plans to recruit faculty colleagues from her department and across campus to create a community-based writing project to collect local veterans' stories from their service in Iraq and Afghanistan. Phase I of her research will extend our theoretical and pedagogical understandings of the writing of this growing but largely unexplored segment of post-secondary students. Phase II work will directly benefit our institution by creating a community-based story-telling project.



Peter Hogan PhD Behavioral Sciences 01/11/15 to 05/31/15

Dr. Peter Hogan plans to complete literature reviews and observations in an effort to develop classroom appraisal methods. Next, he plans to complete a formative appraisal of classroom teaching, researching behaviors predictive of high student ratings. This information would be submitted for either a publication or presentation. Finally, he will be using his sabbatical to organize and plan the 2015 New England Psychological Association meeting to be held at Fitchburg State.

Maria Jaramillo PhD Humanities 01/11/15 to 05/31/15

During her sabbatical, Dr. Maria Mercedes Jaramillo will compile an anthology of Afro-Latin-American poems written by women. This volume will continue the research she has been doing about Afro-Latin-American people and their great contributions to Hispanic literature and Latin American culture. This volume will have a reprinting by the Ministerio de Cultura, a Colombian agency in charge of distributing books to all public and school libraries in the country. This volume is intended for students, professors and scholars interested in Afro-Latin-American literature and culture, not only in the United States but in Latin America. She will attend the IV International Conference of Afro-Latin-American studies in Cartagena, Colombia to present the project and to invite writers and critics to collaborate in the anthology. This information can also be integrated into courses she teaches.

Walter Jeffko PhD Humanities 01/11/15 to 05/31/15

Dr. Walter Jeffko plans to pursue three areas of research, the first being evolutionary (or Darwinian) theories of human nature incorporating this research into his present course, Philosophy of Human Nature, as a separate topic, "Evolutionary Theories of Human Nature," or else by developing an entire course bearing that title. He also plans to research philosophy of race by reading a wide variety of literature on race, whose fruition will be a position paper. Finally, he will research corporate personhood and write a position paper tentatively entitled, "Personhood and Corporations." This topic and paper will fit in nicely within his ethics courses. Also, the paper complements his book, *Contemporary Ethical Issues* and could eventually constitute a chapter in a possible fourth edition of this volume.

Nancy Kelly PhD English Studies 01/11/15 to 05/31/15

Dr. Nancy Kelly's objectives for her sabbatical are: to develop a richer understanding of the pervasiveness of myth in contemporary culture; to examine the ancient roots of myth through careful reading primary and secondary sources; to enhance the curriculum in the course *Classical Mythology* to incorporate universal archetypes; to enhance the curriculum in the course *Literature for Young Adults* to incorporate more archetypes into students' experience of the literature; to enhance the curriculum of *Introduction to Women's Studies* to incorporate the rich relationship between women and myth; and to enhance the curriculum of the course *Introduction to Women's Studies*. In addition to contributing to the enrichment of our English Studies curriculum, she would write an article suitable for publication in the journal *Notes and Queries* or *Mythological Studies*.

Ronald Krieser PhD Biology/Chemistry 01/11/15 to 05/31/15

On his sabbatical, Dr. Ronald Krieser will contact a research laboratory in Worcester that works with *C. elegans* using molecular techniques to work full time on an aspect of their projects for a semester to gain more experience using these techniques in this model organism. He will also work on a research project that will necessitate using real-time PCR techniques to gain additional expertise that he could bring back to Fitchburg State and his classroom.

Benjamin Lieberman PhD EHPS 01/11/15 to 05/31/15

Dr. Benjamin Lieberman will pursue two projects. The first project focuses on exploring and explaining a major discrepancy in the treatment of perpetrators in closely related branches of genocide studies and the study of ethnic cleansing. He will carry out this research project to inform both external and internal audiences and will present the research to a national and

international audience through a variety of formats, including conferences and publications. He will also use the findings in his classes, including the Holocaust, Nazi Germany, Twentieth Century Europe, Genocide in World History, and possibly the Armenian Genocide. The second project builds on his work with his colleague Dr. Elizabeth Gordon of Geo/Physical Sciences to create materials that will improve on existing texts that discuss the topic of climate and history. Through a combination of presentations aimed at an external audience of instructors, he aims to help historians better integrate climate science with the study and teaching of history. At the same time, he will apply his results to advance teaching and learning at Fitchburg State University in courses including Climate and History, and World Civilizations I and II.

Pirudas Lwamugira PhD EHPS 01/11/15 to 05/31/15

Dr. Pirudas Lwamugira plans to add a chapter, title 'The Causes, Consequences, and the Government and the Federal Reserve Bank Response to the Global Financial Crisis of 2007-2008' to his Macroeconomics textbook and to update the macroeconomic data in the same book titled Principles of Macroeconomics that was last updated in 2007. This project will enhance his teaching abilities of Macroeconomics, Money and Banking, and Public Finance courses and benefit other teachers who teach economics courses and students who take Macroeconomics, Money and Banking, Public Finance, International Trade, and International Finance courses.

Angela Nastasee-Carder PhD English Studies 01/11/15 to 05/31/15

Dr. Angela Nastasee-Carder's plan of study includes researching the problem of Family Conflict Studies which will allow her to focus on developing better methods for Speech 1000. The results of her findings will be documented in an article submitted for the Eastern Communication Association (ECA) Annual Convention. She also plans to research whether or not blended families have additional problems or are all In-Law problems "created equally"? This project will be documented in an article for submission to the International Association for Relationship Research (IARR) or to the National Communication Association (NCA) Annual Conference. Finally, she plans to review her class syllabi and change, update, tweak or perhaps even omit material that she has been using over the semester.

Helen Obermeyer Simmons MFA Communications Media 01/11/15 to 05/31/15

Professor Helen Obermeyer Simmons plans to create a series of mixed media prints integrating alternative photographic processes, painting and collage, inspired and informed by Pictou Country, Nova Scotia and Jerome, Arizona. She plans to exhibit the work on the Fitchburg State University campus and to present an Artist's Talk prior to the exhibit opening. This project will be integrated into the course Image and Design.

Rene Reeves PhD EHPS 01/11/15 to 05/31/15

Dr. René Reeves plans several projects. First is an article on how to approach teaching Latin America's twentieth-century revolutions. The second project is a textbook on Latin America's twentieth-century revolutions. The third project is to prepare a new course focusing on the regional conflicts that composed the Latin American struggle for independence from Spain. A fourth project is to prepare a new course on recent Caribbean history.

Jessica Robey PhD Humanities 01/11/15 to 05/31/15

Dr. Jessica Robey plans to develop her fine art skills in sculpture and metalwork (primarily jewelry). This would allow the university to expand its range of course offerings to include small metals and jewelry design. She will use sabbatical time to obtain professional instruction and access to facilities to explore casting, hot connections, gem cutting and setting, and other higher level techniques.

Dr. Susan Rosa EdD Education 01/11/15 to 05/31/15

The primary purpose of Dr. Susan Rosa's sabbatical is to further research, compile, and organize academic data related to the content on the Early Childhood Massachusetts Teacher Educator Licensure (MTEL) exam. The result of this undertaking creates a final product taking the form of a comprehensive independent study guide to support the candidate as they review/learn content and the application of content necessary to successfully pass this mandatory exam.

Daniel Sarefield PhD EHPS 01/11/15 to 05/31/15

Dr. Dan Sarefield plans to work on a scholarly monograph project, *Burning Books in Ancient Rome*, with the intention of completing the last two undrafted chapters and revising the entire manuscript for publication with a university press. Specifically, he intends to complete the research and writing of two chapters: "Burning Manichaeon Books" and "The Golden Age of Book Burning." His monograph will be a benefit to fellow scholars and students.

Doris Schmidt PhD English Studies 01/11/15 to 05/31/15

As an outcome to her sabbatical, Dr. Doris Schmidt plans to create a new course on using convergent media in professional writing. She will also develop a written plan for improving and expanding the scope of our student newspaper, with the goal of making it a more robust learning tool and a more effective showcase for our students' abilities. She plans to submit a journal article on creative uses of social media to promote education and another journal article on the proactive use of digital media for social change.

Jeffrey Warmouth MFA Communications Media 01/11/15 to 05/31/15

Professor Jeffrey Warmouth plans to research ways to naturally integrate the game design process into his own personal artwork; explore the use of the media and technology of contemporary game play, including game engines, natural game controllers such as Kinect, and mobile devices/tablets; study video projection mapping; and complete an artist residency. As a faculty member in Game Design, this information will enhance his courses.

**Fall 2014 and Spring 2015**Christine Dee PhDEHPS09/01/14 to 05/31/15

Dr. Christine Dee has requested a full-year sabbatical to complete a project that has taken over a decade to research: *Currents of War* which examines two regions in the greater Mississippi River Valley, from the sectional crises in the 1850s through the passage of the Fourteenth Amendment. By looking at two areas distant from centers of power, and considering how ordinary people in otherwise unremarkable places understood their roles as citizens, this book helps explain the process of reconstruction and what it cost the nation. In addition to completing this book manuscript, she plans to develop a biography of Harriet Beecher Stowe for the Routledge Historical Americans Series. This information will also be incorporated into her classes.

Sarah (Sally) Moore MFAHumanities09/01/14 to 05/31/15

Professor Sally B. Moore requests a year-long sabbatical to develop her puppetry skills in order to better instruct her students. Much of her work involves taut lines and subtle movement, incorporating marionette movement to animate objects or jointed figures. She also plans to pursue bringing movement and performance into her repertoire and will share this information with students as well. Professor Moore plans to present her work at the Barbara Krakow Gallery in Boston in spring 2015.

## Notifications

# FITCHBURG STATE UNIVERSITY

## Board of Trustees

### NOTIFICATIONS

<b>TO:</b> Board of Trustees	<b>DATE:</b> January 30, 2014
<b>FROM:</b> The President	<b>REQUEST NUMBER:</b> N03-13/14
<b>SUBJECT:</b> Personnel Actions	

#### **New Hire**

Althea Aranda, MS Effective: 1/12/14	Instructor Nursing (one semester temp)	\$28,000.00
Mandy Blackburn, PhD Effective: 1/12/14	Assistant Professor Biology/Chemistry (one semester temp)	\$27,500.00
Stephanie Easton, BS Effective: 1/2/14	Staff Assistant, Clinical Placement Coord. Nursing (Pt. time, 10 month)	\$28,000.00
Thomas Wasierski, BS Effective: 1/12/14	Assistant Director of Operations and Maintenance Capital Planning & Maintenance	\$50,000.00

#### **Change in Salary (adjustment)**

Arlana Arsenault, MS Effective: 1/12/14	Instructor Nursing (11 to 12 credits)	From: \$56,171.95 To: \$61,056.46
Teresa Finn, MS Effective: 1/12/14	Instructor Nursing (11 to 12 credits)	From: \$56,171.95 To: \$61,056.46
Lola Meskauskas, MS Effective: 1/12/14	Instructor Nursing (11 to 9 credits)	From: \$56,675.91 To: \$46,203.19

#### **Change in Work Schedule**

Erin Travia, MA Effective: 1/5/14	Assistant Director Counseling Services (part time)	From: \$50,099.53 To: \$40,079.63
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## Promotion

William Cummings, MA Effective: 12/1/13	From: Director of Student Conduct Mediation To: Assistant Dean of Student Academic Life and Conduct	From: \$58,426.48  To: \$68,426.48
Jessica Augat, BS Effective: 1/5/14	From: Administrative Assistant I To: Interim Director of Special Events	From: \$45,527.04 To: \$58,000.00
Michael Marcil, HS Effective: 12/9/13	From: Staff Assistant/Police Lieutenant To: Interim Chief of Campus Police	From: \$70,455.255 To: \$80,445.26
Richard McCluskey, HS Effective: 1/20/14	From: Staff Assistant/Special Events To: Interim Dir of Operations and Maint.	From: \$68,712.67 To: \$80,000.00
Henry Parkinson, PhD Effective: 12/1/13	From: Assistant Dean of Student Dev. To: Associate Dean of Student Dev.	From: \$89,008.34 To: \$91,008.34

## Retirement

Mary Chapin-Durling Effective: 12/31/13	Staff Associate Cultural Affairs and Special Events	\$76,320.86
James Hamel Effective: 12/31/13	Chief of Police/Director Campus Police	\$103,130.37

## Resignation

Joseph LoBuono Effective: 1/25/14	Director Capital Planning & Maintenance	\$84,867.118
Helen Rodriguez Effective: 1/4/14	Assistant Director of Financial Aid Financial Aid	\$43,000.00
Susan Sheridan Effective: 1/11/14	Instructor Industrial Technology Department	\$62,152.02
Melissa Tasca Effective: 12/14/13	Staff Assistant/Residence Director Housing and Residential Services	\$34,299.49

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

Jonathan Amakawa, MFA Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Communications Media Department	\$60,000.00
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DeMisty Bellinger-Delfeld, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor English Studies Department	\$53,500.00
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**MSCA 2<sup>nd</sup> Reappointment**

Patricia Arend, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Behavioral Sciences Department	\$56,941.84
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Steven Edwards, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor English Studies Department	\$58,220.75
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Lisa Grimm, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Biology/Chemistry Department	\$57,977.15
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David Heikkinen, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Exercise & Sports Science Department	\$56,527.72
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Katherine Jewell, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Economics, History & Political Science	\$57,341.97
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Mathangi Krishnamurthy, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Biology/Chemistry Department	\$65,142.69
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Denise LaFrance, EdD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Education Department	\$61,760.46
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Kathleen Lambe, EdD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Education Department	\$62,118.38
Monica Maldari, MS Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Exercise & Sports Science Department	\$56,524.25
Kevin McCarthy, MFA Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Communications Media Department	\$57,459.50
Mark Melchior, MLS Effective: 9/1/14 End Date: 8/31/15	Library Associate Gallucci-Cirio Library	\$49,063.23
Joann Nichols, EdD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Education Department	\$58,494.80
Sean Rollins, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Biology/Chemistry Department	\$57,977.15
Renee Scapparone, D.B.A. Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Business Administration	\$63,687.48
David Svolba, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Humanities Department	\$58,875.87
Elisabet Takehana, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor English Studies Department	\$54,353.58

### **MSCA 3rd Reappointment**

Christopher Adams, PhD Effective: 9/1/14 End Date: 5/31/15	Assistant Professor Behavioral Sciences Department	\$65,453.07
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Enclosures



## Massachusetts Department of Higher Education


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

December 20, 2013

President Robert Antonucci  
Fitchburg State University  
160 Pearl Street  
Fitchburg, Massachusetts 01420

  
Dear President Antonucci:

Upon completion of my review of your annual performance evaluation by your Board of Trustees, together with your Board's recommendation regarding a salary adjustment, I am pleased to inform you that you will be receiving a 3.5% merit adjustment retroactive to July 1, 2013. This includes 1.75% awarded by your Board and an additional 1.75% from the Commissioner's pool.

This adjustment will be entered into the state's payroll system and will be reflected in the check you receive on January 3, 2014.

A more complete letter responding to the Board's evaluation will be sent to your Board chair within the next several days. You will also receive a copy of this letter.

Congratulations upon an excellent review from your Board. Please also accept my sincere thanks for your contributions to your campus and to public higher education across the state during 2012-13.

Sincerely,



Richard M. Freeland  
Commissioner

cc: Chair Vittorioso, Fitchburg State University Board of Trustees  
Chair Desmond, Massachusetts Board of Higher Education



## Massachusetts Department of Higher Education

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

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

December 23, 2013

Ms. Carol Vittorioso  
19 Water Street  
Leominster, Massachusetts 01453

Dear Chair Vittorioso:

I have now completed my review of your evaluation of President Antonucci for the academic year 2012-2013, including your transmittal letter of October 15, 2015 and the attached self-report from President Antonucci. I extend my thanks to you and your colleagues on the Fitchburg Board and to President Antonucci for the effort that went into preparing these documents. My comments below are organized according to the categories of review identified in the guidelines for presidential evaluations adopted by the Board of Higher Education in June 2013.

### Description of Evaluation Process:

Thank you for your description of the process through which this report was compiled, as called for by the new guidelines for presidential evaluations adopted by the BHE in June 2013. I especially appreciated knowing that both you and your fellow board members are in regular contact with members of the Fitchburg campus community and are able to bring the information obtained through those conversations to bear during the annual review process. I also believe it is entirely appropriate for you to ask the President to prepare an annual report to help inform your discussions. My only suggestion that I would ask you to consider would be to devise a more systematic way of gathering input from both Board members and, at least periodically, from members of the broader campus community. Some of our boards have developed survey instruments for board members and/or members of other constituencies to complete and have found these helpful in formulating their own assessments. I would be happy to put you in touch with colleagues on other boards who have used these approaches if that would be helpful to you.

### Institutional Goals and Objectives:

Thank you for dividing your report into sections on institutional goals and system-level goals, as the new guidelines call for. This is very helpful to me even as we both recognize that there is a high degree of overlap between these two areas of activity. Your review of institutional progress is based in part on a set of Board-approved annual goals which are referenced in the President's report. (I confess I had some difficulty separating Board-approved goals from the other achievements listed by the President.) I am very pleased to learn about the progress with respect to capital improvements, as well as important gains with respect to the curriculum and the successful reaccreditation process. Your report also discusses the President's leadership in a variety of managerial areas and praises his work in each. I share your admiration for both the President's specific accomplishments and his broader leadership qualities. I also appreciate the fact that the report identifies specific challenges that the Board wants to see addressed, including the establishment of a dean structure, continued work on campus infrastructure, and continued efforts to market Fitchburg as an attractive location for students to attend college.



System-level Goals and Objectives:

I appreciated your review of the President's work with respect to each of the Vision Project outcome areas, as well as the BHE Initiative on Collaboration and Efficiency, with the references to the President's own account provided in Appendix B. I want to express special appreciation for President Antonucci's leadership of the Teacher Education Initiative, which is a key component of our efforts to improve the readiness of high school graduates for college-level work. No president is better equipped to help the state strengthen our teacher education programs, and the fact that he is leading this effort is a major public service. The President's self-report adds significant additional detail to your own account and brought home to me the extent to which President Antonucci is playing a leadership role among his fellow state university presidents.

Other Comments:

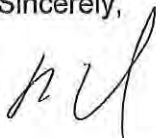
I found your evaluation to be thoughtful, clear and impressive. The one suggestion I would make has to do with the use of data. As you note, the President's report includes some helpful metrics to document the University's progress. In conducting future evaluations, however, I would encourage both the Board and the President to develop a more systematic presentation of outcome data that can inform your conclusions. The DHE can provide you with data with respect to a number of Vision Project outcomes. I think it would be especially helpful for the Board and President to develop a data dashboard that summarizes current year and trend data on outcomes for both system-level and institutional goals. Such a dashboard would add a useful element of specificity and focus to the evaluation process and to the setting of goals for the next year.

Recommended Salary Adjustment:

The Board recommends that President Antonucci receive a merit increase of 1.75% from the institutional pool and an additional 1.75% from the Commissioner's discretionary pool. I concur with this recommendation and am pleased to award President Antonucci a merit increase of 3.5%. I also note your recommendation for an equity adjustment together with supplementary data to support that recommendation. Regrettably, such increases have not been authorized this year, but I appreciate having this information on record for possible use.

My congratulations to President Antonucci for a successful annual review.

Sincerely,



Richard M. Freeland  
Commissioner

Cc: President Antonucci, Fitchburg State University  
Chair Desmond, Massachusetts Board of Higher Education



2010 Massachusetts Avenue, NW | Suite 500  
Washington, DC 20036  
tel: 202.223.0077 | fax: 202.296.6620  
[www.caepnet.org](http://www.caepnet.org)

November 8, 2013

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

Dear Dr. Antonucci:

I am pleased to inform you that the Continuous Improvement Commission of the Council for the Accreditation of Educator Preparation (CAEP) at its October 21-23, 2013 meeting in Bethesda, Maryland, decided to continue the NCATE accreditation of the School of Education at Fitchburg State University at the initial teacher preparation and advanced preparation levels. This accreditation decision indicates that the provider and its programs meet rigorous standards set forth by the professional education community. A certificate that acknowledges the educator preparation provider's accomplishment is enclosed with the copy of this letter that has been sent to the head of your educator preparation provider. The Commission also made a distinct decision to recognize that the educator preparation provider is moving toward target on Standard 2.

Details of the Commission's findings are provided in the enclosed accreditation action report. You are welcome to use the information provided in this report, as well as that contained within the Board of Examiners' report as you see fit.

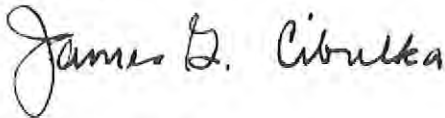
The next accreditation visit – using the Council for the Accreditation of Educator Preparation (CAEP) standards – is scheduled for **Spring 2020**. As the transition to CAEP progresses, you will receive more information. In the meantime, institutions are asked to complete the CAEP annual report each year during the accreditation period. You are required to report specifically on progress toward correcting areas for improvement cited in the action report. In addition, we ask that you keep us informed of your provider's efforts to assure that you continue to meet expectations of the standards.

Also for your information enclosed is a copy of our Policies on Dissemination of Information, which describe the terms and dates by which your current accreditation action becomes a matter of public record. This document also indicates organizations that will be notified of accreditation action. If your state has a partnership agreement, the state agency with program approval authority has access to these documents online through CAEP's Accreditation Information Management System (AIMS).

To celebrate your accreditation, I encourage you to use the online resources available at <http://goo.gl/9nym3>. The press packet includes a sample press release announcing an educator preparation provider's accreditation status to the media, as well as samples of announcements that can be sent to P-12 schools, foundations, businesses, policymakers, and other stakeholders in your area. Other strategies are also included for garnering media attention throughout the year. In addition, because the educator preparation provider is professionally accredited, we encourage you to use the NCATE logo on print materials such as brochures and catalogs, as well as on your educator preparation provider's website.

Congratulations again on this accomplishment. Should you have any questions regarding Commission's action or the items reported herein, please do not hesitate to contact Patty Garvin, Director of Accreditation for Continuous Improvement and Transformation Initiatives at [patty.garvin@caepnet.org](mailto:patty.garvin@caepnet.org).

Sincerely,

A handwritten signature in black ink that reads "James G. Cibulka". The signature is written in a cursive style with a large, stylized "J" and "C".

James G. Cibulka  
President

Enclosures

cc: Dr. Pamela K. Hill, School of Education  
Ann M. Hogan, School of Education  
Meagan Comb  
Ms. Margaret F. Regan  
Board of Examiners Team





National Council for Accreditation of Teacher Education

## ACCREDITATION ACTION Report

Fitchburg State University  
Fitchburg, Massachusetts

November 2013

### ACCREDITATION DECISION

Accreditation is continued at the initial teacher preparation and advanced preparation levels. The next onsite visit will take place in Spring 2020.

*Please refer to the Board of Examiners report for strengths and for additional information on findings and areas for improvement.*

### STANDARDS SUMMARY

Standards		Initial Teacher Preparation (ITP)	Advanced Preparation (ADV)
★	1 Candidate Knowledge, Skills, and Professional Dispositions	Met	Met
★	2 Assessment System and Unit Evaluation	Met	Met
★	3 Field Experiences and Clinical Practice	Met	Met
★	4 Diversity	Met	Met
★	5 Faculty Qualifications, Performance, and Development	Met	Met
★	6 Unit Governance and Resources	Met	Met

### AREAS FOR IMPROVEMENT

The following areas for improvement (AFIs) should be addressed before the next onsite visit. Progress made toward eliminating them should be reported in Part C of the annual report. The Board of Examiners (BOE) team will indicate in its report at the next visit whether the institution has adequately addressed each of the AFIs.



#### **STANDARD 4 - Diversity**

The unit designs, implements, and evaluates curriculum and provides experiences for candidates to acquire and demonstrate the knowledge, skills, and professional dispositions necessary to help all students learn. Assessments indicate that candidates can demonstrate and apply proficiencies related to diversity. Experiences provided for candidates include working with diverse populations, including higher education and P-12 school faculty, candidates, and students in P-12 schools.

1	Candidates have limited opportunities to work with diverse faculty.	<input checked="" type="checkbox"/> ITP <input checked="" type="checkbox"/> ADV
2	Candidates have limited opportunities to work with diverse peers.	<input checked="" type="checkbox"/> ITP <input checked="" type="checkbox"/> ADV
3	The unit does not systematically ensure that all initial and advanced candidates have field experiences and clinical practice with P-12 students from different socioeconomic groups, diverse ethnic/racial groups, English language learners, and students with disabilities.	<input checked="" type="checkbox"/> ITP <input checked="" type="checkbox"/> ADV

***NOTE: Neither CAEP staff, team members, nor other agents of CAEP are empowered to make or modify Commission decisions. These remain the sole responsibility of the Commission itself. This Accreditation Action Report is available to members of the public upon receipt of a request in writing.***

## **NCATE Policies on Dissemination of Information**

### **General Information on Accreditation Processes, Standards, and Accredited Institutions**

NCATE's standards, policies, accreditation decisions, and accreditation procedures are published on its Web site ([www.ncate.org](http://www.ncate.org)). In addition, NCATE publishes on its Web site a list of accredited institutions and institutions that are candidates for accreditation, along with their accreditation status (i.e., candidate for accreditation or accredited), and the semester and year in which NCATE will conduct its next accreditation review of the institution. NCATE's Web site also identifies staff members and their responsibilities, as well as the names and affiliations of its board members. Institutions' representation of accreditation information is discussed in the policy "Representation of Information to the Public."

### **Solicitation of Third-Party Comment on Institutions with Upcoming Reviews**

On its Web site, NCATE separately publishes a [list of institutions](#) with an accreditation review scheduled in the upcoming semester, and provides the opportunity for interested parties to submit letters of testimony about the quality of the institution's professional education programs.

### **Information that is Available Upon Request**

Accreditation action reports are considered to be public information and will be released upon written request. Institutional comments in response to a decision to deny or revoke accreditation will be released along with the action report with the denial or revocation of accreditation decision. (See "Notice of Accreditation Decisions" below for terms of the release of these documents.) Also upon request, NCATE will release the academic and professional qualifications, relevant employment, and organizational affiliations of its current governing board members and its principal staff. (Note: addresses, phone numbers, or e-mail addresses of board members and staff are not released.)

### **Notice of Accreditation Decisions**

Within 30 days after an accreditation decision, NCATE provides written notice of the accreditation decision to the chief executive officer of the institution. No later than 30 days after the date of all final accreditation decisions and all decisions to accept institutions as candidates for accreditation, NCATE provides written notice of those decisions to the U. S. Secretary of Education, the appropriate state licensing or authorizing agency, appropriate accrediting agencies, and the public (via its Web site). Thirty days after an accreditation decision, NCATE also provides a list of the Unit Accreditation Board actions with any applicable accreditation action reports to the applicable chief state school officer, the executive director of the state National Education Association affiliate, and the executive director of the American Federation of Teachers state organization. In addition, NCATE provides a list of the Unit Accreditation Board actions to the state organizations affiliated with the National School Boards Association. Within 24 hours of a final decision to deny or revoke accreditation, NCATE will provide notice to the public of that decision, via its Web site.



No later than 60 days after a decision to deny or revoke accreditation, NCATE will provide the U.S. Secretary of Education, the appropriate state licensing or authorizing agency, and the public with the accreditation action report that summarizes the reason for the accreditation decision, along with comments, if any, that the institution has made with regard to the accreditation decision.

#### **Notice of Withdrawal or Lapse of Accreditation**

Within 30 days after receiving notification from an institution that it is withdrawing voluntarily from accreditation or candidacy for accreditation, or within 30 days after the date on which an institution lets its accreditation or candidacy for accreditation lapse, NCATE will so notify the Secretary of Education, the appropriate state licensing or authorizing agency, and the public (via the Web site).

#### **Notice of State Change in Status for an NCATE-Accredited Institution**

NCATE will notify the public, via its Web site, when provided with notice from the appropriate state licensing or authorizing agency that a state has changed the status of an NCATE-accredited institution.

#### **Confidential Information**

All information that is provided to NCATE in preparation for accreditation review or an appeal of an accreditation decision is considered to be the property of the institution and is not made available to the public by NCATE. These materials include preconditions, institutional reports, program review documentation, Board of Examiners reports, third-party testimony, rejoinders to BOE reports, and appeals briefs. NCATE may use some of these documents for training purposes, but not without permission from the institution. However, samples of these materials are made available to the U.S. Department of Education (ED) and the Council for Higher Education Accreditation as part of NCATE's periodic review by those organizations. Information provided to ED is covered by the Freedom of Information Act (FOIA). NCATE will, to the best of its abilities, redact information that would identify individuals or institutions that is not essential to ED's review of NCATE; make a good faith effort to designate all business information within NCATE's submissions that NCATE believes would be exempt from disclosure under exemption 4 of FOIA; identify any other material NCATE believes would be exempt from public disclosure under FOIA, the factual basis for the request, and any legal basis NCATE has identified for withholding the document from disclosure; and ensure that documents submitted are only those required for ED review or as requested by ED officials.

#### **Aggregate Data and Scholarly Research**

NCATE reserves the right to compile and issue data derived from accreditation documents in such a way that the identity of institutions and individuals is not revealed. For the purposes of scholarly research, permission may be granted by the NCATE president for researchers to have access to NCATE activities, files, and institutional materials. Researchers will be bound by the rules of confidentiality as stated in this document, and may not reveal information listed as

confidential without written consent from the institution.

#### **Information that is Provided to the Secretary of Education**

In addition to the information described in the preceding paragraphs, NCATE must submit the following information to the Secretary of Education: a copy of any annual report that it prepares; a summary of the agency's major accrediting activities during the previous year, if requested by the Secretary; and any proposed change in the agency's policies, procedures, or accreditation standards that might alter its scope of recognition or compliance with the criteria for recognition. NCATE will provide the Secretary annually with a copy of its list of accredited institutions and institutions that are candidates for accreditation.

NCATE will also supply the Secretary with the name of any accredited or candidate institution it accredits that NCATE has reason to believe is failing to meet its Title IV, HEA responsibilities or is engaged in fraud or abuse, along with the agency's reasons for concern about the institution, and if the Secretary requests, will provide information that may bear upon an accredited or candidate institution's compliance with its Title IV, HEA program responsibilities, including the eligibility of the institution to participate in Title IV, HEA programs. NCATE may notify an institution of inquiries it receives from ED, but will review on a case-by-case basis the circumstances surrounding the contact and any attendant need for confidentiality of that contact. Upon specific request by ED, NCATE will consider that contact confidential.

rev. 10/98; 11/99; 10/00 (replaces Public Disclosure Policy); 3/01; 8/02; 10/03; 10/05; 4/08; 4/10

#### **Notes**

1. All accrediting decisions that are not subject to appeal are considered final on the date the decision is rendered by the Unit Accreditation Board. Accrediting decisions that are subject to appeal are considered to be final when (1) an institution that has received an appealable accreditation decision has not notified NCATE that it intends to appeal that decision by the date specified in the accreditation action letter; or (2) an institution has exhausted the appeals process.

## Representation of NCATE Accreditation to the Public

NCATE requires institutions to include the following statement in all institutional publications in which it discloses that the professional education unit is NCATE-accredited:

*The [name of the professional accreditation unit] at [name of institution] is accredited by the National Council for Accreditation of Teacher Education (NCATE), [www.ncate.org](http://www.ncate.org). This accreditation covers [initial teacher preparation programs and/or advanced educator preparation programs] at [name of all sites included in the accreditation]. However, the accreditation does not include individual education **courses** that the institution offers to P-12 educators for professional development, relicensure, or other purposes.*

Examples of publications in which this statement should appear include catalogs, handbooks, and the institution's website. It is not necessary to include this statement in advertisements or in informal reports or presentations; in these cases, the NCATE logo or the phrase "NCATE accredited" or "an NCATE-accredited institution" is sufficient. Questions about the applicability of this statement to a particular document should be addressed to NCATE staff.

Institutions are required to notify candidates currently enrolled in teacher education programs of the meaning and possible outcomes when: a focused or full visit is required within two years. Candidates must be informed of the semester and year in which the Continuous Improvement Commission will take action, including the possibility and consequences of revocation of accreditation that could occur as a result of the UAB's action at that point.

Institutions must ensure the adequacy and accuracy of information they make available to the public. All information released by an NCATE-accredited institution regarding its accreditation status and the availability and quality of its programs must be accurate and not misleading to prospective candidates or the public. If an accredited unit or candidate for accreditation misrepresents its accreditation status to the public, the President of CAEP can make a recommendation to the Continuous Improvement Commission to reconsider an institution's accreditation status.





## Massachusetts Department of Higher Education

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

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

October 29, 2013

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

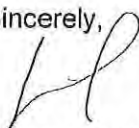
Dear President Antonucci:

I am writing to inform you that at its meeting today, the Board of Higher Education approved the expedited application of **Fitchburg State University** to award the **Bachelor of Science in Chemistry**.

As stated in the motion for approval, upon graduating the first class for this program, the University shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources, and program effectiveness.

I wish you much success with this new program.

Sincerely,

  
Richard M. Freeland  
Commissioner

Attachment

BOARD OF HIGHER EDUCATION  
REQUEST FOR COMMITTEE AND BOARD ACTION

COMMITTEE: Academic Affairs

NO: AAC 14-01

COMMITTEE DATE: October 22, 2013

BOARD DATE: October 29, 2013

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**APPLICATION OF FITCHBURG STATE UNIVERSITY TO AWARD THE BACHELOR  
OF SCIENCE DEGREE IN CHEMISTRY**

**MOVED:** The Board of Higher Education hereby approves the application of  
**Fitchburg State University** to award the **BS in Chemistry**.

Upon graduating the first class for these programs, the University shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources, and program effectiveness.

Authority: Massachusetts General Laws Chapter 15A, Section 9(b)

Contact: Dr. Carlos Santiago, Senior Deputy Commissioner for Academic  
Affairs

**FITCHBURG STATE UNIVERSITY**  
**FINANCIAL STATEMENTS**

**SEPTEMBER 30, 2013, 2012 AND 2011**



**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF NET ASSETS**  
**September 30, 2013, 2012 and 2011**

**ASSETS**

	<u>2013</u>	<u>2012</u>	<u>2011</u>
<b>Current Assets</b>			
Cash and cash equivalents	\$ 15,470,159	\$ 22,572,579	\$ 30,560,768
Cash and cash equivalents-restricted	6,411,815	6,531,045	4,676,369
Bond proceeds	7,064,364	148,384	9,254,406
Accounts receivable, net	6,036,730	8,022,718	8,593,430
Loans receivable, net-current portion	2,152	2,641	3,450
Due from other funds	2,232	7,447	8,427
Deposit with bond trustee	-	500,000	-
Prepaid expenses-current portion	360,004	79,476	76,621
Deferred bond issue costs-current portion	-	-	8,922
<b>Total Current Assets</b>	<u>35,347,456</u>	<u>37,864,290</u>	<u>53,182,393</u>
<b>Noncurrent Assets</b>			
Restricted cash and cash equivalents	12,442,213	10,819,477	1,583,088
Investments	17,058,578	16,096,570	10,765,334
Endowment investments	852,991	789,917	663,454
Loans receivable, net	1,929,968	1,897,618	1,890,037
Prepaid expenses	29,979	4,827	195,114
Deferred bond issue costs	-	-	162,083
Capital assets, net	<u>139,691,880</u>	<u>112,096,837</u>	<u>74,902,005</u>
<b>Total Noncurrent Assets</b>	<u>172,005,609</u>	<u>141,705,246</u>	<u>90,161,115</u>
<b>Total Assets</b>	<u>\$ 207,353,065</u>	<u>\$ 179,569,536</u>	<u>\$ 143,343,508</u>

**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF NET ASSETS**  
**September 30, 2013, 2012 and 2011**

**LIABILITIES AND STOCKHOLDERS' EQUITY**

	<u>2013</u>	<u>2012</u>	<u>2011</u>
<b>Current Liabilities</b>			
Bonds payable-current portion	\$ 1,869,156	\$ 1,342,143	\$ 1,106,715
Accounts payable and accrued liabilities	3,288,678	6,196,566	2,403,738
Accounts payable-construction	289,568	947,072	152,182
Salaries and benefits payable	657,193	915,167	850,363
Accrued workers compensation-current portion	146,711	133,668	148,183
Compensated absences-current portion	1,805,686	2,688,004	2,684,269
Accrued faculty payroll	491,915	522,991	554,064
Deferred revenue-current portion	3,767,320	3,956,004	3,011,768
Capital lease-current portion	-	-	139,877
Deposits-current portion	366,850	290,325	254,360
Other liabilities	4,145,002	3,650,851	2,586,309
<b>Total Current Liabilities</b>	<u>16,828,079</u>	<u>20,642,791</u>	<u>13,891,828</u>
<b>Noncurrent Liabilities</b>			
HEFA bond payable	3,149,665	3,395,116	3,644,504
MSCBA bonds payable	38,761,655	26,581,256	20,746,560
Accrued workers compensation	598,014	544,849	604,015
Compensated absences	3,210,109	1,718,560	1,716,172
Deferred revenue	1,965,950	2,167,586	2,570,857
Rebate payable	-	-	17,993
Capital lease	-	-	208,531
Due to federal loan programs-Perkins	1,541,881	1,525,019	1,511,135
Due to federal loan programs-Nursing	391,434	383,233	373,144
<b>Total Noncurrent Liabilities</b>	<u>49,618,708</u>	<u>36,315,619</u>	<u>31,392,911</u>
<b>Total Liabilities</b>	<u>66,446,787</u>	<u>56,958,410</u>	<u>45,284,739</u>
<b>Net Assets</b>			
Invested in capital assets, net of related debt	103,443,284	79,662,767	51,188,460
<b>Restricted for:</b>			
Non-expendable			
Scholarships & fellowships	468,401	450,438	440,755
Expendable			
Scholarships & fellowships	479,531	450,889	429,637
Loans	263,929	260,530	257,336
Capital projects	1,481,299	6,305,253	8,805,408
Debt service	4,553,447	5,276,132	4,029,449
Other	930	930	930
Unrestricted	30,215,457	30,204,187	32,906,794
<b>Total Net Assets</b>	<u>140,906,278</u>	<u>122,611,126</u>	<u>98,058,769</u>
<b>Total Liabilities and Net Assets</b>	<u>\$ 207,353,065</u>	<u>\$ 179,569,536</u>	<u>\$ 143,343,508</u>

For those charged with governance and internal management use only

**FITCHBURG STATE UNIVERSITY**  
**STATEMENT OF REVENUE, EXPENSES & CHANGES IN NET ASSETS**  
**SEPTEMBER 30, 2013, 2012 and 2011**

	<u>2013</u>	<u>2012</u>	<u>2011</u>
<b>Operating Revenues</b>			
Student tuition and fees	\$ 20,989,901	\$ 19,830,975	\$ 19,358,441
Waivers and exemptions	(873,336)	(783,971)	(861,587)
<b>Net student tuition and fees</b>	20,116,565	19,047,004	18,496,854
Federal grants and contracts	3,144,516	2,924,253	2,850,842
State and local grants and contracts	148,701	45,633	14,072
Stimulus grants	-	-	206,954
Nongovernmental grants and contracts	656	-	40,718
Sales and services of educational departments	248,700	330,110	366,159
Auxiliary enterprises:			
Residential life (net of scholarship allowances)	4,793,304	4,675,331	4,521,916
Administrative overhead	35,443	17,309	30,935
Fundraising	11,287	16,895	9,969
Commissions	30,550	34,090	42,700
Miscellaneous	2,092	11,321	7,422
Nursing and Perkins	7,219	9,184	9,609
<b>Total Operating Revenues</b>	28,539,033	27,111,130	26,598,150
<b>Operating Expenses</b>			
<b>Salaries:</b>			
Faculty	1,967,662	2,176,599	2,146,507
Exempt wages	625,227	744,801	677,964
Non-exempt wages	3,906,539	3,833,950	3,607,179
Benefits	2,198,134	1,997,993	2,569,148
<b>Other Operating Expenses:</b>			
Employee related travel	64,797	37,582	21,564
Administrative expense	462,951	648,666	704,762
Facility operational supplies	355,646	256,917	271,474
Utilities	598,269	503,106	472,875
Consultant services	185,787	96,846	119,988
Operational services	378,123	331,401	338,260
Equipment purchases	443,567	472,835	257,096
Equipment maintenance and repairs	85,366	93,070	118,437
Purchased client services-program	32,437	31,717	33,147
Construction and building improvement	365,812	422,693	465,793
Scholarships	4,161,556	3,857,761	3,981,765
Loans & special payments	100	-	22,719
IT expenditures	1,625,691	1,547,322	1,173,422
Supplies and other services	187	997	-
Depreciation	1,767,699	1,067,196	1,051,721
Auxiliary enterprises:			
Residential life	3,534,055	3,465,731	3,235,153
<b>Total Operating Expenses</b>	22,759,605	21,587,183	21,268,974
<b>Operating profit/(loss)</b>	5,779,428	5,523,947	5,329,176

**FITCHBURG STATE UNIVERSITY**  
**STATEMENT OF REVENUE, EXPENSES & CHANGES IN NET ASSETS**  
**SEPTEMBER 30, 2013, 2012 and 2011**

	<u>2013</u>	<u>2012</u>	<u>2011</u>
<b>Nonoperating Revenues(Expenses)</b>			
State appropriations	6,778,967	6,578,980	7,948,130
Investment income (net of investment expenses)	192,011	52,968	89,019
Unrealized gain/(loss)	541,120	544,473	(413,621)
Interest on capital debt	(225,161)	(243,069)	(324,315)
	<hr/>	<hr/>	<hr/>
<b>Net Nonoperating Revenues (Expenses)</b>	7,286,937	6,933,352	7,299,213
	<hr/>	<hr/>	<hr/>
<b>Income (loss) before Capital and Endowment Additions</b>	13,066,365	12,457,299	12,628,389
	<hr/>	<hr/>	<hr/>
Capital appropriations	203,955	1,304	-
Capital grants and gifts	5,484,377	5,300,409	5,300,409
	<hr/>	<hr/>	<hr/>
<b>Increase in net assets</b>	18,754,697	17,759,012	17,928,798
	<hr/>	<hr/>	<hr/>
<b>Net Assets - beginning of period</b>	122,151,581	104,852,114	80,129,971
	<hr/>	<hr/>	<hr/>
<b>Net Assets - end of period</b>	<u>\$ 140,906,278</u>	<u>\$ 122,611,126</u>	<u>\$ 98,058,769</u>

**FITCHBURG STATE UNIVERSITY**  
**STATEMENTS OF CASH FLOWS**  
**SEPTEMBER 30, 2013, 2012 AND 2011**

	<u><b>2013</b></u>	<u><b>2012</b></u>	<u><b>2011</b></u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Increase in net assets	\$ 18,754,697	\$ 17,759,012	\$ 17,928,798
Adjustments to reconcile increase in net assets to cash provided by (used by) operating activities:			
(Gain)/loss on marketable securities	(541,120)	(544,473)	413,621
Depreciation	1,767,699	1,067,196	1,051,721
(Increase) decrease in assets:			
Accounts receivable	(4,133,722)	(6,109,250)	(5,138,951)
Loans receivable	47,346	64,827	48,284
Other assets	(194,965)	(457,387)	(2,356)
Increase (decrease) in liabilities:			
Accounts payable and accrued liabilities	(2,415,614)	1,998,540	(1,582,177)
Compensated absences	(167,489)	196,411	26,641
Accrued faculty payroll	(2,353,502)	(2,317,387)	(2,070,377)
Deferred revenue	1,853,008	2,299,337	1,318,681
Other liabilities	4,121,447	3,502,555	2,404,302
<b>Net cash provided by operating activities</b>	<u>16,737,785</u>	<u>17,459,381</u>	<u>14,398,187</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of investments	(2,618,257)	(656,327)	-
Proceeds from the sale of investments	2,488,609	356,008	-
Acquisition of property, plant and equipment	<u>(11,643,770)</u>	<u>(10,029,544)</u>	<u>(9,759,387)</u>
<b>Net cash (used by) investing activities</b>	<u>(11,773,418)</u>	<u>(10,329,863)</u>	<u>(9,759,387)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Federal loan program	6,244	5,444	2,192
Payments of capital debt	(232,299)	(230,982)	(202,183)
Payments of capital leases	<u>-</u>	<u>-</u>	<u>(49,844)</u>
<b>Net cash (used by) financing activities</b>	<u>(226,055)</u>	<u>(225,538)</u>	<u>(249,835)</u>
<b>Net increase in cash</b>	4,738,312	6,903,980	4,388,965
<b>Cash and cash equivalents - beginning of period</b>	<u>36,650,239</u>	<u>33,167,505</u>	<u>41,685,666</u>
<b>Cash and cash equivalents - end of period</b>	<u><u>\$ 41,388,551</u></u>	<u><u>\$ 40,071,485</u></u>	<u><u>\$ 46,074,631</u></u>
<b>Supplemental Disclosures:</b>			
Cash paid for interest	<u><u>\$ 878,040</u></u>	<u><u>\$ 4,153</u></u>	<u><u>\$ 400,195</u></u>

For those charged with governance and internal management use only

DECEMBER 9, 2013

### 2013 POWER PLAYER

## Robert Antonucci: President, Fitchburg State University



Antonucci

Robert Antonucci knows Fitchburg State University quite well. After all, he earned bachelor's and master's degrees from FSU and returned 10 years ago to become its president.

Over the past decade, Antonucci has used his power and influence to produce a strong record of successes that includes drafting a new strategic plan, leading a reorganization, launching a major fundraising campaign and completing a host of capital projects. Antonucci is also working to fulfill a commitment he made early in his presidency to strengthen the university's commitment to the city of Fitchburg.

The goal of the multiyear effort is to create an attractive boulevard connecting FSU's central artery, North Street, with the city's Main Street. The initiative has been accelerated with the purchase of several distressed properties, construction of a new campus police station, relocation of the Center for Professional Studies to Main Street and completion of the final phase of streetscaping. A new exercise and sport science facility was recently completed in the corridor. In addition, Fitchburg State also assumed control of the Wallace Civic Center, and under Antonucci's leadership, renovated the aging arena into one of the best such facilities in the region.



# MEDAL MAN

FSU HONORS MICHAEL MONTUORI

LOCAL — PAGE 2



## Sentinel & Enterprise



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### Michael Montuori given FSU President's Medal

FITCHBURG — Fitchburg State University President Robert Antonucci recently presented local businessman and philanthropist Michael Montuori with the President's Medal.

Montuori, owner of Montuori Oil Delivery and several other local businesses, was presented the honor in a surprise ceremony at his Boulder Drive office.

The President's Medal is among the highest honors bestowed by Fitchburg State University. It is traditionally presented during the university's commencement ceremony.

In presenting the award, Antonucci saluted Montuori's generosity to the Fitchburg State University Foundation, which supports student scholarships and other uni-



Fitchburg State University President Robert Antonucci, left, presents the President's Medal to Michael Montuori.

COURTESY PHOTO

versity endeavors.

"Mike Montuori's significant contributions to Fitchburg State have played a tangible role in helping students achieve their goals, allowing them to overcome the financial obstacles placed in their way," Antonucci said. "He has supported countless other university initiatives, giving of his time and resources. More than most, his actions reflect a commitment to the greater good with no want of recognition for himself."

Montuori Oil Delivery has been serving North Central Massachusetts and southern New Hampshire since 1926.

Montuori and his wife, Janet, a Fitchburg State alumna, live in Lunenburg.





Fitchburg State University President Robert Antonucci, left, gives soon-to-be retiring Fitchburg Police Chief Robert DeMoura the President's medal during Friday's midyear commencement exercises.

SENTINEL & ENTERPRISE / SCOTT LAPRADE

## FSU graduates 'took the ball and ran with it'

### Midyear commencement exercises a celebration of achievement

**By Anne O'Connor**  
Correspondent

FITCHBURG — Extraordinary efforts make for extraordinary celebrations, Robert Antonucci, president of Fitchburg State University said.

Based on the chatter he heard as he walked into the

building, the 2013 winter commencement would be a joyous event.

The president praised the accomplishments and hard work of graduating students.

"They took the ball and ran with it," he said during the ceremony held last night at the packed Recreation Center.

"Somebody caught that ball," and that was a dedicated faculty, Antonucci, a member of the class of 1967 and 1970, said. The university's curriculum was the other factor bringing these hard-working scholars to the goal post.

Please see **FSU/8**



# Puck will drop for Wounded Warriors

FSU hosts Feb. 1 hockey game for which proceeds will benefit veterans program

By Alana Melanson

amelanson@sentinelenterprise.com

FITCHBURG — Fitchburg State University and the Fitchburg Police Relief Association are partnering to put on a hockey game to benefit the Wounded Warrior Project.

"What brings

us together this morning is a common vision, and a common attitude to do something that really is

important for the community," said FSU President

Robert Antonucci, surrounded by hockey players and members of the association at

a press conference Wednesday morning at the

Wallace Civic Center. "And by

bringing together the Police Department and the

hockey team, together with the university, we can make a difference."

He said the university and Fitchburg police have many partnerships, and "this is another example where we come together for the good of the city."

The game will be held at 7 p.m. on Saturday, Feb. 1, at Wallace, and will feature Fitchburg State against UMass Dartmouth.

The idea for the benefit game came from Falcons Coach Dean Fuller, who during the summer attended the Relief Association's Community 5K Road Race, which raised funds for

the Wounded Warrior Project.

He thought, "Why not see if we can sell out the

Civic Center?" he said at Wednesday's press conference.

**"We're excited that we have another opportunity to collaborate on a project that can have a real positive impact for our fighting men and women."**

Officer Jude Chabot, president of the Fitchburg Police Relief Association

has been raising money for the Wounded Warrior Project for the past three years.

"We're excited that we have another opportunity to collaborate on a project that can have a real positive impact for our fighting men and women," he said.

The hockey team is also excited for the match.



Fitchburg State University hockey coach Dean Fuller talks about a game that will be played Feb. 1 to help the Wounded Warrior Project. Fuller came up with the idea after attending a road-race benefit for the Wounded Warrior Project over the summer. Behind him are members of the Fitchburg Police Department's Police Relief Association.

SENTINEL & ENTERPRISE / JOHN LOVE

"We're definitely excited to do this for a great cause, hopefully raise some money and pack the house," said Shawn Bradley, 22, of Tewksbury.

Sean Loebs, 23, of Cresskill, N.J., said he has participated in benefit games before, and knows this one will be a "huge success."

"We'll have a great turnout and we're playing a good team, so it's going to be an exciting hockey game, too," he said.

Antonucci said the goal is to sell 2,500 tickets, but he would like to sell 5,000.

Wounded Warrior Project volunteer Robin Connors, of Fitch-

burg, said she began raising funds for the organization, which helps veterans returning from war with physical and psychological needs, to teach her children the value of helping others. Coming from a service family, the cause is near and dear to her heart, she said.

While the war may be over for the majority of Americans, it's not over for many servicemen and women, Connors said.

"They struggle every day, always trying to get over what has happened," she said.

Connors said the event will be "much more than a hockey game," and that it will include guest

speakers, raffles and other special surprises.

Tickets for the benefit game are \$10 per person and may be purchased through members of the Fitchburg Police Relief Association, at the Wallace Civic Center or online at <https://support.fitchburgstate.edu/warrior>. All proceeds go to the Wounded Warrior Project.

Donations aside from game tickets will also be accepted. For more information, call Connors at 978-846-8665 or email her at [robinconnorsangels@gmail.com](mailto:robinconnorsangels@gmail.com).

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



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## FSU police chief puts down his badge

James Hamel, 61, had served on force since '74

**By Alana Melanson**

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

**FITCHBURG** — When retiring Fitchburg State University Police Chief James Hamel joined the force in 1974, the female-to-male student ratio was 5-1, there were nights of toilet-papering mischief and panty raids, and the Hammond Campus Center had yet to be built.

In the 40 years since then, Hamel, 61, has watched the city and the university change immensely. The campus has grown considerably in the past 10 years especially, as FSU purchased properties along the North Street corridor and gained the Wallace Civic Center, and the relationship between FSU and the city has blossomed.

Monday was Hamel's last day on the job, one that has been marked by



Fitchburg State University Police Chief Jim Hamel is retiring after serving the campus for 40 years.

collaboration and a focus on students.

"The students truly are our customers," he said. "They're here to get an education, they're not here to get a criminal record."

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Hamel said he tells his officers to view the students they encounter as brothers or sisters, daughters or

Please see **HAMEL/6**



# FSU police chief steps down after 40 years on campus

HAMEL/From Page 1

sons. He said it helps them realize they are "educators outside of the classroom."

"So many students have attended Fitchburg State and become such remarkable contributors to society after they've left here, and the university I really believe takes a portion of that credit," he said. "And hopefully, if they trip up during that journey, from the time they start here until the end, we've been there to kind of help them along."

Hamel said he always knew he would be a police officer. His father, Wilfred Hamel, served as police chief in Townsend, as did his maternal grandfather, Ira Carleton. Many other family members have been and still are police officers in a number of departments throughout the region.

Before Hamel came to FSU, and for many years simultaneously, he worked as an officer in Townsend and then in Ashby. He counts among his mentors former police chiefs he's worked under in those towns, including Erving Marshall Sr. and Bill May in Townsend and Bob Wilhauck in Ashby.

The Townsend resident didn't give up his post there until he ran for, and was elected, to the Board of Selectmen in 1996. Hamel served a single three-year term on the board, saying term limits are important to him.

At the University Police Department, he worked his way up the ranks, and was appointed as chief in 2005.

For Hamel, one of the most rewarding things about working at FSU has been to see, year after year, students who have faced great adversities walk across the stage at graduation.

"Many times, police departments, we don't very often get to share in the good times. We're called when something's wrong," he said. "Here, we're fortunate that we're called when something's wrong, but we're also there when things are good, and that kind of creates a balance."

On the other hand, Hamel said some of the most challenging events in his years have been student tragedies — two students murdered off campus in domestic-violence situations, a student who didn't survive a heart transplant, and another who committed suicide.

FSU President Robert Antonucci, who hired Hamel as chief, called him dedicated and loyal, and said he truly understands what it means to be a chief on a university campus.

"He always goes the extra mile to make sure that our



Outgoing Fitchburg State University Police Chief Jim Hamel, 61, says helping the students learn from their mistakes is among the biggest joys of working on campus.

SENTINEL & ENTERPRISE / JOHN LOVE

**"He always goes the extra mile to make sure that our students are safe."**

Robert Antonucci, president at Fitchburg State University

students are safe, that we're protected, and if they get in trouble, the goal is to really help them get out of it in the least possible way, so that they learn from their experience rather than being punished," he said.

Antonucci said Hamel and Fitchburg Police Chief Robert DeMoura — who is set to retire in March — have created a model he wants to see replicated.

DeMoura said the first time Hamel came to his office, Hamel got goosebumps — not because he was cold, but because it was the first time in all of his years at the university that Fitchburg police had invited him to the department. That's when they knew that change was needed.

"We had to work hand in hand to make sure the community at large and the community at the university are safe," DeMoura said.

Last year, university police officers were appointed special police officers in the city, a move both sides say has been of great benefit. They can supply manpower to one another, they train together, and there is much greater communication and information sharing between the departments, Hamel said.

"Crimes have actually been able to be solved because each party knew bits and pieces of a puzzle, and now we're able to, on a daily basis, put those pieces together," he said.

Hamel said he wants to see the next chief continue to work with the city, but students have to come first.

"That's what our primary role is here, not only protect the students, but to make sure the quality of life

enables them to get the education they came here for," he said.

Hamel was delighted to see the children of some of the students he'd met when he first started working at the university in the 1970s enroll at the school later on. But when he began to see grandchildren, he knew it was probably time to retire.

Still, putting down his badge isn't going to be easy, Hamel said.

He spoke of one night recently when he was bringing his wife, Susan, to Slatery's for dinner and he instinctively drove instead to the police station. When Hamel attends weddings and other functions, he said he always has to sit or stand with his back to a wall, his arms crossed, no nonsense, like he's working a detail.

"I need to, I guess, get normal," he said with a chuckle. "It's something I haven't done."

Hamel said he would also like to spend more time with his three grandchildren, who are growing up much faster than he'd like.

As he finished up his last day on Monday, officers came to say their good-byes, and it was clear he will be missed.

Sgt. Sarah Camelo, the self-described "crier of the department," fought back tears as she bid him adieu. She's worked with Hamel for the past 15 years.

"We've had a very good open-door relationship with the chief, and that's probably the best thing you can have, having a good rapport with him. You don't find that very often with a chief, and boss," she said.

"He brought our department leaps and bounds from where it was," said Officer Derrick Camelo, who has been on the force for 10 years. "It's going to be really sad to see him go."

Lt. Mike Marcell will serve as interim chief until a new chief is hired.

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



# Lights! Camera! Students in action!

## FSU-FATV course offers experience in production

By Alana Melanson

amelanson@sentinelandenterprise.com

**F**ITCHBURG — Fitchburg State University students have interned at Fitchburg Access Television before, but this semester is the first time that they're attending class there.

FATV and FSU have partnered to create a multicamera production course for undergraduate students, as the university only offers single-camera production in its studio, according to Professor of Communications Media Ann Mrvica, who developed the course in conjunction with FATV staff.

By partnering with FATV, she said, students have the opportunity to learn how to use many different kinds of equipment otherwise not available to the school, such as a switcher that allows alternating between four different cameras for the same production and a satellite truck that allows remote broadcasting.

Aside from learning the technical basics of each piece of equipment, the students, a mix of sophomores who have only taken one introductory level course up to film major seniors, also spent weeks trying out each and every position of a live production, Mrvica said.

"Everyone got to be on the switcher, everyone got to be on the teleprompter, everyone got to be floor director," she said.

Now, the 12 students, split up into three groups of four, are working on their final produc-



Fitchburg State sophomore Lizz Cameron works a camera during her production class at the FATV studio Thursday morning. Below, FSU senior Nick Baldoni overseas the action from the control room.

SENTINEL & ENTERPRISE PHOTOS / JOHN LOVE



tions, which are all community-oriented, to be aired on FATV multiple times, Mrvica said.

As part of the course, students are also required to spend 15 hours outside of class time working with FATV, she said.

Executive Director David Svens said that has been a

godsend for FATV, especially with the recent election and all of the football coverage needed at this time of year.

Students can also extend the partnership because they qualify to be members of the station at no charge, giving them access to the equipment and classes FATV provides, he

said. He's also impressed by the ease with which they use the technology and solve problems.

"The thing that gets me, as an older person, we didn't grow up with the technology that the kids have today," Svens said. "And they know it, just walking in the door. Even if they've never seen the equipment before, they kind of know how it works."

Scott May, community-access coordinator for FATV, said he's also enjoying having the students in the building and helping out with coverage in the community.

"There's a lot of really talented kids in this class, and when they come out and act as members of our crew, there's not a lot of training that is needed," he said. "They step up and they stand behind a camera and they're ready to go."

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



# Weekender

SENTINEL & ENTERPRISE

THURSDAY, NOVEMBER 21, 2013 7

## WEEKEND BEST BETS

### 'Arcadia' a mystery between then and now



Lisa Nguyen and Ian Vincent in "Arcadia."

By Bonnie J. Toomey  
Correspondent

FITCHBURG — "Arcadia," written by Tom Stoppard, is being presented through Sunday by students in the Communications Media and Industrial Technology departments at Fitchburg State University.

The play, which opened Tuesday and is directed by FSU Professor Richard McElvain, is being performed at the McKay Complex, 67 Rindge Road, Fitchburg. Admission is free.

Matt Bruun, Fitchburg State's director of public relations, noted "Arcadia" is "regarded by many as the best play of perhaps the greatest living playwright."

It's a story of one English country house at two moments in time — now and the early 1800s. It is a comedy, a love story, and an exploration of the soul wrapped around

a mystery involving Lord Byron.

The *Sentinel & Enterprise* spoke with FSU junior McKegg Collins, who portrays the intellectual Bernard Nightingale.

"It's the relationship between the past and the present," said Collins over the phone in a stylized British accent. "It's about order and disorder."

Collins' character works in the present. The young actor, a Shrewsbury resident, read Byron's work, studied specific English dialects and listened to Beethoven and Chopin to prepare for the role.

"Tonight I'll be listening to the sixth one," he added, referring to the symphony.

Collins says his character has to have a proper voice and yet at the same time still be able to whine.

Please see **BEST BETS/9**

## FSU students performing 'Arcadia' through Sunday

**BEST BETS/**From Page 7

"I try to talk this way for the entire rehearsal," he said, adding that he doesn't stay in character when he's out of rehearsal.

Collins, who acts, directs, and writes, has always wanted to entertain since he was a child.

"I've worked with Richard since I came to FSU, and he has incredible insight," said Collins. "He lets us go, and when he does that, a switch goes off in my head and I think, why haven't I thought of that before?"

Collins describes McElvain as a fun guy to work with and super smart.

The FSU technical crew is a group that Collins commends.

"I've worked with some of the best sets at FSU," he said. "It's a great stage. Although it's small, we have four giant windows. I really like the theater."

Collins said the play is "very well-written and really smart — a mystery that takes place between then and now."

Sophomore Lisa Nguyen plays Thomasina Coverly, a precocious teen who loves math and life. Nguyen read the play twice.

"It's not like any other. You have to sit and think because it is not what you think it is," said Nguyen, who found a way to connect with her character by thinking back to when she was 13 and then by putting that into the context of the 1800s.

"She's a genius, passionate about life and what it means. She knows there is something more than subjects, and she is aiming for that," she said. "I love the role. It makes me go beyond my comfort zone. Thomasina is energetic — she's not your typical 13-year-old," she said.

McElvain directed Nguyen once, and she found the spark she needed immediately.

"He told me to be 13, not to pretend to be 13," said Nguyen, who is 20 and a theater major at FSU. She has her sights set on performing on Broadway in "Chicago."

"I'm aiming for theater because it brings life alive."

Arcadia will be presented Thursday through Saturday at 7:30 p.m. with a matinee at 2 p.m. on Sunday.



# FSU presents holiday extravaganza

FITCHBURG — The CenterStage at Fitchburg State University arts and culture series invites you to ring in the season with a holiday extravaganza featuring the Thayer Symphony Orchestra, the Greater Gardner Community Choir and Fitchburg State Chamber Singers on Saturday, at 7:30 p.m., in Weston Auditorium.

December and the holidays — the smell of balsam and snow, the sounds of bells and music. Whether it's Handel's "Messiah" or Leroy Anderson's "Sleigh Ride" that say "the season has arrived," this concert is tailor-made for you.

Two local ensembles gather for one glorious performance as Weston Auditorium resonates with the sounds of Thayer Symphony Orchestra and the

Greater Gardner Community Choir, joined by Fitchburg State choral-arts students.

This concert, filled with orchestral and vocal holiday chestnuts, sells out quickly.

The performance is sponsored by Workers' Credit Union, with support from Aubuchon Hardware, and is presented with media partner WPKZ AM-1280. Tickets are \$30 for adults, \$28 for seniors and \$7 for children and Fitchburg State students.

The Weston Box Office, located inside Weston Auditorium at 353 North St., is open Thursday and Friday, 12:30 to 3:30 p.m., and can be reached at 978-665-3347. Tickets can also be ordered online at [fitchburgstate.edu/cultural](http://fitchburgstate.edu/cultural).



Toshimasa Francis Wada will lead the Thayer Symphony Orchestra, which will be joined by the Greater Gardner Community Choir and Fitchburg State Chamber Singers on Saturday for a holiday concert. COURTESY [WWW.THAYERSYMPHONY.ORG](http://WWW.THAYERSYMPHONY.ORG)



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## **JFK: 50 YEARS LATER**

### For Antonucci, grief replaced physical pain

*Next in our weeklong series of recollections from local residents of the moment they learned President John F. Kennedy had been shot.*

#### **Robert Antonucci, president of Fitchburg State University**

In 1963, I had just entered my freshman year at then-Fitchburg State College and was a recent graduate of Leominster High School. I decided to go to Fitchburg State to be an elementary-education major.

During that first couple of months of my first term at Fitchburg State I had an unexpected kidney-stone attack and was admitted to Leominster Hospital on Thursday, Nov. 21. I spent the night in the hospital as the kidney stone was being taken care of, and the next day as I was



Fitchburg State University President Robert Antonucci was at Leominster Hospital with a kidney stone when he found out President Kennedy had been shot.

SENTINEL & ENTERPRISE/ JOHN LOVE

lying in bed and watching the small TVs which were on the wall at that time, that was my first notice that President Kennedy had been shot and later died.

From that moment on, our eyes were glued to the TV

Please see **JFK/18**

#### **JFK/From Page 1**

all day — my family, the doctors, the nurses, that's all we could look at. It was the first time in the history of our country that an event like this was on national television. Remember in those days it was NBC, CBS and ABC, channels 4, 5 and 7, and all day long we kept seeing the story unfold. At first the president had been shot, and eventually we found out that he had been assassinated. We watched the vice president, Lyndon Johnson, then being sworn in as the new president on Air Force One.

It was a tragic day for all of us. It was a day of sadness, it was a day of remorse, it was a day when all of us stopped, took a step back and reflected on what had just happened. We took it even harder because President Kennedy was from Massachusetts. It felt like a member of our own

family had been killed. We really had a lack of understanding of how something like this could happen in a country such as America.



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## FSU students share visions for City Hall

**By Alana Melanson**

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FITCHBURG — A redeveloped City Hall, surrounded by a thriving, bustling downtown with a mix of historic and modern buildings, filled with restaurants, retail and cultural hot spots.

That's the vision for Fitchburg that was set forth by architecture students in Fitchburg State University Professor Keith Chenot's class Thursday. City officials and members of the City Hall Subcommittee, charged with determining the future of the building, which has been closed for more than a year because of



Fitchburg State senior Mark Cairra, of Lunenburg, shows his design for a renovated City Hall Thursday.

Please see **CITY HALL/5**

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# FSU students share visions for a reborn City Hall

**CITY HALL/**From Page 1

roof structural deficiencies, were on hand to see the design presentations.

According to Chenot, who is also a member of the city's Historical Commission, students learned about the history of City Hall and the current state of the structure, and explored different uses the building could one day see.

He said some students wanted to tear it down, but there were also many who saw its historical and architectural value and concluded that it could be redeveloped to serve a number of different uses, including mixed use as both city offices and retail space for shops and restaurants.

Chenot said students explored removing the back addition to the building, which he called "inefficient and difficult to navigate," essentially bringing it back to its original 1852 state but energizing it in other ways.

He said they also explored bringing back the second-floor concert hall the building once had, for community event purposes.

"We took a quick initial look, understanding it's the things around City Hall and using that as a focus — the jewel that we know that a restored City Hall would really be, similar to a Faneuil Hall or a similar vintage building, that cleaned up and nicely restored could be a wonderful gem in the middle of the city," Chenot said.

**Most students presented designs for mixed-use buildings, from a redeveloped and expanded Theater Block building on Main Street to a shopping center on Boulder Drive.**

He said they focused on bringing the density back to downtown that it had not too long ago, by designing a number of new buildings on the land immediately surrounding City Hall along Main Street and moving down Boulder Drive.

Chenot said students were liberal with their use of the surrounding downtown land, putting forth ideas that in



Fitchburg State senior Samantha Plamondon helps present a group Architectural Design 1 class project for renovating the old Fitchburg City Hall.

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reality would require some properties to be sold and buildings demolished.

Most of the students presented designs for mixed-use buildings, from a redeveloped and expanded Theater Block building on Main Street with a functional theater, restaurant and retail space, to a large shopping center on Boulder Drive with a basement used as a police station and garage for police vehicles. In many

instances, the students proposed uses that would be attractive and beneficial to college students and residents alike. There were also many designs that combined retail and event venue spaces on lower floors with apartment housing on upper floors, as well as family friendly features such as day care centers, playground areas and green spaces.

Student Mark Cairra designed a curved, multistory building that would sit behind City Hall on Boulder Drive, which incorporated retail spaces with stage and performance areas, and lots of windows for passersby to see the events occurring inside. Kurtis Li designed a four-story building with a photography studio on the first floor, gallery space on the second and apartments on the third and fourth floors, while Michael Benham designed a building that would

be a musician's dream, including rehearsal space for bands, a recording studio and a music store.

Jerry Beck, in his first day on the job as the city's new economic development director, could barely contain his excitement upon seeing the designs presented by the students and said he was "extraordinarily inspired." He said the "visionary talent" being demonstrated at FSU is "setting a new tone for the city's future" while honoring its past.

"You've given me the energy to go out and really make this stuff happen," Beck said.

Mayor Lisa Wong said the students' have changed her "perception of what is possible" downtown.

"I only thought little things could be done, but we could really do anything with this site," she said.

Wong said it can be difficult to change people's minds but City Hall could be so much more than just an office building.

"We have to lead the way, and once we start doing these things, the private market will come in," she said.

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



# Longsjo math coach earns educator award

BOSTON — Tammi Chandler, mathematics coach at Longsjo Middle School in Fitchburg and a Fitchburg State University alumna, was among eight honored Wednesday as the commonwealth's outstanding K-12 educators who graduated from the state university system's teacher preparation programs.

Chandler, a native of Fitchburg, earned undergraduate and graduate degrees from Fitchburg State. She has taught middle-school mathematics in the city for 11 years.

Recognized for her effective teaching practices, Chandler shifted from teaching to coaching mathematics. Her leadership skills and commitment to the profession have been instrumental in increasing student learning at the Longsjo Middle School.

She is known as a teacher of resilience and a turnaround teacher who embraces the teaching of challenging students. For her, student success is her greatest reward.

"Tammi Chandler is exemplary of the extraordinary teachers that Fitchburg State and the entire State University System are graduating each and every year," said Fitchburg State President Robert V. Antonucci.

"These are the great teachers who are adept at helping all students learn and who care deeply about the education and well-being of their students. These are the great teachers who years, even decades later, students can recall as making a difference in their lives."

The outstanding educators saluted in Boston represent eight of the nine campuses across the State University System and received awards for their teaching excellence, especially in the face of challenging situations, as well as their contributions to the communities in which they live and work. Ceremony attendees also included representatives from state university campuses and education leaders in the Patrick administration, as well as members of the House and Senate.

Almost two centuries ago, Massachusetts became the first to recognize the importance of teacher preparation programs by the establishing the first three schools dedicated to educating teachers. Today, these institutions have grown to become comprehensive state universities educating students in multiple disciplines beyond education. The Massachusetts state universities continue to educate more than one-third of all public educators in Massachusetts.



Mathematics coach at Longsjo Middle School Tammi Chandler with her outstanding educator award.

COURTESY PHOTO

Minutes of Meeting Held on January 30, 2014 at 12:15 p.m.

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING**

**Thursday, January 30, 2014**

**12:15 p.m.**

**President's Conference Room**

**Sanders Administration Building**

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

Trustees present: Robert Babineau, Jr., Martin F. Connors, Jr., Nathan Gregoire, Don Irving, Michael Mahan, Anthony Mercadante, Frank O'Donnell, Carol Vittorioso

Trustees via phone: Gladys Rodriguez-Parker

Trustees absent: Anna Maria Clementi, Cynthia Stevens

Also present: Robert V. Antonucci, Robin Bowen, Jay Bry, Cathy Canney, Cathy Daggett, Gail Doiron, Chris Hendry, Jessica Murdoch, Michael Shanley, Steven Swartz, Paul Weizer, Gail Feckley, Jenny Fielding, Hank Parkinson, Jennifer Perkins, Commissioner Richard Freeland, Adam Wilbur, Kelli Lundgren, Mary Landi

The meeting was called to order by Chairman Vittorioso at 12:27 p.m.

Chairman Vittorioso opened the meeting requesting any public comments.

President Antonucci welcomed Commissioner Richard Freeland to the meeting.

The consideration of the Board of Trustees minutes from November 12, 2013 was presented. Upon a motion duly noted by Mr. Connors and seconded by Mr. Mahan it was

**Voted:** via roll call to approve the minutes of the meeting held on November 1, 2013 as  
**(9-0)** presented.

President Antonucci welcomed Richard Freeland, Commissioner of Higher Education, and thanked him for attending the meeting. Commissioner Freeland began by thanking everyone on the board for their service and assured them that Governor Patrick personally appreciates their work on behalf of the university. He also acknowledged the work of President Antonucci.

Commissioner Freeland said it is a pleasure to come to the FSU campus and see the revitalization that has taken place. The science building is a fantastic new resource. The commissioner remarked on the connection the university has with the community and also noted that the campus is very active in many initiatives within the university system state-wide. He has enormous respect for what Fitchburg State University is doing for the campus and state-wide.

Commissioner Freeland stated that after a series of events in 2012, the Board of Higher Education and his office were charged with building stronger relationships with boards of trustees in community colleges and state universities. They are looking to build a more integrated system for public higher education, instead of each campus doing its own thing. Jennifer Perkins is the point person in the Office of Trustee Relations. She works with the various boards to build a line of communication between

boards and the state. Ms. Perkins gets to know the leaders of the boards and attends meetings. The commissioner stated that the governor is fully supportive of this program. The goal is not to build any tension. The board is responsible for the institution; the state counts on that and recognizes the importance of the board's work.

In terms of the state budget, last year was fantastic. This year is not as good but is going in the right direction. Public higher education is at the top of the state's priority list. The governor shows that in his budget. Higher education is the ultimate return on investment. To date, it has not been a goal to have Massachusetts be a national leader in public education.

The commissioner talked about the Vision Project, which has five or six metrics. Our numbers look average compared to other states. The goal is to move the needle on that. Are we making the best use of every dollar? Are we being as efficient as possible? Twenty-eight campuses state-wide is a lot - 28 of everything. There was discussion around the value of data and metrics so the board knows what the numbers are to see if the needle is moving.

Commissioner Freeland said we will want to incorporate the state-wide goals into the strategic plan. We will also want to provide professional development activities around data. The state universities and community colleges should be speaking to the legislature in unified way, sending common messages; all campuses are unique, but there are certain things we are all doing. We are a value to the state and want to draw positive attention to the contributions of the campuses. The commissioner said we want to find a way to come together when necessary and at the same time respect campus autonomy.

Mr. Mahan stated that Jennifer Perkins has been wonderful to work with, and the implementation of the program has been very smooth.

Regarding use of data, Mr. Mahan feels we need to be very careful pushing higher education to not be purely vocational. Commissioner Freeland agreed and said it's easier to measure, but it does miss a lot of the other things. Dr. Babineau asked if there is any discussion on the state or national level about consolidating the level of excellence at a particular campus. The commissioner said it's an appealing idea but an idea that campuses tend to resist because no one wants to be pigeon-holed. However, there could be a middle ground. For instance, UMass Lowell is known for its engineering program. It's something to look at when working on a strategic plan. Having a world class program is a very complex undertaking. There was further discussion on that idea. Chairman Vittorioso stated that geography is a factor, and Mr. Mahan said that fee structure would be an issue as well. A nursing program would be more expensive to run than some other programs. Mr. Irving noted that centralizing might lead to a change of makeup in the boards. We need to find balance. Commissioner Freeland said that too much centralization is not good; states do need systems. It is legitimate for the state to set statewide goals and metrics for campuses. The state will stay out of the operations and management of each university. Energy, passion and loyalty are at the campus level.

Chairman Vittorioso said that when the Office of Trustee Relations was introduced, it also came along with guidelines for presidential evaluations and presidential searches. It seemed intimidating at the time, but it was done seamlessly and now it all makes sense. Once implemented, it worked. The commissioner stated the governor is pleased with the outcome. The Board of Higher Education will work with the universities around a formula on allocating resources. There was a discussion around the state budgeting system for state universities and community colleges – incremental budget system. Options are that it is based on enrollment or based on performance. The community college formula is



a hybrid of enrollment and performance. Commissioner Freeland noted that we are moving toward greater equity. He also said he has been asked by the governor to have a similar conversation with the universities. President Antonucci agreed that we need to work toward that and it should work. Commissioner Freeland expressed his appreciation for the positive comments from the board members. Collaboration is good for the system.

Next on the agenda was the Board of Trustees self-assessment review for the NEASC report. Dr. Paul Weizer informed the board that the New England Association of Schools and Colleges (NEASC) report that is due in March is complete but needs some refinement. Included in the NEASC report is the Board of Trustees self-assessment survey. Dr. Weizer briefly reviewed the survey noting that everything was positive on the report. Mr. Connors noted that question 16 on the Board of Trustees self-assessment survey – *Board members are given adequate orientation and training* – had the lowest number of “strongly agrees.” It was agreed that a glossary would be helpful as well as a list of acronyms. Also, there is a need to expand the survey to include a little more narrative and to get more input from the greater campus community. A subcommittee to the board will be formed to work on this. Jennifer Perkins will send some samples of other surveys to Chairman Vittorioso.

Dr. W. Arnold Yasinski, Vice President for Financial Affairs and Treasurer of Willamette University, had planned to be in attendance to discuss strategic planning with the Board of Trustees; however, President Antonucci informed the group that Dr. Yasinski was unable to be with us today due to medical reasons. Dr. Larry Large, associate of Dr. Yasinski, joined the meeting via Facetime. Dr. Large began by stating that the university is in the beginning stages of the strategic plan process, and he and Dr. Yasinski are consultants to that process. Dr. Robin Bowen is the lead.

Strategic Planning has to be done in a way that works for FSU. The question for the Board of Trustees is - *How do we oversee the change?* Dr. Large reviewed the makeup of the executive planning committee. The strategic planning committee would be a larger committee with sub-committees. Sub-committees open up the process to involvement by many more people. White papers would be presented and a draft strategic plan written. The final plan is negotiated with the president and then the board votes on the plan.

The planning schedule is rigorous. Meetings need to be focused, have a lot of energy, and be informed by the best research. There should be a separate email address and website for posting of meetings, public forums, etc. Late August into January and February is the timeframe. The plan needs to be Fitchburg’s plan. Ms. Vittorioso asked how soon the executive planning committee and the strategic planning committee should be organized. Dr. Large replied that it is in the schedule section. President Antonucci stated we will seek volunteers to serve on the committees. He also thanked Dr. Large for his presentation today.

Dr. Bowen joined the committee at the table. She talked a bit about Dr. Large’s background. He has been a university president and has been in higher education for over 40 years as an educator and administrator. Dr. Bowen has worked with Dr. Large in the past while at another institution. This work will be on FSU’s 2015-2020 strategic plan. Dr. Large and Dr. Yasinski have met with various groups on campus already. Online learning, retention, graduation rates, finance, technology, marketing, admissions, and interaction with the community are some items that will be looked at. The final plan has to be approved by the board of trustees. Mr. Connors asked Dr. Bowen if we are starting with the old plan or with a clean piece of paper. Dr. Bowen responded that we would begin with a clean piece of paper, but there will be some things that will be moved over.

The Board next reviewed the sabbatical requests. Mr. Mahan reported that the Academic Affairs sub-committee met prior to the Board of Trustees meeting at 11:30 to discuss the sabbaticals. Questions were asked during the meeting, mostly around the number of sabbaticals that are being requested this time around. Mr. Mahan gave an overview of what happened in the sub-committee meeting and stated that the sub-committee voted unanimously to approve the sabbaticals. Next year there will be about the same number of requests, and then we will see a drop off. President Antonucci stated that we have not had any issues/problems with sabbaticals.

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

**Voted:** via roll call to approve the sabbatical requests.  
**(9-0)**

President Antonucci directed the attention of the Board of Trustees to the documents at the end of their book. Those documents included personnel action notifications for new hires, job changes/adjustments, retirements, resignations, reappointments, etc. They also included the following:

- a) Memo from Commissioner Freeland re: Presidential salary increase
- b) Memo re: NCATE
- c) Board of Trustee reappointments
- d) Chemistry Major
- e) Mission statements
- f) Financial statements
- g) News articles

The president reported that under a new ruling agreements/settlements (worker's comp, etc.) must be made public. Also, Landry Arena is not in good shape; we are losing money on it. No decisions have been made as to its future status. A study is currently in process. Any complaints should be forwarded to the president's office.

President Antonucci requested a motion for the Board of Trustees to enter into Executive Session.

Upon a motion duly noted by Mr. Mahan and seconded by Mr. Gregoire, it was voted by roll call (9-0) to enter into executive session at 2:05 p.m. to consider the purchase of real property and to discuss honorary degrees. Open session will not reconvene following the conclusion of executive session.

With no further business before the Board, the meeting was adjourned at 2:05 p.m.

Respectfully submitted:

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Anna Maria Clementi, Clerk  
Board of Trustees



Executive Session Minutes of Meeting Held on January 30, 2014

**FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES MEETING**

**Thursday, January 30, 2014**

**12:15 p.m.**

**President's Conference Room**

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Trustees via phone: Gladys Rodriguez-Parker

Trustees absent: Anna Maria Clementi, Cynthia Stevens

Also present: Robert V. Antonucci, Michael Shanley, Jay Bry, Gail Doiron, Kelli Lundgren, Mary Landi

Upon a motion duly noted by Mr. Mahan and seconded by Mr. Gregoire, it was voted by roll call (9-0) to enter into executive session at 2:05 p.m. to consider the purchase of real property and to discuss honorary degrees.

Chairman Vittorioso called the meeting to order at 2:05 p.m.

Mr. Bry shared with the board members the background information on the property at 43 Pearl Hill Road in Fitchburg and explained that we can flip this property to the Commonwealth. It is a unique acquisition surrounded by university properties. President Antonucci explained the flipping process to the state. Mr. Bry stated the supporting organization purchased the property; the university will buy it from the supporting organization; and then we will transfer it to DCAMM, at which point it will be demolished. The university will pay to raze it.

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

**Voted:** via roll call to approve the purchase of 43 Pearl Hill Road in Fitchburg.  
**(9-0)**

Mr. Shanley addressed the board and informed them that Susan Wornick is being considered as the commencement speaker for the May 2014 graduation ceremony. Ms. Wornick has done a lot of work for many students over the years and she has been involved in many community activities. She is retiring from her role at Channel 5 and moving on to other work. Mr. Shanley stated he would like the university to present Ms. Wornick with an honorary degree. President Antonucci gave some background on honorary degrees. Ms. Rodriguez-Parker said she thinks Ms. Wornick would be fabulous and added that Ms. Wornick has worked a lot with the Gengel family in Rutland and the Be Like Britt Foundation.

Upon a motion duly noted by Ms. Rodriguez-Parker and seconded by Mr. Gregoire, it was

**Voted:** via roll call to approve the request to have Ms. Susan Wornick as commencement speaker and present her with an honorary degree.  
**(9-0)**

With no further business before the Board, and upon a motion duly noted by Mr. Irving and seconded by Mr. Gregoire, it was voted by roll call (9-0) to adjourn executive session at 2:16 p.m.

Respectfully submitted,

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Anna Maria Clementi, Clerk  
Board of Trustees