

MINUTES OF THE MEETING HELD ON THURSDAY, JUNE 30, 2011 at 11:30 a.m.

FITCHBURG STATE UNIVERSITY BOARD OF TRUSTEES
Executive Committee Meeting
President's Office, Sanders Building
300 Highland Avenue, Fitchburg, MA 01420

Committee Members Present: Chairman Gregg Lisciotti, Martin F. Connors, Jr., Carol Vittorioso, Robert Pontbriand, Robert V. Antonucci, ex-officio

Also Present: Gail Doiron, Robin Bowen, Sean Goodlett

The meeting was called to order by Chairman Lisciotti at 11:34 a.m.

President Antonucci thanked everyone for attending the meeting at such short notice. He explained, it was important for this meeting to be held during Chairman Lisciotti's term which expires on July 1, 2011.

President Antonucci stated the main purpose of today's meeting is to discuss presidential compensation. There has been a two-year freeze on presidential salaries. The commissioner's office sent notices stating all presidents and non-unit employees are eligible for a 3% increase. This is not a pool. He further noted that the unions did get their raises. He also informed the committee of his recent attendance at a bargaining meeting for the contracts that will expire this year.

The Commissioner's memorandum was distributed. (attached)

President Antonucci next discussed his goals that the board reviewed last fall. He said the New England Association of Schools and Colleges (NEASC) accreditation self study due in June is being finalized in preparation for our March 2012 site visit. The construction of the science building is underway. We have focused on customer service for our internal and external audiences. We have been managing the state budget cuts and have been doing well. It has been a good year. He stated that he could not do the job without everyone's help.

Mr. Lisciotti said within the budget process the board cannot set the president's salary, which is authorized from the Department of Higher Education. We had a couple of years of no salary increases. We are now authorized to give 3% beginning July 1, 2011 but not retroactively. He recommends an increase of 3% and have the board take note in the future to revisit the salary with retroactive pay consideration.

There was a discussion.

President Antonucci said we try to stay on the same track as the unions when considering increases. This increase would be just on the base salary and not the total compensation.

Chairman Lisciotti asked for a motion.

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

Voted: to grant a 3% salary increase on the president's base salary for meritorious
(4-0) performance.

President Antonucci said he appreciated everyone's support.

With no further business before the Committee, the meeting was adjourned at 11:46 a.m.

Respectfully submitted,

Gregg P. Lisciotti
Chairman, Executive Committee &
Board of Trustees

Gail Doiron

From: Gail Doiron
Sent: Friday, June 24, 2011 3:58 PM
To: 'Anthony J. Mercadante'; 'Beverly Farias'; 'Carol Vittorioso'; 'Cynthia Stevens'; 'David Mullaney'; 'Gail Doiron'; 'Gladys Rodriguez-Parker'; 'Gregg Lisciotti'; 'Martin Connors'; 'Matthew Costello'; 'Robert A. Pontbriand'; 'Robert V. Antonucci'
Subject: Presidential Salary

Dear Board members,

Please see the following memorandum from Commissioner Freeland.

Sincerely,
Gail

Subject: Presidential Salary

Reply-To: "Freeland, Richard (RGT)" <rfreeland@bhe.mass.edu>, "Mackinnon, Nate (RGT)" <nmackinnon@bhe.mass.edu>, "Lenhardt, Stephen (RGT)" <slenhardt@bhe.mass.edu>



Massachusetts Department of Higher Education

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

TEL (617) 994-6950
FAX (617) 727-0955
WEB www.mass.edu

Richard M. Freeland, *Comm*
Charles F. Desmond, *Chair*
Massachusetts Board of High

MEMORANDUM

TO: Chairs, Boards of Trustees – Community Colleges and State Universities

CC: Community College Presidents
State University Presidents
Board of Higher Education Members

FROM: Richard M. Freeland, Commissioner

DATE: June 24, 2011

SUBJECT: Presidential Salary

I am pleased to authorize the distribution of an inflationary increase of up to 3% for the Presidents of the Community Colleges and State Universities.

This authorization is provided under BHE 08-13 that delegates to me the authority, in consultation with the Executive Committee of the Board of Higher Education, to approve such an inflationary adjustment. I have consulted with the Executive Committee and they are all supportive of this pay increase. Any increases will be effective July 1, 2011.

Such increases assume a satisfactory performance review of the President for FY11. New Presidents, those appointed after January 1, 2011, are not eligible for this increase.

If you have any questions or concerns please feel free to contact me directly (617-994-6901 or rfreeland@bhe.mass.edu) or Stephen Lenhardt (617-994-6986 or slenhardt@bhe.mass.edu).