

## Human Resources and Academic / Student Development Subcommittee Meeting



## NOTICE

A JOINT MEETING OF THE WORCESTER STATE UNIVERSITY HUMAN RESOURCES COMMITTEE AND THE ACADEMIC AFFAIRS/STUDENT DEVELOPMENT COMMITTEE WILL BE HELD ON TUESDAY, NOVEMBER 17, 2015 at 3:15 P.M. IN THE PRESIDENT'S CONFERENCE ROOM OF THE HELEN G. SHAUGHNESSY ADMINISTRATION BUILDING.

1. CALL TO ORDER

**HR COMMITTEE**

2. APPROVAL OF MINUTES – HR Committee, October 20, 2015

3. APPROVAL OF REALIGNMENT AND REORGANIZATION OF UNIVERSITY ADVANCEMENT DIVISION AND APPROVAL OF TITLE CHANGES

**ACADEMIC AFFAIRS/STUDENT DEVELOPMENT COMMITTEE**

4. APPROVAL OF AY 2016-2017 SABBATICAL LEAVES

5. OTHER BUSINESS

6. ADJOURNMENT

Judith St. Amand  
November 10, 2015

**HR COMMITTEE**

Trustee George Albro, Chair  
Trustee Kurt Correia  
Trustee Isabel Gonzalez Webster  
Trustee Maryanne Hammond  
Trustee Terence Shanley  
Trustee Ronald Valerio, Ex-Officio Voting Member

**ACADEMIC AFFAIRS/STUDENT DEVELOPMENT COMMITTEE**

Trustee Robert Thomas, Chair  
Trustee Kurt Correia  
Trustee Terence Shanley  
Trustee Shirley Steele  
Trustee Ronald Valerio, Ex-Officio Voting Member

*All trustees are welcome at open meetings*

Human Resources and Academic Affairs/Student Development

Upon a motion made and seconded, it was

**VOTED:** to recommend approval to the full Board the Realignment and Reorganization of the University Advancement Division as presented.

---

Upon a motion made and seconded, it was

**VOTED:** to recommend approval of the change in title for the Executive Director of Alumni Relations and Engagement and the Executive Director of Development and University Advancement to Assistant Vice Presidents.

---

Upon a motion made and seconded, it was

**VOTED:** to recommend approval to the full Board the following AY 2016-2017 Sabbatical Leaves:

FALL SEMESTER 2016 at full salary

Elena Braynova	Computer Science
Amy Cota-McKinley	Psychology
Laurie Dahlin	Business Administration & Economics
Robert Fink	Business Administration & Economics
Eihab Jaber	Chemistry
Barbara Zang	Communication

SPRING SEMESTER 2017 at full salary

Meghna Dilip	Chemistry
Carol Donnelly	Education
Denise Foley	Education
Michael Gesin	History & Political Science
Bonnie Kanner	Psychology
Stephen Morreale	Criminal Justice
Maura Pavao	Biology
Ana Perez-Manrique	World Languages
Karen Woods Weierman	English
Sara Young	Education

AY 2016-2017 at half salary

Keith Darrow	Communication Sciences & Disorders
Susan Schmoyer	Mathematics

---

Upon a motion made and seconded, it was

**VOTED:** to adjourn the meeting at

**WORCESTER STATE UNIVERSITY  
BOARD OF TRUSTEES**

**HUMAN RESOURCES COMMITTEE**

**October 20, 2015**

**PRESENT:** Trustee George Albro, Chair  
Trustee Kurt Correia  
Trustee Maryanne Hammond  
Trustee Terence Shanley – joined at 4:00 p.m.  
President Barry Maloney, Ex-Officio Non-Voting Member  
Ms. Judith St. Amand, Assistant Secretary  
Ms. Nikki Kapurch, Special Assistant to the President

**ABSENT:** Trustee Isabel Gonzalez Webster  
Trustee Ronald Valerio, Ex-Officio Voting Member

The provisions of General Laws, Chapter 30A having been complied with, and a quorum present, a meeting of the Human Resources Committee was held on Tuesday, October 20, 2015 in the Multi-Purpose Room in Sheehan Hall. Trustee Albro called the meeting to order at 3:35 p.m.

**APPROVAL OF MINUTES – September 8, 2015**

Assistant Secretary Judith St. Amand reported to the Chair that a correction was needed on page 2 of the September 8<sup>th</sup> minutes under the heading Early Retirement Incentive. It should read as follows: *“Stacey Luster, Assistant Vice President for Human Resources, Payroll, and Affirmative Action/Equal Opportunity, provided the following information:”*

Upon a motion by Trustee Hammond and seconded by Trustee Correia, it was

**VOTED: to approve the minutes of September 8, 2015 as corrected.**

**PRESIDENTIAL SALARIES REVIEW**

- Trustee Albro reminded the group that at the September 8<sup>th</sup> HR Committee meeting, Chairman Valerio charged the HR Committee with reviewing comparative information for institutions throughout the northeast and the Massachusetts University System regarding presidential salaries.
- Information was difficult to obtain since many private institutions do not make such information readily available and are also able to offer different benefit packages. Therefore, difficult to compare the information.
- Chairman Valerio made the salaries of the MA State Universities available, as well as the MA General Laws Chapter 15A and the most recent BHE Compensation and Evaluation Guidelines.
- Trustee Steele raised issues with the salaries presented for the university system and questioned the labeling of “actual” vs. “annual.” The annual salary is the agreed upon contract salary and does not contain any additional allowances such as housing or a vehicle.



- Trustee Steele asked for clarification on the information and it will be researched with the BHE and reported back to the HR Committee.
- The process for requesting an equity adjustment in the salary of a president is clearly spelled out in the documents presented.
- Chairman Valerio requested at the September meeting that the HR Committee provide a recommended salary for the position of President of Worcester State University - remembering that the salary should be for the "position" and not the "person".
- Justification for the request of an equity adjustment will be developed and shared with the Board prior to being submitted to Commissioner Santiago.
- Trustee Steele, Trustee Hammond and Trustee Albro all agreed to assist in any way that they can in developing the justification of an equity adjustment for the position of president at WSU.
- Discussion was held on what the actual amount should be and there were several options reviewed that included a range to an actual amount.

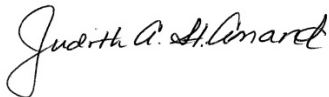
Upon a motion by Trustee Hammond and seconded by Trustee Correia, it was

**VOTED: to recommend to the full Board a salary adjustment in the amount of \$260,000 to address the inequity that presently exists in the salary of the president of Worcester State University. It was further voted that members of the HR Committee will work with Chairman Valerio to develop the justification for the salary adjustment incorporating all areas as described in the BHE Guidelines.**

Upon a motion by Trustee Shanley and seconded by Trustee Hammond, it was

**VOTED: to adjourn the meeting at 4:20 p.m.**

Respectfully submitted,



Judith A. St. Amand  
Assistant Secretary

**TO:** Barry M. Maloney, President

**FROM:** Thomas M. McNamara, Vice President of University Advancement

**DATE:** October 30, 2015

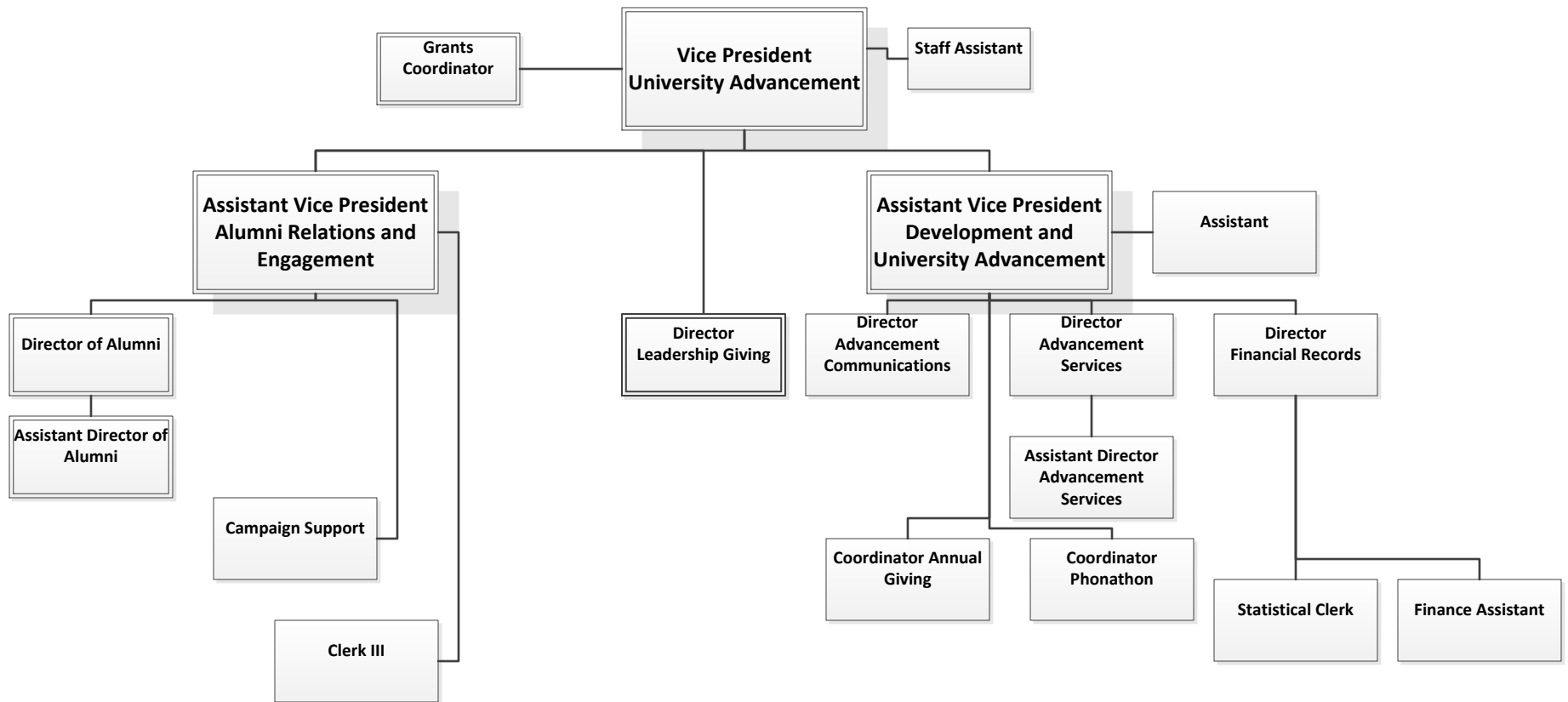
**RE:** Title Changes within the Advancement Area

## **M E M O R A N D U M**

Please see the attached packet of information relative to a realignment and reorganization of the Advancement area. I am recommending that job descriptions be updated and title changes be implemented for two leadership positions in my area. The two positions in question currently have the titles of Executive Director and I am requesting that they be changed to Assistant Vice President. Not only will this update correctly describe the high level, senior leadership role of these individuals but it will also maintain consistency within our campus community and throughout the state university system. Furthermore, the title of Executive Director is confusing to the external community whereby this designation is generally reserved for the head of an area or organization.

The attached information includes revised and strengthened job descriptions that correctly classifies both incumbents as Assistant Vice Presidents as evidenced by the responsibilities inherent within their duties. The annual salaries and hours will remain unchanged.

Thank you for your thoughtful and timely consideration.



**Organization Chart**  
**Worcester State University**  
**Advancement Division**  
October 2015

## **Rationale for Advancement Division Realignment**

The Advancement Division of Worcester State University is critical to the overall success of the University, particularly in light of ongoing, uncertain fiscal resources and state support. Under the direction of the current Vice President, the Division has been successfully conveying and helping implement the President's vision and strategic plan for institutional development and advancement to various and sometimes unique constituencies. Over time, the Division's vital role in ensuring institutional self sufficiency and advancement has become more manifest as has the breadth and scope of its responsibilities. With this growing emphasis and expectation, has come shifting staffing needs, requirements and focus.

A comprehensive review and assessment of the current organization (i.e. structure and functions) has uncovered areas for reorganization and improvement to enhance the overall functionality and effectiveness of the Division. This will be accomplished through more fully integrating the Alumni and Development/Advancement sub-divisions into a high functioning, cohesive work team. In the newly proposed organizational structure, functions and job responsibilities are realigned to support integration as well as to promote shared responsibility and accountability for stated outcomes. Through improved integration and realignment of duties, the College will not only stimulate and ensure more effective divisional strategic planning, collaboration and unified communications among the sub-divisions but, by doing so, will also significantly enhance the Division's overall capacity to advance Worcester State University.

Specifically, the proposed reorganizational actions focus on realigning duties more appropriately and strengthening/modifying job descriptions to foster more effective planning, implementation, collaboration and communication throughout the Division. To be successful, a University Advancement function must operate with a clear action plan, well defined staff roles and responsibilities for implementation of that plan, and an open, transparent system of communications and team collaboration. The following recommended changes are designed to strengthen the Division's effectiveness and assure continuing success.

- ❖ **Divisional Leadership Title Changes:** Currently, the University Advancement Division is lead by an Executive Director of Alumni and an Executive Director of Advancement reporting directly to the Vice President. A review of comparable institutions showed the Executive Director titles to be outside the norm. In most instances at other Universities, the Assistant Vice President title is utilized to correctly describe the high level, senior leadership role of these two individuals.

To be classified as Assistant Vice President (AVP) a position must include the discharge of four essential responsibilities: 1) formulation of strategies and policies 2) arrangement and allocation of funds and resources 3) strategic planning and 4) supervision of people and processes. Each of these responsibilities is reflected in the revised job descriptions and organizational structure proposed. Additionally, both AVP's would continue to support the Vice President in the execution of daily tasks and on occasion serve in the Vice President's absence. Functionally, the AVP title also brings a certain level of status to the position that can be helpful to fundraising efforts when communicating with internal or external constituencies at the same or higher rank.

- ❖ **Revised and Strengthened Job Descriptions:** As currently written, job descriptions for the proposed Assistant Vice President positions were not reflective of the new organizational structure or the new way the subdivisions/teams are expected to work together. Redesigned job descriptions place responsibility for facilitating collaboration and information flow across the Alumni and Development/Advancement areas squarely and clearly with the AVP's. As one example, the AVP's are required to collaboratively develop comprehensive strategic fundraising/development goals and objectives and an annual resource development plan for the Vice President's approval that advances the mission and goals of the University, drives the work of the Division, and sets the priorities for the WSU Foundation. With increased collaboration comes shared responsibility, ensures that the advancement area speaks with one voice to key audiences and promotes greater efficiency in making sound decisions affecting the division and the University.

October 30, 2015

Mrs. Camilla H. Caffrey  
30 South Lenox Street  
Worcester, MA 01602

Dear Mrs. Caffrey:

I am pleased to inform you of a change in job title for your appointment from Executive Director of Alumni to Assistant Vice President of Alumni Relations and Engagement at Worcester State University, effective December 1, 2015. The annual salary for the position will remain the same. The change in title is contingent upon Board of Trustee approval at their November 17, 2015 meeting.

This position is an excluded management position. The terms and conditions of employment for all union excluded professional employees are governed by the Department of Higher Education of Massachusetts. The policies, rules and regulations governing administrators of the state universities as promulgated, amended or revised from time to time by the Department of Higher Education pursuant to the provisions of the General Laws are also applicable to your employment. It should be pointed out that you serve in your position at the pleasure of the President and the Board of Trustees.

I congratulate you and extend my best wishes for a challenging and rewarding work experience.

Sincerely,



Barry M. Maloney  
President

I ACCEPT THE POSITION AS DESCRIBED ABOVE:

---

Camilla H. Caffrey

---

Date

Enclosure  
cc. Thomas M. McNamara, University Advancement  
Stacey Luster, Human Resources

October 30, 2015

Ms. Karen E. Sharpe  
163 Rowley Hill Road  
Sterling, MA 01564


Dear Ms. Sharpe:

I am pleased to inform you of a change in job title for your appointment from Executive Director of University Advancement to Assistant Vice President of Development and Advancement at Worcester State University, effective December 1, 2015. The annual salary for the position will remain the same. This change in title is contingent upon Board of Trustee approval at their November 17, 2015 meeting.

This position is an excluded management position. The terms and conditions of employment for all union excluded professional employees are governed by the Department of Higher Education of Massachusetts. The policies, rules and regulations governing administrators of the state universities as promulgated, amended or revised from time to time by the Department of Higher Education pursuant to the provisions of the General Laws are also applicable to your employment. It should be pointed out that you serve in your position at the pleasure of the President and the Board of Trustees.

I congratulate you and extend my best wishes for a challenging and rewarding work experience.

Sincerely,



Barry M. Maloney  
President

I ACCEPT THE POSITION AS DESCRIBED ABOVE:

---

Karen E. Sharpe


---

Date

Enclosure

cc. Thomas M. McNamara, University Advancement  
Stacey Luster, Human Resources

TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney 

RE: Sabbatical Leaves 2016-2017

DATE: November 3, 2015

I am pleased to concur with the recommendation of Provost Lois Wims and I am forwarding to you eighteen proposals for sabbatical leave. This year a total of twenty proposals were received; five proposals for fall 2016 at full salary, eleven proposals for spring 2017 at full salary, two sabbatical leaves for the full AY 2016-2017 at half salary, and two proposals are not being recommended.

Each department chair has affirmed that the individual study for each candidate will contribute to the respective department's course offerings. Also, I concur with Dr. Wims that each area of study will contribute significantly to their professional development as a scholar and teacher, and will benefit Worcester State University and its students.

Enclosed is a summary of the proposed sabbatical projects submitted by Provost Wims.

Enclosure

cc: Dr. Wims  
Prof. Bullens  
Ms. Luster



## Sabbatical Leave Applications for 2016-2017

Sabbatical leave provides an opportunity for a period of study and research for full-time faculty every seven years. Sabbaticals serve as an important component of faculty professional development, ensuring that faculty members stay current in their fields and advance their scholarship, enhancing their contribution to the students and the university.

Sabbatical proposals are submitted by eligible faculty members to their department chairs each October 1<sup>st</sup>. Those who are department chairs submit directly to the Provost. Chairs forward their recommendation to the Provost. The Provost then reviews the proposals and recommends approval or denial to the President, who submits those recommended to the Board of Trustees for approval at the November Board meeting.

Twenty sabbatical proposals were received for 2016-2017. Eighteen of them are recommended by President Maloney to the Board for approval. Of these proposals, 5 are for Fall semester leaves, 11 are for Spring semester and two proposals are for a full academic year sabbatical. Summaries of the proposals recommended for approval are attached and include the faculty member's name and academic department, the time period requested, the title of the proposal, and a summary of the proposed sabbatical activities to be accomplished.

Faculty on sabbatical leave for one semester receive their full salary during the period of the leave. Those on full year sabbatical leave, receive one-half salary for the full year. The cost to the institution for awarding sabbatical leave is for hiring part time, adjunct faculty to teach some of the courses that the faculty member on leave would have taught. Typically, not every course that would have been taught is offered during the sabbatical semester because some elective type courses can be postponed and taught during a later semester.

Estimated cost for 2016-2017: Approximately 68 course sections will need to be covered by adjuncts for the 18 sabbaticals. Sections are offered based on student demand, not on faculty availability, and the number of courses offered each spring are lower than fall semesters with approximately a 2 to 4% drop in the need for adjunct coverage in the spring. Given that 13 of the proposed sabbaticals are for the spring semester, the cost may be less than estimated. At an average cost of \$5,000 per section, this equals \$340,000. However, there is an approximate \$72,000 salary savings for the two sabbaticals which are for the full year at half pay, so the net cost will be approximately \$278,000. Funds to cover this expense will be included in the adjunct line in the FY 16 institutional budget.

## Sabbatical Proposals

### Fall 2016

**Elena Braynova (Computer Science)** will develop her expertise in Big Data in order to bring that skill-set to the new concentration and to support undergraduate research. This will include the mastery of tools, techniques, and models, such as R, Python, Hadoop, MapReduce, and Mahout, as well as best practices in the field. This will also further the undergraduate research program at Worcester State University.

**Amy Cota-McKinley (Psychology)** will conduct research on the topic of visitor empowerment in relation to the Worcester Art Museum. She has been asked to collaborate on the development of “The Visitor Empowering Tools Project” which is intended to help visitors to the museum engage deeply with the interpretative experience in order to create the highest possible value from a museum visit. This part of the research will include a lab recreation of the gallery exhibit and the testing of different materials to determine which are most effective at increasing engagement. Once determined, these materials will be field-tested at the Worcester Art Museum. In addition to strengthening the WSU-WAM relationship, this project will include a publication of the results.

**Laurie Dahlin (Business Administration & Economics)** has conducted longitudinal research concerning ethical decision making in the field of accounting, beginning with her dissertation, and continuing with her first sabbatical, in 2008. She will expand that research to focus specifically on changes resulting from the Sarbanes-Oxley Act of 2002. The final paper from this project will be entitled, “Sarbanes-Oxley Act – Its Impact on Corporate Accountants” and will be submitted for publication as well as presented at conferences. Dr. Dahlin’s research into ethical decision making will be used in the courses offered at Worcester State University.

**Robert Fink (Business Administration & Economics)** will continue his research into customer-supplier relationships and explore the differences in perceptions of different functional managers concerning the formation of relational exchanges in diverse fields including engineering, purchasing, and manufacturing. This will include an in-depth analysis of an existing database of survey responses from functional managers. He will also develop new research focusing on the marketing strategies of small, private retailers in rural environments that are facing declining rural population and increasing competition from national retailers. This research will include 20-30 personal interviews with owners of small, rural, privately owned retailers in the Northeast and Midwest.

**Eihab Jaber (Chemistry)** has been awarded a Fulbright Scholarship to visit Bahcesehir University in Istanbul, Turkey to help expand the computational sciences through the

## Sabbatical Proposals

development of software algorithms for use in the areas of chemistry, material science, nanotechnology, bio nanotechnology, and environmental/green chemistry. Dr. Jaber will also work with international colleagues to develop a proposal for a grant from the National Science Foundation (NSF). This work will further the university's goals for the development of international programs and partnerships.

**Barbara Zang (Communication)** will travel to Bhutan in the spring of 2017 to develop curriculum with journalism faculty, teach a journalism course, and conduct research on the meaning of the "pursuit of happiness" among Bhutanese students and American students, and will compare the results. This project is part of her proposal and application for a Fulbright Scholarship. Research methods will include interviews and results will be shared in the form of a podcast, a written story, or sound slides, as well as publication.

## Sabbatical Proposals

### Spring 2017

**Meghna Dilip's (Chemistry)** research will focus on green chemistry, specifically the development of ionic liquids for environmental remediation. She will work in conjunction with colleagues at the Massachusetts Institute of Technology (MIT) to develop the design and implementation of Predictive Life Cycle Analysis (LCAs) to be applied to ionic liquids. Further research on ionic liquids will be conducted with another colleague at Adam Mickiewicz University Foundation, in Poland. This research will culminate in conference presentation and publication, as well as undergraduate research at WSU.

**Carol Donnelly (Education)** will conduct research on early education and care policy and teacher preparation in Worcester, England and Worcester, Massachusetts to determine whether a structured exchange program in Early Childhood/Early Education and Care with the University of Worcester would be of value. If it is practical, she will also develop and design such an exchange program. This research will culminate in conference presentation, and publication, as well as further the goals of international partnership for the university.

**Denise Foley (Education)** will expand upon her previous work in service learning in partnership with a local elementary school to identify facilitators and barriers to addressing children's mental health needs including: systematic screening, providing and evaluating effective interventions, as well as monitoring mental health. She will also identify regulation compliant procedures to collect, analyze, track and communicate data related to outcomes. With the data collected, she will develop best practice guidelines and procedures for tiered support systems in schools. This research will culminate in conference presentations and publication, as well as extend the partnership with local schools, and be used in coursework for school psychologists at Worcester State University.

**Michael Gesin (History & Political Science)** will examine the implementation of the Nazi genocide of the Jewish people in Ukraine and Transnistria and to explore the interaction between the policies of the Nazi occupation regime in the area and the attitudes and behavior of the local elites and populations, primarily Ukrainians, Romanians, and Crimean Tartars. Dr. Gesin will travel to Russia and Ukraine to conduct research in the L'viv State Oblast Archive, the Odesa (Odessa) State Oblast Archive, the Central State Archive of Higher Government Organizations of Ukraine, and the Central State Archives of Historical-Political Documentation in St. Petersburg, Russian Federation. Documents examined will include survivor testimonies and post-war court trial documents, among others. This research will culminate in a book of 300-350 pages.

## Sabbatical Proposals

**Bonnie Kanner (Psychology)** will conduct an exhaustive literature review of all research examining the relationship between service-learning and identity development in late adolescence and early adulthood. She will also analyze data collected during a research study in the fall of 2016 comparing the level of identity development of freshman participating in First Year Seminar Courses to seniors participating in Capstone Courses, in relation to service learning experiences. This information will be used for both conference presentation and publication.

**Stephen Morreale (Criminal Justice)** will conduct an in-depth study of decision-making approaches of progressive law enforcement executives in the United States. It will build on his previous research and focus on aspects of leadership, including communication and evaluation of facts. Dr. Morreale will employ a mixed-methods study, which will include a survey and interview. The results will be presented in both conference and paper formats.

**Maura Pavao's (Biology)** research will focus on the identification of microbes in soil, which can produce electricity. She will complete a manuscript on electrogenic organisms and seek additional training in meta- genomic analysis. This work will be used in both undergraduate and graduate courses and research.

**Ana Perez-Manrique (World Languages)** will analyze cinematic representations of immigrants as an indicator of the attitudes of the native population of Spain toward the new immigrants. Immigrants currently constitute 10% of the population in Spain. Dr. Perez-Manrique will use the theoretical frameworks of multiculturalism, transculturation, representations of the Other, and individual and national identity to assess the status of transition in Spanish society and to determine whether the society is making progress toward multiculturalism, or whether immigrants are successfully assimilating. This research will culminate in conference presentations and publications, and will be incorporated into coursework for Worcester State University students.

**Karen Woods Weierman (English)** will continue her research on the anti-slavery movement, specifically, she will focus on the case of *Commonwealth v. Ave*. She has already begun work on a book entitled, *The Case of the Slave-Child, Med: Triumph and Tragedy in Antislavery Boston*, which is under contract with the University of Massachusetts Press. She expects to visit a

## Sabbatical Proposals

number of archives, and to complete this research, as well as the writing of book during her sabbatical.

**Sara Young (Education)** will conduct research on multicultural and global literature to explore newer texts as well as modes of analysis and pedagogy to support students' development of world-mindedness. DR. Young's research will culminate in bibliographies related to multi-cultural and multilingual children's books, to be used in the selection of books in classrooms, schools, and libraries, as well as in coursework for Worcester State University students. Dr. Young will also present her research at conferences and submit it for publication.

### Academic Year 2016-2017

**Keith Darrow (Communication Sciences & Disorders)** will conduct research into optogenetic control of the auditory system in order to develop the next generation of implantable neuroprosthetic devices to be used to stimulate the auditory system. This new technology will use light to stimulate the auditory system (instead of electricity). This research will culminate in publication.

**Susan Schmoyer (Mathematics)** will continue her research of visualizing special points on elliptic curves and Tate-Lichtenbaum pairings on hyperelliptic curves with colleagues at Princeton University. Both areas have applications in cryptography. This research will culminate in conference presentations and publications, as well as contribute to undergraduate research at Worcester State University.

## Board of Trustees Meeting



## **NOTICE**

**A MEETING OF THE WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES WILL BE HELD ON TUESDAY, NOVEMBER 17, 2015 AT 6:30 P.M. IN THE MULTI-PURPOSE ROOM IN SHEEHAN HALL.**

- 1. CALL TO ORDER**
- 2. SABBATICAL PRESENTATION - Dr. Tona Hangen  
Associate Professor, History Department**
- 3. APPROVAL OF MINUTES - October 20, 2015**
- 4. CHAIR OF THE BOARD UPDATE**
- 5. PRESIDENT'S REPORT**
- 6. APPROVAL OF BUDGET AMENDMENT**
- 7. APPROVAL OF NOMINEES FOR SPEAKER POOL**
- 8. REPORT OF THE JOINT HUMAN RESOURCES AND ACADEMIC AFFAIRS/ STUDENT  
DEVELOPMENT COMMITTEE MEETING**
- 9. EARLY RETIREMENT INCENTIVE UPDATE**
- 10. OTHER BUSINESS**
- 11. EXECUTIVE SESSION – PENDING LITIGATION**
- 12. ADJOURNMENT**

**Judith A. St. Amand  
November 10, 2015**





Upon a motion made and seconded, it was

**VOTED:**        **to approve the minutes of October 20, 2015 as submitted.**

---

Upon a motion made and seconded, it was

**VOTED:**        **to approve an amendment to the FY2016 Budget as presented.**

---

Upon a motion made and seconded, it was

**VOTED:**        **to approve the nominees for the Speaker Awards Pool as presented.**

---

Upon a motion made and seconded, it was

**VOTED:**        **to accept the report of the joint Human Resources and Academic Affairs/Student Development Committee and approve the following items:**

- 1. The Realignment and Reorganization of the University Advancement Division as presented.**
- 2. The change in title for the Executive Director of Alumni Relations and Engagement and the Executive Director of Development and University Advancement to Assistant Vice Presidents.**
- 3. Approval of AY 2016-2017 Sabbatical Leaves**

**FALL SEMESTER 2016 at full salary**

<b>Elena Braynova</b>	<b>Computer Science</b>
<b>Amy Cota-McKinley</b>	<b>Psychology</b>
<b>Laurie Dahlin</b>	<b>Business Administration &amp; Economics</b>
<b>Robert Fink</b>	<b>Business Administration &amp; Economics</b>
<b>Eihab Jaber</b>	<b>Chemistry</b>
<b>Barbara Zang</b>	<b>Communication</b>

WSU Board of Trustees

November 17, 2015

**SPRING SEMESTER 2017 at full salary**

Meghna Dilip	Chemistry
Carol Donnelly	Education
Denise Foley	Education

**SPRING SEMESTER 2017 at full salary (cont).**

Michael Gesin	History & Political Science
Bonnie Kanner	Psychology
Stephen Morreale	Criminal Justice
Maura Pavao	Biology
Ana Perez-Manrique	World Languages
Karen Woods Weierman	English
Sara Young	Education

**AY 2016-2017 at half salary**

Keith Darrow	Communication Sciences & Disorders
Susan Schmoyer	Mathematics

---

Upon a motion made and seconded, it was

**VOTED:**      **by recorded roll call to go into Executive Session to discuss pending litigation and to reconvene in open session for the sole purpose of adjournment.**

---

Upon a motion made and seconded, it was

**VOTED:**      **to adjourn the meeting at**

**WORCESTER STATE UNIVERSITY  
BOARD OF TRUSTEES**

**October 20, 2015**

**PRESENT:** Trustee Ronald Valerio, Chair  
Trustee George Albro, Vice Chair  
Trustee Craig Blais, Vice Chair  
Trustee Kurt Correia  
Trustee Aleta Fazzone  
Trustee Isabel Gonzalez Webster  
Trustee Maryanne Hammond  
Trustee Terence Shanley  
Trustee Shirley Steele  
President Barry Maloney, President  
Ms. Judith St. Amand, Assistant Secretary  
Ms. Nikki Kapurch, Special Assistant to the President

**ABSENT:** Trustee Stephen Madaus  
Trustee Robert Thomas

The provisions of General Laws, Chapter 30A having been complied with, and a quorum present, a meeting of the Worcester State University Board of Trustees was held on Tuesday, October 20, 2015, in the Multi-Purpose Room, Sheehan Hall. Trustee Valerio called the meeting to order at 6:40 p.m.

**MINUTES – September 8, 2015**

Upon a motion by Trustee Shanley and seconded by Trustee Blais, it was unanimously

**VOTED:** to approve the minutes of September 8, 2015 as submitted.

Chairman Valerio who just returned following surgery thanked everyone for their well wishes, cards and calls. Great to be back!

**PRESIDENT'S UPDATE**

- Besides the written *President's Report*, President Maloney shared the following.
- Prior to the November Board meeting a tour of the Wellness Center will be provided.
- Still waiting for information relative to additional funding that may come forward regarding the collective bargaining funds paid out by the university. If supplemental funds become available an adjustment will be brought to the Board through the Finance Committee.

***College Scorecard – Dr. Ryan Forsythe, Assistant VP for Enrollment Management***

- The link: <https://collegescorecard.ed.gov> was shared with the Board to review the grades received by WSU. Each category was broken down with the national average and the average for WSU.
- A power point presentation included highlights from the report and focused on the following areas:
  - Costs
  - Financial Aid & Debt
  - Graduation & Retention
  - Earnings After School
  - Student Body
  - SAT/ACT Scores
  - Academic Programs

**FINANCE & FACILITIES COMMITTEE REPORT**

Trustee Craig Blais, Chairman, reported that the Draft FY 2015 Audit Report was reviewed thoroughly by both himself and management and the Finance & Facilities Committee.

VP Kathy Eichelroth and Jeff Swanberg from Bollus Lynch were available and provided a summary of the more detailed report presented at the Finance Committee meeting.

- Chairman Blais noted that once again a final report is not being presented due to the fact final figures are not available from the state regarding a required adjustment to finalize the university's capital asset activities and depreciation expense for the year ended June 30, 2015.
- Deadline for submission of the audit report has been moved to the end of the month.
- An adjustment to record the university's proportionate share of the commonwealth's pension liability, pension expense, and deferred outflows and inflows of resources need to be incorporated into the draft document.
- The auditing firm provided a clean opinion with no modifications.
- During the year ended June 30, 2015, the University adopted GASB Statement No. 68, accounting and financial reporting for pensions – an amendment of GASB Statement No. 27 (GSB68). This statement requires the University to recognize a proportionate share of the commonwealth's unfunded pension liabilities from which certain university employees receive benefits, along with related deferred inflows and outflows.
- Other than the transaction posted to adopt the provisions of GASB 68, no other significant or unusual transactions were identified.
- Accounting estimates are an integral part of the preparation of financial statements and the process used by management encompasses their knowledge and experience about past and current events. Management used all the relevant facts available.
- Finance and Facilities committee may wish to monitor throughout the year the process used to compute and record these accounting estimates.

- In December 2013, the federal office of management budget (“OMB”) issued “uniform administrative requirements, cost principles, and audit requirements for federal awards” often referred to as the new “uniform guidance”.
- The goal of the uniform guidance is to eliminate duplicative and conflicting guidance, focus on performance over compliance for accountability; provide for consistent and transparent treatment of costs, limit allowable costs to make best use of federal resources and strengthening oversight.
- The uniform guidance will be effective for the university’s fiscal awards received after December 26, 2014.
- The effect on the June 30, 2015 financial statements includes a \$10,567,132 reduction to net assets as of July 1, 2014 to record the net pension liability the commonwealth has attributed to Worcester State University.
- Additional changes in presentation include the deferred outflows and inflows of future pension related costs and an overall net reduction in operating expense of \$362,530 to address a timing difference in recording of pension costs assessed on payroll through the commonwealth’s fringe benefit rate.
- The assets of Worcester State University exceeded its liabilities at the close of the most recent fiscal year by \$82,871,582 (net assets).
- Of this amount, \$24,573,241 is classified as unrestricted net assets. Growth in unrestricted net assets had been strategically planned in accordance with the university’s long term capital financing plan which calls for growth in reserves as the means of providing financial leverage for the building of the new wellness center and other capital improvements.
- A draw of \$9,500,000 of reserve funds as an equity contribution to the construction of the wellness center occurred in September of 2015.
- The university experienced a loss before other revenues, expenses, gains or losses of (\$673,465).
- The total change in net position of \$1,971,897 includes the recognition of \$2,645,362 of capital appropriation received from the state for infrastructure investment.
- Operational items of significance that influenced the total change in net position included the opening of Sheehan Hall, a new four hundred bed residence hall.
- The university experienced high demand for this new hall, however overall housing demand was down for the year resulting in a \$1,048,825 operating deficit for auxiliary services.
- Lower occupancy levels than normal in the residence halls had cross institution effects on other student assessed revenue categories resulting in lower revenue realization than expected.
- Despite the net operating results, the capital improvement trust fund continues to accumulate an annual operating surplus as intended with a goal of building the trust fund balance so it will be available to leverage plans for future capital investment.

Upon a motion by Trustee Shanley and seconded by Trustee Fazzone, it was

**VOTED: to accept the recommendation of the Finance & Facilities Committee and approve the FY 2015 Draft Audit Report and to authorize the submission of the final document with the incorporation of numbers specifically identified in the draft document.**

- The FY2016 Budget Amendment #1 relative to formula funding distribution provided an additional \$5,560,108 to the state university system.
- State legislators required the funds to be distributed to the campuses using a performance based funding formula.
- The funds provided for the hiring of a consultant to work with stakeholders to develop such a formula.
- As a result of this formula funding, WSU will receive \$873,942 of new state appropriations for FY2016.
- State takes the position that the funds each campus receives from the formula allocation in FY 2016 will be added to the campuses base state appropriation at the beginning of the FY 2017 budget cycle.
- With a high probability that these funds will roll over in the base from year to year, some of the funds were programmed to cover ongoing expenses, while a majority of the new money is going towards one time investments.
- A detailed worksheet was provided listing items to be funded by the allocation of formula funds.
- Each cost item references one of the five strategic plan goals for 2015-2020.
- Discussion was held regarding whether the additional funding should or could be used to provide some sort of monetary decrease in fees for students. it was not felt that this year was the time to do so, but certainly moving forward next year the fee rates will be studied and adjusted accordingly.

Upon a motion by Trustee Albro and seconded by Trustee Steele, it was

**VOTED: to accept the recommendation of the Finance & Facilities Committee and approve the FY2016 Budget Amendment #1 including the detailed worksheet listing items to be funded by the formula funds and the amended/updated FY2016 official budget documents as presented.**

## **HUMAN RESOURCES COMMITTEE REPORT**

### ***Presidential Salaries Review***

- Trustee Albro, Chairman, reported that the HR Committee acted on the /September 8<sup>th</sup> charge of Chairman Valerio to review comparative information for institutions throughout the northeast and the Massachusetts university system regarding presidential salaries.
- Information was difficult to obtain since many private institutions do not make such information readily available and are also able to offer different benefit packages.
- Chairman Valerio made the salaries of the MA State Universities available, as well as the MA General Laws Chapter 15A and the most recent BHE Compensation and Evaluation Guidelines.
- Trustee Albro shared with the Board that concern was raised with the salaries presented for the university system and questioned the labeling of “actual” vs. “annual.”
- The annual salary is the agreed upon contract salary and does not contain any additional allowances such as housing or a vehicle.
- Clarification on the information will be researched and reported back to the HR Committee.
- The process for requesting an equity adjustment in the salary of a president is clearly spelled out in the documents presented.
- The HR Committee was requested to provide a recommended salary for the position of president of Worcester State University - remembering that the salary should be for the “position” and not the “person”.
- Justification for the request of an equity adjustment will be developed and shared with the Board prior to being submitted to Commissioner Santiago.
- Trustee Albro was pleased to report that he and Trustees Steele and Hammond agreed to assist in any way that they can in developing the justification of an equity adjustment for the position of president at WSU.
- Discussion was held on what the actual amount should be and there were several options reviewed that included a range to an actual amount.

Upon a motion by Trustee Hammond and seconded by Trustee Correia, it was

**VOTED:**      **to approve the recommended salary adjustment in the amount of \$260,000 to address the inequity that presently exists in the salary of the president of Worcester State University. It was further voted that members of the HR Committee will work with Chairman Valerio to develop the justification for the salary adjustment incorporating all areas as described in the BHE guidelines.**



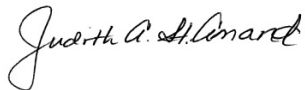
**OTHER BUSINESS**

- President Maloney reported that each year the Commissioner sends a letter authorizing increases for non-unit employees.
- This year his correspondence did not include vice presidents in the authorization for any salary increase.
- Presidents have been discussion issue with Commissioner and hope to have more information available at the November meeting.
- Update on Early Retirement Incentive program will be provided in November.
- PENC is due to meet this week for upcoming trustee re-appointments and appointments. President will share information as soon as official information is received.

Upon a motion by Trustee Albro and seconded by Trustee Steele, it was unanimously

**VOTED:**        **to adjourn the meeting at 7:45 p.m.**

Respectfully submitted,

A handwritten signature in cursive script, reading "Judith A. St. Amand".

Judith A. St. Amand  
Assistant Secretary

# President's Update

November 2015

From the President's Office

## President's Message



In September, we welcomed our new students to campus, and in October, we celebrated our many new faculty at a reception hosted by Provost Wims. Joining our largest class of incoming students ever are 27 new full-time (tenure track and temporary) faculty.

Learn more about many of them [here](#).

### Newsworthy

The traditional media covered Worcester State University more than 130 times over the past month, in many regional news outlets. Several stories ran in the Telegram and Gazette, including front page coverage of a student-led ["One Night Out" event](#) calling attention to homelessness as well as stories on the [naming of the Education Department](#) in honor of Barbara Hickey O'Brien '57.

To see the many other stories covering our events and faculty, staff, and students, visit <http://www.worcester.edu/enews> and click on "In the News."



**WORCESTER**  
STATE  
**UNIVERSITY**

## Contents

**President's Message.....**

**Newsworthy.....**

**Community, Government,  
and International Relations ..**

**Promoting a Diverse and  
Collaborative Community .....**

**Organizational Updates.....**

**A Dynamic Partner to  
Worcester .....**

**Promoting Financial Stability  
and Enhancing Academic  
Programs .....**

**Looking to the Future .....**

**Preparing Students to Lead  
and Succeed .....**

**Facts and Figures .....**

### **PRESIDENT'S OFFICE**

Worcester State University  
486 Chandler Street  
Worcester, MA 01602  
508-929-8000  
[www.worcester.edu](http://www.worcester.edu)

### Community, Government, and International Relations

- At press time, the Massachusetts Legislature had enacted a supplemental budget that included \$2.3 million for the state universities to cover our collective bargaining costs for FY15. It was awaiting the Governor's signature.
- President Maloney participated with visitors from Northwest Ireland in a late October panel discussion organized by the Worcester Area Chamber of Commerce. The panel, made up of higher education officials and municipal government representatives from County Donegal and Derry and Strabane, explored issues of economic development and the flow of international exchange students. The higher education representatives included the President of Letterkenny Institute of Technology and a senior administrator from the University of Ulster. Worcester State representatives also participated in the Golden Bridges activities with our Irish visitors in Boston during the same week.

### Promoting a Diverse and Collaborative Community

- During October, the campus celebrated Latin Heritage Month with several speakers and film showings, including Cuban human rights expert Ariel Dacal Diaz.
- Faculty and staff will be offered training on policies related to transgender issues in early November.

### Organizational Updates

- A search is underway for the new Dean of Humanities and Social Sciences.

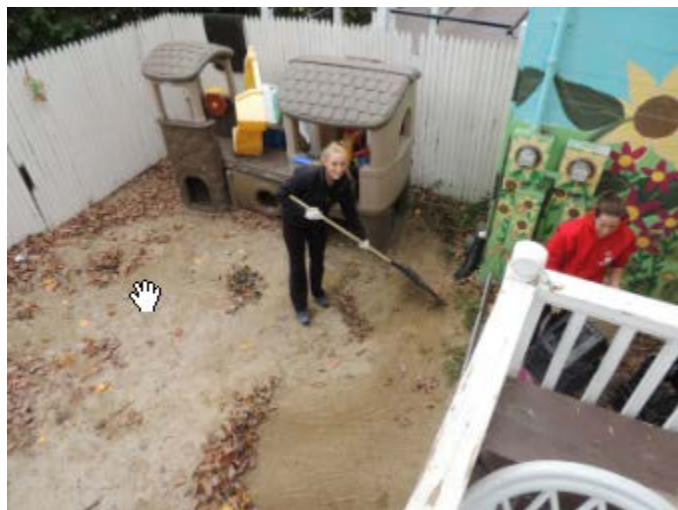


## A Dynamic Partner to Worcester

- The WSU partnership with Latin American Health Alliance Hector Reyes House, a substance abuse recovery center in Worcester, is the cover story on the first edition of **Worcester State Magazine**, formerly known as **The Statement**. The magazine, which should be landing in alumni and friends' mail boxes soon, showcases a new modern design with bold photos and engaging features.
- WSU students turned out in record numbers on **Make a Difference Day**, Saturday, October 24. Students worked alongside teams from The Worcester City Manager's Office, Greater Worcester Land Trust, and Chandler Magnet School. Increasingly, undergraduate students expect opportunities to engage with local communities. The University is actively reexamining what is meant by civic learning and investing in preparing students for lifelong civic participation.
- The collaboration between the Department of Education and the Center for Effective Instruction to deliver district-based master's degrees in Educational Leadership and Administration continues to grow, with five active cohorts.
- The Student Government Association's (SGA) Auction Committee is seeking donations from local businesses for the annual charity auction that supports Abby House, Mustard Seed, and Sherry's House. This year's goal is \$24,000, and the event is scheduled for Friday, April 8, 2016, beginning at 6:30 p.m. in the Student Center's Blue Lounge.
- The Fred Harris Daniels Foundation just announced that the Worcester State's Latino Education Institute (LEI) will be awarded a three-year grant of \$225,000. This funding supports the One Circle Program for Sexual Education and Healthy Choices and a collaboration between the LEI, the Worcester Youth Center (WYC) and The Community Builders Inc. at Plumley Village (TCB). The goal of this multi-year initiative is to develop a culturally responsive gender-specific program to support healthy relationships and build positive futures for approximately 135 middle school girls from the city of Worcester. In addition, 100 families will participate in annual family engagement activities designed to support family learning and discussion aligned with core program topics.

### Promoting Financial Stability and Enhancing Academic Programs

- The Worcester State University Department of Education will be named for Barbara (Hickey) O'Brien, a 1957 graduate and long-time benefactor of the college. This naming establishes an endowed fund for Department of Education's students and faculty to support the pursuit of academic excellence. The O'Brien family has contributed more than a half million dollars to Worcester State University, supporting students with six endowed scholarships and sponsoring the annual Robert K. O'Brien Next Big Idea contest to encourage student entrepreneurship.
- To date, nearly \$500,000 has been raised from alumni, friends, corporations and grants toward Worcester State's \$2.5 million annual goal, including \$30,000 in phonathon gifts, two new Adopt a Scholar scholarships, and a combined \$100,000 gift and bequest from alumna Estelle H. Blake '60.
- Worcester State is revisiting its proposed partnership with The Learning House (a vendor of online program services) to offer 100% online graduate and undergraduate programs, with an anticipated launch by Fall 2016 or Spring 2017.
- Fall 2015 graduate enrollments are up more than 20% over Fall 2014. Undergraduate Continuing Education enrollment is down slightly (6%). Worcester State is doing well in its graduate and continuing education enrollment as compared to its sister DGCE units.
- The Intensive English Language Institute (IELI) is pursuing a partnership with Massachusetts College of Pharmacy and Health Sciences (MCPHS) to offer English language training to students who have been conditionally admitted into their programs. This program is anticipated to start in January of 2016.
- IELI's Intensive Language Program's Fall 2015 enrollment is its highest in ten years, with 82 student. This is a 28% gain over Fall 2014. Spring 2016 F1 student visa applications are 26% ahead of last year's numbers.

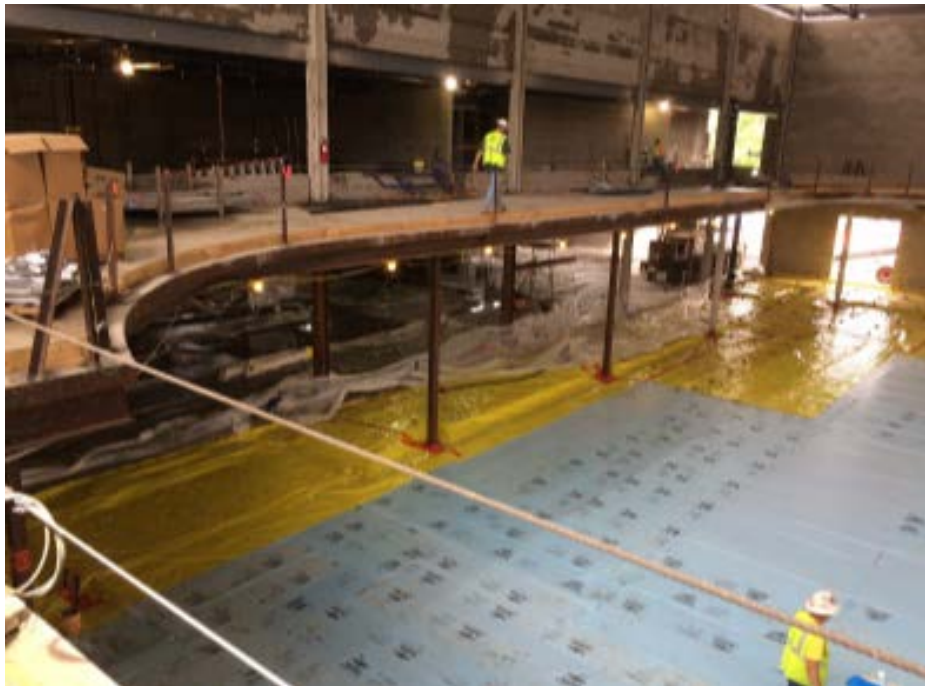


### Looking to the Future

- The Alumni Office and the Admissions Office have partnered to establish the **Lancer Admissions Ambassador Program**, drawing from interested younger alumni, class agents, and members of the Young Alumni and Student Engagement Committees of the Alumni Association's Advisory Board (AAAB). In October, two recruiting events launched this partnership.
- The Saturday, October 17 Admissions open house had a total attendance of approximately 500, which is very similar to last year's numbers. The next open house is scheduled for Saturday, November 14.

### Preparing Students to Lead and Succeed

- In an effort to expand opportunities that encourage development of student leadership, Athletics and the Office of Health and Wellness hosted two student-athlete orientations. The purpose of the trainings was to build school spirit and conduct educational sessions on career planning, leadership styles, bystander intervention, and Title IX.
- The Career Services Office continues to expand professional networking opportunities for Worcester State students and graduates. The Part Time Job and Internship Fair hosted a record number of employers hiring for both part time employment and internships.



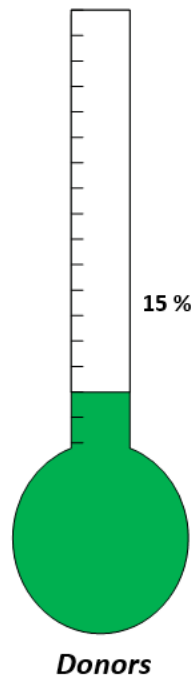
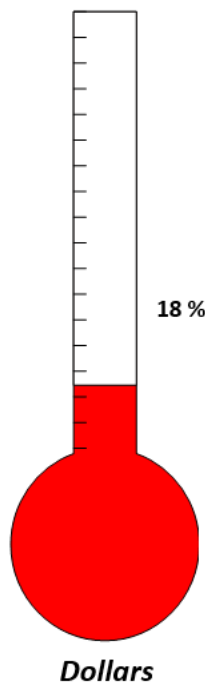


Facts and Figures

---

## Dollars and Donors Raised – as of Sept 30, 2015

---

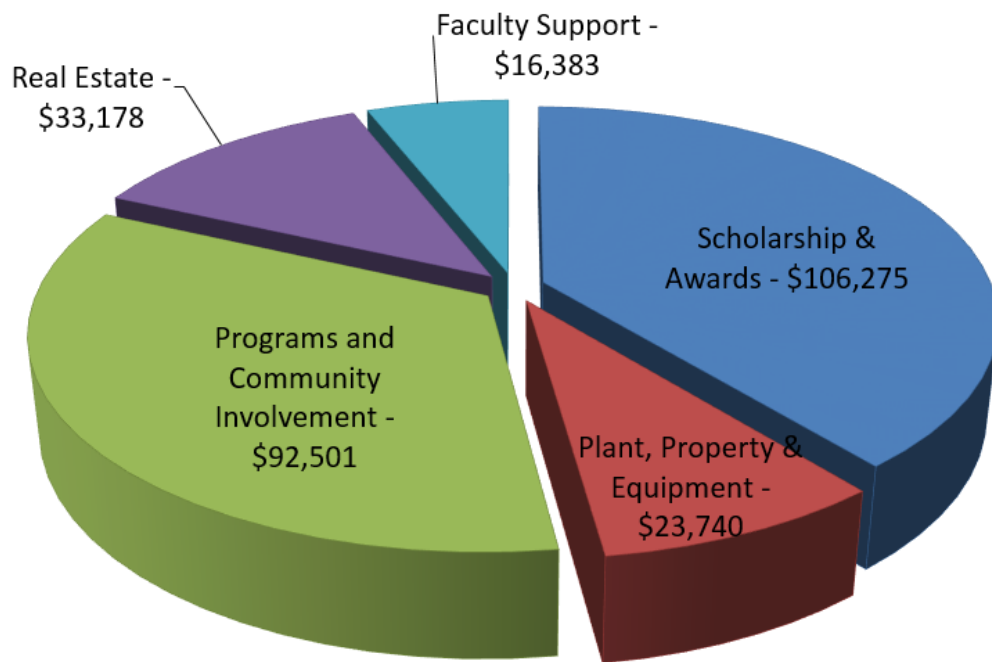


**Annual Campaign Goal:**  
**\$2,500,000**  
**4,000 Donors**

**To Date:**  
**\$460,966**  
**616 Donors**

Worcester State University

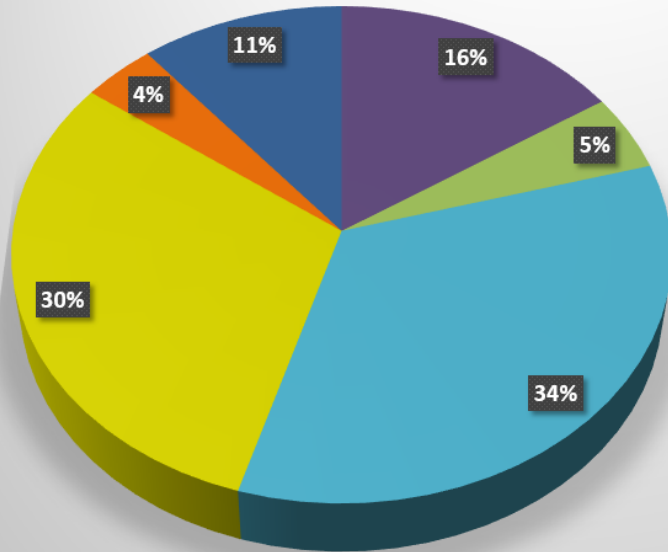
**Worcester State Foundation**  
**Support provided to WSU as of September 30, 2015**





## Sources of Outright Giving

Includes Pledges and Planned Gifts



Alumni	- \$77,608
Friends	- \$24,542
Corporations	- \$168,307
Foundation	- \$150,974
Worcester Craft Center	- \$19,535
WSU State and Federal Grants	- \$54,200

Total Annual Contributions  
\$495,166

## Memorandum

**DATE:** November 10, 2015

**TO:** Barry M. Maloney, President

**FROM:** Kathleen Eichelroth, Vice President for Administration and Finance *Kathy*

**RE:      FY 2016 BUDGET AMENDMENT #2 – FY 2015 COLLECTIVE  
             BARGAINING SHORTFALL**

A supplemental budget for FY 2016 was recently approved by the state legislators. The supplemental budget provides funds to cover the shortfall of collective bargaining provided in FY 2015 to the state university campuses. While the additional funds do not cover actual spending in FY 2015 they serve to increase the base operating appropriation from the Commonwealth in order that the increase in salaries will be funded by the Commonwealth in FY 2016 forward. The availability of increased state appropriations to pay salaries provides the university the opportunity to re-allocate campus based revenue to other priorities. A majority of the funds are being made available in the form of student financial support by increasing need based financial aid resources distributed by the Financial Aid Office. The remainder of the funds will be used to replace three facility department vehicles that are beyond their useful life. The first is a plow truck for which the state would not renew the registration for the existing vehicle. The other two vehicles are trade vans, plumbing and electrical. The vans are due for state inspection before December 31<sup>st</sup> and we have been advised by the mechanic shop who manages repairs for the vehicles that they will fail inspection and not be renewed. The vans serve as travelling workshops for the trade staff as they hold all of the supplies and tools related to the respective trade.

**Worcester State University**

General Operating Budget (111 &amp; 400)

FY 2016 Budget Amendment #2

		FY2016 Budget Amendment #2 Change in Dollars
<b><u>Sources of Funds:</u></b>		
Revenues	\$	218,460
State Funded Fringe Benefits	\$	59,574
Transfer In - from Reserves		
Transfer In -	\$	-
Total Sources	\$	278,034
<b><u>Uses of Funds:</u></b>		
AA Regular Employees	\$	-
BB Employee Related Expenses		-
CC Temporary Part-Time Employees		-
DD Staff Benefit Expenses		-
EE Administrative Expenses		-
FF Facility Operation Supplies		-
GG Energy/Space Rental		-
HH Professional Services		-
JJ Operational Services		-
KK Equipment Purchase		84,000
LL Equipment Lease, Maintenance, Repair		-
NN Infrastructure & Building Improvements		-
RR Educational Assistance		194,034
SS Debt Service		-
UU Technology Expenses		-
Transfer Out -		-
Total Uses	\$	278,034
Net Sources / (Uses)	\$	-

**Worcester State University**  
General Operating Budget (111 & 400)  
FY 2016 Budget Amendment #2

	FY2016 Budget Amendment #2	FY2016 Budget Amendment #1	FY2016 Approved Budget	FY2015 Budget
<b><u>Sources of Funds:</u></b>				
Revenues	69,513,672.00	\$ 69,295,212	\$ 68,421,269	\$ 65,541,327
State Funded Fringe Benefits	7,435,255.00	\$ 7,375,681	\$ 7,375,681	\$ 5,583,779
Transfer In - from Reserves	900000	\$ 900,000	\$ 900,000	\$ -
Transfer In -	\$ -	\$ -	\$ -	\$ -
Total Sources	\$ 77,848,927	\$ 77,570,893	\$ 76,696,950	\$ 71,125,106
<b><u>Uses of Funds:</u></b>				
AA Regular Employees	37,954,898.00	\$ 37,954,898	\$ 37,874,898	\$ 36,391,349
BB Employee Related Expenses	801,315.00	801,315	801,315	1,147,145
CC Temporary Part-Time Employees	7,879,195.00	7,879,195	7,879,195	7,435,621
DD Staff Benefit Expenses	11,320,556.00	11,320,556	11,320,556	8,770,585
EE Administrative Expenses	2,458,860.00	2,458,860	2,458,060	1,979,670
FF Facility Operation Supplies	1,667,593.00	1,667,593	1,583,672	1,975,358
GG Energy/Space Rental	2,173,350.00	2,173,350	2,173,350	1,503,350
HH Professional Services	1,214,896.00	1,214,896	1,100,196	824,370
JJ Operational Services	731,488.00	731,488	731,488	691,005
KK Equipment Purchase	202,219.00	118,219	87,839	301,291
LL Equipment Lease, Maintenance, Repair	1,341,337.00	1,341,337	1,120,261	965,536
NN Infrastructure & Building Improvements	4,729,244.00	4,729,244	4,594,244	4,503,669
RR Educational Assistance	2,325,543.00	2,131,509	2,131,509	2,190,664
SS Debt Service	577,013.00	577,013	577,013	577,013
UU Technology Expenses	2,422,064.00	2,422,064	2,213,998	1,868,480
Transfer Out -	49,356.00	49,356	49,356	-
Total Uses	\$ 77,848,927	\$ 77,570,893	\$ 76,696,950	\$ 71,125,106
Net Sources / (Uses)	\$ -	\$ -	\$ -	\$ -

**Worcester State University**  
State Maintenance Appropriation (111)  
FY2016 Budget Amendment #2

		FY2016 Budget Amendment #2	FY2016 Budget Amendment #1	FY2016 Approved Budget	Original FY2015 Budget
<b><u>Sources of Funds:</u></b>					
	State Appropriation	26,368,898.00	\$ 26,150,438	\$ 25,276,495	\$ 25,073,099
	State Funded Fringe Benefits	7,435,255.00	7,375,681	7,375,681	5,583,779
	Transfer In-		-	-	-
	Total Sources	33,804,153.00	\$ 33,526,119	\$ 32,652,176	\$ 30,656,878
<b><u>Uses of Funds:</u></b>					
AA	Regular Employees	26,368,898.00	\$ 26,150,438	\$ 25,276,495	\$ 25,073,099
BB	Employee Related Expenses		-	-	-
CC	Temporary Part-Time Employees		-	-	-
DD	Staff Benefit Expenses	7,435,255.00	7,375,681	7,375,681	5,583,779
EE	Administrative Expenses		-	-	-
FF	Facility Operation Supplies		-	-	-
GG	Energy/Space Rental		-	-	-
HH	Professional Services		-	-	-
JJ	Operational Services		-	-	-
KK	Equipment Purchase		-	-	-
NN	Infrastructure & Building Improvements		-	-	-
	Transfer Out -		-	-	-
	Total Uses	\$ 33,804,153	\$ 33,526,119	\$ 32,652,176	\$ 30,656,878
	Net Sources / (Uses)	\$ -	\$ -	\$ -	\$ -

# Worcester State University

General Trust Fund (400)

FY2016 Budget Amendment #2

	FY2016 Budget Amendment #2	FY2016 Budget Amendment #1	FY2016 Approved Budget	Original FY2015 Budget
<b><u>Sources of Funds:</u></b>				
Revenues	\$ 43,144,774	\$ 43,144,774	\$43,144,774	\$ 40,468,228
Transfer In - Reserves	900,000	900,000	900,000	-
Transfer In - Worcester State Foundation	\$ -	\$ -	\$ -	\$ -
Total Sources	<u>\$ 44,044,774</u>	<u>\$ 44,044,774</u>	<u>\$ 44,044,774</u>	<u>\$ 40,468,228</u>
<b><u>Uses of Funds:</u></b>				
AA Regular Employees	\$ 11,586,000	\$ 11,804,460	\$12,598,403	\$ 11,318,250
BB Employee Related Expenses	801,315	801,315	801,315	1,147,145
CC Temporary Part-Time Employees	7,879,195	7,879,195	7,879,195	7,435,621
DD Staff Benefit Expenses	3,885,301	3,944,875	3,944,875	3,186,806
EE Administrative Expenses	2,458,860	2,458,860	2,458,060	1,979,670
FF Facility Operation Supplies	1,667,593	1,667,593	1,583,672	1,975,358
GG Energy/Space Rental	2,173,350	2,173,350	2,173,350	1,503,350
HH Professional Services	1,214,896	1,214,896	1,100,196	824,370
JJ Operational Services	731,488	731,488	731,488	691,005
KK Equipment Purchase	202,219	118,219	87,839	301,291
LL Equipment Lease, Maintenance, Repair	1,341,337	1,341,337	1,120,261	965,536
NN Infrastructure & Building Improvements	4,729,244	4,729,244	4,594,244	4,503,669
RR Educational Assistance	2,325,543	2,131,509	2,131,509	2,190,664
SS Debt Service	577,013	577,013	577,013	577,013
UU Technology Expenses	2,422,064	2,422,064	2,213,998	1,868,480
Transfer Out -	49,356	49,356	49,356	-
Total Uses	<u>\$ 44,044,774</u>	<u>\$ 44,044,774</u>	<u>\$ 44,044,774</u>	<u>\$ 40,468,228</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>





**WORCESTER**  
S T A T E  
**UNIVERSITY**

School of Education, Health and Natural Sciences  
Education Department  
Phone: 508-929-8461  
Fax: 508-929-8164

**MEMO**

**To:** Dr. Stephen A. Morreale  
Chair, All University Committee

**From:** Denise R. Foley, D.Ed. *DRF*  
Chair, Speakers and Awards Committee

**RE:** Additional Commencement 2016 Speaker Nominee

**DATE:** October 28, 2015

**APPROVED**  
NOV 13 2015  
*[Signature]*  
BARRY M. MALONEY  
PRESIDENT

Though submitted in May 2015, a nomination for commencement speaker just came to the attention of the committee chair on 10/23/15. We would like the nomination to be considered for Commencement 2016.

The nomination was made by a WSU faculty member with written support from two members of the WSU class of 2016.

The committee agreed to review and comment on the merits of the nomination electronically. The 10/27/15 electronic vote was unanimous to recommend Anand Giridharadas to the President for consideration as the Commencement 2016 speaker.

Below, please find a brief biographical summary, as well as, contact information for this nominee.

Thank you for your attention in this matter. If you have any questions please do not hesitate to contact me.

\*\*\*\*\*

Anand Giridharadas is a *New York Times* columnist. His latest book *The True American: Murder and Mercy in Texas*, traces a Muslim immigrant's campaign to spare from Texas's Death Row the white supremacist who tried to kill him. It is a rich, colorful, profoundly moving exploration of the American dream in its many dimensions. Ultimately it tells a story about our love-hate relationship with immigrants, about the encounter of Islam and the West, about how—or whether—we choose what we become. In 2011 he published *India Calling: An Intimate Portrait of a Nation's Remaking*, about returning to the India his parents left.

Giridharadas visited Worcester State in February 2015 as the University Keynote speaker. He inspired students, faculty, and administrators alike. He was described by one faculty member as an “articulate, engaging intellectual on the rise”.

For more information:

TED

talk: [https://www.ted.com/talks/anand\\_giridharadas\\_a\\_tale\\_of\\_two\\_americas\\_and\\_the\\_mini\\_mart\\_where\\_they\\_collided?language=en](https://www.ted.com/talks/anand_giridharadas_a_tale_of_two_americas_and_the_mini_mart_where_they_collided?language=en)

Web site: <http://www.anand.ly/about/>

Contact information:

[a@anand.ly](mailto:a@anand.ly)

Phone: 212-203-5723

Mailing address: c/o Bob Davis, American Program Bureau, 313 Washington St., Ste. 225, Newton, MA 02458



## MEMO

**To:** Dr. Stephen A. Morreale  
Chair, All University Committee

**From:** Thomas M. McNamara  
Speakers and Awards Committee

**RE:** Speakers and Awards Committee October 2015

**DATE:** October 15, 2015

---

Our committee reviewed the nominations from the WSU Class of 2016 for graduation, commencement speaker, Community Service Award and recipients of Honorary Doctorate degrees.

The committee met with the following members in attendance: Thomas McNamara (Administration) Lisa Godfrin (Administration), Jane Grant (Administration), Denise Foley (Faculty), Antonieto Tan (Faculty) Melissa Duprey (Faculty) Rachel McLean (class of 2017) and Kaylee Smith (class of 2016).

The committee elected Denise Foley as Chair of the Committee for the 2015-2016 Academic Year.

A recommendation was made that the information be updated for the previous pool of candidates already approved by the trustees.

We evaluated new nominations and after discussing each nominee's merits, we unanimously agreed on the following recommendations to the President.

The committee unanimously agreed that while we have no objections to the following nominee, we decided to withhold forwarding the recommendation until the nominators can give more information on the candidate.

1. Karen Lynch, President of Aetna, Inc.

The committee unanimously agreed that the following candidate would not be an appropriate choice at this time. If the nominator was interested in resubmitting with more information as to why the candidate is appropriate, the committee would reconsider their decision.

1. Josh McDaniels, Offensive Coordinator and Quarterback Coach – New England Patriots.



**Commencement Speaker/Honorary Doctorate/Community Service Award.**

The committee unanimously agreed that the following candidates be added to all three lists:

1. Mary DeFeudis

**Commencement Speaker/Community Service Award**

The committee unanimously agreed that the following candidates be added to these two lists:

1. Joe Andruzzi
2. Albert Toney III \*
3. Steven Michael Palermo

**Commencement Speaker/Honorary Doctorate**

The committee unanimously agreed that the following candidates be added to these two lists:

1. Chimananda Ngozi Adichie
2. Martha Coakley
3. Karyn Polito

**Commencement Speaker**

The committee unanimously agreed that the following candidates be added to the list:

1. Kevin Campbell
2. Laura Ling
3. Ronald Michael Green

**\*Denotes the 1<sup>st</sup> choice of the 2016 Class Council.**

Attached you will find, brief, up to date biographical summaries of each of these candidates. Also attached is the updated call for nominations which will be sent to the campus community from the President's office. The deadline for submissions from the campus community will be 1/29/16 and it was unanimously agreed by the committee that names submitted by that date should be considered for the 2017 Commencement Ceremonies.

If you have any questions please do not hesitate to contact me.

## **Commencement Speaker Proposals**

### **2016 Class Council**

**October 6, 2015**

#### **Chimananda Ngozi Adichie**

Chimananda Ngozi Adichie is a Nigerian novelist, nonfiction writer and short story writer. She has been called "the most prominent" of a "procession of critically acclaimed young anglophone authors that is succeeding in attracting a new generation of readers to African literature". Adichie spoke on "The Danger of a Single Story" for TED in 2009. In 2012, she delivered the "Connecting Cultures" Commonwealth Lecture in London. Adichie also spoke on being a feminist for TEDxEuston in December 2012, with her speech entitled, "We should all be feminists". This speech was sampled for the 2013 song "\*\*\*\*Flawless" by Beyoncé. She was awarded the Orange Broadband Prize for Fiction and a MacArthur Award Fellowship in 2007 and 2008, respectively.

#### **Joe Andruzzi**

Joe Andruzzi was an offensive lineman for the New England Patriots for five seasons beginning in 2000, where he earned three Super Bowl rings. In 2007, Andruzzi was treated for non-Hodgkin's Burkitt's lymphoma with an aggressive form of chemotherapy treatment over three months at Dana-Farber Cancer Institute and Brigham and Women's Hospital. After completing treatment, the Andruzzi family founded the Joe Andruzzi Foundation, which is committed to tackling cancer's impact by providing financial assistance for patients and their families as well as funding pediatric brain cancer research. In 2013, Andruzzi's foundation was hosting an event at a business on Boylston Street in Boston when the Boston Marathon bombings occurred. In the aftermath, he was photographed carrying an injured woman. Andruzzi has three brothers, who are all members of the New York City Fire Department and responded to the attacks on the World Trade Center on September 11, 2001.

#### **Kevin Campbell**

Kevin Campbell, a WSU alumnus and a 2010 recipient of a Worcester State College Honorary Doctoral Degree, is the current commander of the U.S. Army Space and Missile Defense Command. His military education includes the Air Defense Artillery Officer Basic and Advanced Courses, the Nike-Hercules Officer Course, Ranger and Airborne Schools, the Army Command and General Staff College, and the Naval War College. General Campbell's decorations and awards include the Legion of Merit, Bronze Star, Defense Meritorious Service Medal, Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, Southwest Asia Service Medal, Kuwait Liberation Medal (Saudi Arabia), Kuwait Liberation Medal (Kuwait), Ranger Tab, and Parachutist Badge.

## **Martha Coakley**

Martha Coakley is a former Attorney General of Massachusetts. Prior to serving as Attorney General, she was District Attorney of Middlesex County from 1999 to 2007. Coakley was the Democratic nominee in the 2010 special election to fill the United States Senate seat long held by Ted Kennedy. She won reelection as the Attorney General in the 2010 general election. Coakley was the Democratic nominee for governor in 2014.

## **Mary DeFeudis**

Mary DeFeudis was born in Worcester and lived in Worcester for most of her life. She serves as the Chairman of the Board of Directors for the University of Massachusetts Memorial Foundation and serves on the Board of Directors of the American Red Cross of Central Massachusetts and the Board of Directors for Becker College. A Founding Member of the Hanover Theatre, she also serves on their Board of Directors. She was named the 2010 Isaiah Thomas Award recipient in recognition of the many and varied outstanding contributions she has made to the Central Massachusetts community. She funded the Mary C. DeFeudis Training Center for the Red Cross, located in Leominster, which offers training program such as CPR, babysitting certifications and nurse assistant training.

## **Laura Ling**

Laura Ling is an American journalist and writer. She worked for *Current TV* as a correspondent and vice president of its Vanguard Journalism Unit, which produced the Vanguard TV series. She was the host and reporter on *E! Investigates*, a documentary series on the E! Network. In November 2014, Ling joined Discovery Digital Networks as its Director of Development. Laura Ling is the sister of Lisa Ling, who is a special correspondent for *The Oprah Winfrey Show*, *National Geographic Explorer*, and CNN. Laura Ling and fellow journalist Euna Lee were detained in North Korea after they illegally crossed into North Korea from the People's Republic of China without a visa. They were tried and convicted, then subsequently pardoned after former U.S. President Bill Clinton flew to North Korea to meet with Kim Jong-il.

## **Karen Lynch**

Karen Lynch is the President of Aetna Inc. Prior to being named Aetna's first female president in 2014, Lynch led Aetna's integration efforts for its acquisition of Coventry Health Care. At the time, it was the largest-scale health care acquisition in the industry in the last 20 years. *Insurance Networking News* has recognized Lynch as one of this year's Women in Insurance Leadership Award winners. One of her top priorities is to help create a simpler, more affordable and higher quality health care system.



## **Josh McDaniels**

Josh McDaniels is the offensive coordinator and quarterbacks coach for the New England Patriots. In 2009, McDaniels was hired as the head coach of the Denver Broncos, as the youngest head coach in the NFL. He spent the 2011 season as offensive coordinator of the St. Louis Rams, but was released by the Rams for the 2011–12 NFL playoffs to serve as an offensive assistant for the Patriots in their run to Super Bowl XLVI.

## **Steven Michael Palermo**

Steven Michael Palermo, is a former umpire in Major League Baseball who worked in the American League from 1977 to 1991. Although he attended WSU, he did not finish, as he left to attend the Umpire Development Program. His career includes the 1983 World Series, three American League Championship Series, the 1981 American League Division Series and the 1986 All-Star Game. In 1991, *The Sporting News*, ranked him “Number 1” among American League umpires for overall performance.

In 1978 he was serving as the third base umpire that signaled “fair ball” for the game-winning home run of the Yankee-Red Sox Eastern Division final. His field career ended when he was shot in the back following his intervention in an altercation outside a Dallas Italian restaurant. He wore uniform number 14 when the American League began using uniform numbers for its umpires in 1980, and the number was never reassigned to another AL umpire until after the AL and NL umpire staffs were unified by MLB in 2000. In 1994, he won the Arthur Ashe Courage Award. In 2003, he began serving as the Honorary Chairman of Assurant Employee Benefits’ Will Return Council. The council annually presents the Shining Star of Perseverance Award to individuals who overcome disabilities. He currently serves as a major league supervisor of umpires and works as a motivational speaker.

## **Karyn Polito**

Karyn Polito was inaugurated on January 8th, 2015 as the 72nd Lieutenant Governor of the Commonwealth of Massachusetts.

Lieutenant Governor Polito began her public service in local government, serving as a member of the Shrewsbury Board of Selectmen. She then expanded her work to the state level, serving as a member of the State Lottery Commission. Then, in 2001, Polito ran for State Representative and won, representing the residents of the 11th Worcester District (Shrewsbury and Westborough) for five terms. In her time on Beacon Hill, Polito was a leading advocate for the passage of "Jessica's Law," a bill which would establish tough mandatory minimum sentences for child sex offenders. Her advocacy paid off in 2008, when she worked with her Democratic colleagues to pass tougher sentencing legislation and require District Attorneys to file more comprehensive reports about child sex offenses in Massachusetts. She served on the Robert H. Goddard Council on Science, Technology, Engineering and Mathematics Education, and she hosted the annual “Women in Science” conference in Worcester. She is a board member of the Worcester Area Regional Chamber of Commerce, and the Corridor Nine Area Chamber of Commerce.

## **Albert Toney III**

Albert Toney III, an alumnus of WSU, is a civil rights activist who retired from the Worcester Massachusetts Police Department after being shot in the line of duty. He was born and raised in Worcester, as the son of a Massachusetts State Police Sergeant and an elementary school teacher. He joined the Worcester Massachusetts Police Department in 1987. In 1991, he was shot in the line of duty in an incident that killed his then life partner, Robert Domiano Jr. As a result of the shooting, Albert became the first openly gay police officer on the Worcester Police Department, and he publicly declared that he would focus his efforts on gay civil rights. Albert retired from the police force in 1995 as a result of his injuries from the shooting, but he continued on the path of educating people about the many myths and stereotypes people learn about those who are different than them, particularly the gay and lesbian community and communities of color.

## **Ronald Michael Green**

Ronald Michael Green was Professor of Religion and the Eunice and Julian Cohen Professor for the Study of Ethics and Human Values at Dartmouth College. He is a member of the Department of Religion and the Department of Community and Family Medicine at Dartmouth's Geisel School of Medicine, and he served from 1992-2011 as Director of Dartmouth's Institute for the Study of Applied and Professional Ethics. A summa cum laude graduate of Brown University, he received his Ph.D. in religious ethics from Harvard University in 1973. In 1996 and 1997, Professor Green was the founding director of the Office of Genome Ethics at the National Human Genome Research Institute of the National Institutes of Health. Professor Green's research interests are in genetic ethics, biomedical ethics, and ethics in organizations. He is the author of nine books, editor of four, and author of more than 170 articles in theoretical and applied ethics. His three most recent books are *Babies by Design: The Ethics of Genetic Choice* (Yale University Press in 2007), *Kant and Kierkegaard on Time and Eternity* (Mercer University Press, 2011), and *Suffering and Bioethics* (co-edited with Nathan Palpant, Oxford University Press 2014).

\* Information garnered from web sources, including and not limited to Wikipedia, for proposal purposes only.



TO: Members, WSU Community  
FROM: Barry M. Maloney, President  
RE: Commencement  
DATE:

### COMPLETE NOMINATION FORM ONLINE

Call for nominations for commencement speaker, honorary doctorates and community service award.

Nominees for commencement speaker, honorary degree recipients and community service award will be accepted throughout the year and evaluated by the Speakers and Awards Committee on a rolling basis. However, nominations received before Friday January 29, 2016 at 5:00pm will have the best chance to be evaluated during this academic year. Nominations can be made by direct submission to the Speakers and Awards committee at <http://www.fac.worcester.edu/speaker>.

### **Guidelines**

#### **Community Service Award**

Community service is defined as any worthwhile philanthropic endeavor and/or outstanding personal service in civic, research or charitable activities with a special connection to Worcester State University. Current WSU employees are not eligible for this award. Although the committee defines "community service" in a broad sense, including public servants, it gives preference to nominations of those individuals whose accomplishments go well beyond their formal duties.

#### **Commencement keynote speaker**

Graduation is a joyous time for our students, and the culmination of years of hard work, scholarship, research, and artistic endeavors. The commencement speaker delivers the main address at our graduation, and is a person that represents the ideals and mission of our institution through his or her public service, activism, scholarship, scientific discovery, artistic production, and other activities, and whom, with his or her presence at our graduation honors the university. Although there are no formal requirements or limitations for commencement speakers, the committee strongly favors individuals whose life and academic experiences are a model to our graduates and those who are known to be good public speakers.

#### **Honorary doctorate**

The honorary doctorate is the highest academic honor awarded by the university. It is bestowed in recognition of outstanding contributions to society through intellectual, professional, scientific, artistic, or public service efforts. It is an honor to the awardee and to our institution on his or her acceptance.

Persons nominated for consideration for honorary degrees should have made distinguished and broad contributions to society. These may be in the traditional areas of scholarship and creative arts, research and development, the learned professions, public service, or business and industry. Worcester State University may bestow honorary doctoral degrees on individuals of exceptional accomplishment and distinction who have made significant contributions to the university, region, state, nation, or the world, or who have demonstrated a consistent and outstanding record of accomplishment in their fields. Under circumstances approved by the Board of Trustees, honorary degrees may be awarded to persons who, though they have not achieved national or state wide recognition, have made an especially outstanding and significant contribution to Worcester State University or to higher education. Honorary degrees are usually given at commencement exercises, but may be awarded at other special convocations.

The following categories of individuals are not eligible to receive an honorary degree from Worcester State University: (1) Current employees of Worcester State University; (2) Current members of the Worcester State University Board of Trustees; (3) Current employees of the Department of Higher Education; (4) Current members of the Department of Higher Education Board. An honorary degree cannot be conferred to a person whose only contribution has been a donation to the university, or in absentia. In awarding honorary degrees, Worcester State University does not assume any legal obligation. Degree recipients do not receive honoraria, although the university covers the expenses associated with their participation in the commencement ceremony. However, keynote speakers receiving honorary degrees may also receive honoraria. Honorary degree recipients are informed by the president of their selection and invited to accept the honorary degree.

### **Nominations**

Worcester State University encourages nominations from all members of its community on behalf of candidates representing the diversity of academic areas within our institution. Nominations must include information on each candidate's record of achievements

and relationship, if any, to Worcester State University.

The Speakers and Awards committee will review applications during the Fall and Spring semesters of every year, and develop a list of recommendations to the AUC, which will then forward all finalists and recommendations to the president. Final approval is granted by the Board of Trustees upon recommendation by the president.

Candidates recommended by the committee but not selected for a particular year, or who were selected but cannot attend the ceremony, will remain on a pool for subsequent years.

[COMPLETE NOMINATION FORM ONLINE](#)



# WORCESTER S T A T E UNIVERSITY

## MEMO

**To:** Nikki Kapurch  
Office of the President

**From:** Thomas M. McNamara  
Speakers and Awards Committee

**RE:** Speakers and Awards Committee October 2015

**DATE:** October 15, 2015

---

Our committee reviewed the nominations from the WSU Class of 2016 for graduation, commencement speaker, Community Service Award and recipients of Honorary Doctorate degrees. I have forwarded our recommendations on to the AUC for their review and approval. A copy of my memo to the chair of that committee is attached for your reference.

The committee nominated and unanimously elected Dr. Denise Foley, Education as Chair of this Committee.

The committee also reviewed the pool of previously approved (as of 3/2015) speakers and award candidates we respectfully request that this list be updated to reflect their most recent positions/accomplishments, etc.

The committee also updated and reviewed the call for nominations (copy attached) document and it is now ready for dissemination by your office to the campus community. The priority submission date was agreed to be 1/29/16.

Our agreed goal as a committee is that nominations received at the January 2016 date will be considered for the 2017 Commencement Ceremonies.

Our next scheduled meeting is February 4, 2016.



TO: Members, WSU Community  
FROM: Barry M. Maloney, President  
RE: **Commencement**  
DATE:

[COMPLETE NOMINATION FORM ONLINE](#)

Call for nominations for commencement speaker, honorary doctorates and community service award.

Nominees for commencement speaker, honorary degree recipients and community service award will be accepted throughout the year and evaluated by the Speakers and Awards Committee on a rolling basis. However, nominations received before Friday January 29, 2016 at 5:00pm will have the best chance to be evaluated during this academic year. Nominations can be made by direct submission to the Speakers and Awards committee at <http://www.fac.worcester.edu/speaker>.

## **Guidelines**

### **Community Service Award**

Community service is defined as any worthwhile philanthropic endeavor and/or outstanding personal service in civic, research or charitable activities with a special connection to Worcester State University. Current WSU employees are not eligible for this award. Although the committee defines “community service” in a broad sense, including public servants, it gives preference to nominations of those individuals whose accomplishments go well beyond their formal duties.

### **Commencement keynote speaker**

Graduation is a joyous time for our students, and the culmination of years of hard work, scholarship, research, and artistic endeavors. The commencement speaker delivers the main address at our graduation, and is a person that represents the ideals and mission of our institution through his or her public service, activism, scholarship, scientific discovery, artistic production, and other activities, and whom, with his or her presence at our graduation honors the university. Although there are no formal requirements or limitations for commencement speakers, the committee strongly favors individuals whose life and academic experiences are a model to our graduates and those who are known to be good public speakers.

### **Honorary doctorate**

The honorary doctorate is the highest academic honor awarded by the university. It is bestowed in recognition of outstanding contributions to society through intellectual, professional, scientific, artistic, or public service efforts. It is an honor to the awardee and to our institution on his or her acceptance.

Persons nominated for consideration for honorary degrees should have made distinguished and broad contributions to society. These may be in the traditional areas of scholarship and creative arts, research and development, the learned professions, public service, or business and industry. Worcester State University may bestow honorary doctoral degrees on individuals of exceptional accomplishment and distinction who have made significant contributions to the university, region, state, nation, or the world, or who have demonstrated a consistent and outstanding record of accomplishment in their fields. Under circumstances approved by the Board of Trustees, honorary degrees may be awarded to persons who, though they have not achieved national or state wide recognition, have made an especially outstanding and significant contribution to Worcester State University or to higher education. Honorary degrees are usually given at commencement exercises, but may be awarded at other special convocations.

The following categories of individuals are not eligible to receive an honorary degree from Worcester State University: (1) Current employees of Worcester State University; (2) Current members of the Worcester State University Board of Trustees; (3) Current employees of the Department of Higher Education; (4) Current members of the Department of Higher Education Board. An honorary degree cannot be conferred to a person whose only contribution has been a donation to the university, or in absentia. In awarding honorary degrees, Worcester State University does not assume any legal obligation. Degree recipients do not receive honoraria, although the university covers the expenses associated with their participation in the commencement ceremony. However, keynote speakers receiving honorary degrees may also receive honoraria. Honorary degree recipients are informed by the president of their selection and invited to accept the honorary degree.

### **Nominations**

Worcester State University encourages nominations from all members of its community on behalf of candidates representing the diversity of academic areas within our institution. Nominations must include information on each candidate's record of achievements and relationship, if any, to Worcester State University.

The Speakers and Awards committee will review applications during the Fall and Spring semesters of every year, and develop a list of recommendations to the AUC, which will then forward all finalists and recommendations to the president. Final approval is granted by the Board of Trustees upon recommendation by the president.

Candidates recommended by the committee but not selected for a particular year, or who were selected but cannot attend the ceremony, will remain on a pool for subsequent years.

[COMPLETE NOMINATION FORM ONLINE](#)



# WORCESTER STATE UNIVERSITY

## MEMO

**To:** Dr. Stephen A. Morreale  
Chair, All University Committee

**From:** Thomas M. McNamara  
Speakers and Awards Committee

**RE:** Speakers and Awards Committee October 2015

**DATE:** October 15, 2015

---

Our committee reviewed the nominations from the WSU Class of 2016 for graduation, commencement speaker, Community Service Award and recipients of Honorary Doctorate degrees.

The committee met with the following members in attendance: Thomas McNamara (Administration) Lisa Godfrin (Administration), Jane Grant (Administration), Denise Foley (Faculty), Antonieto Tan (Faculty) Melissa Duprey (Faculty) Rachel McLean (class of 2017) and Kaylee Smith (class of 2016).

The committee elected Denise Foley as Chair of the Committee for the 2015-2016 Academic Year.

A recommendation was made that the information be updated for the previous pool of candidates already approved by the trustees.

We evaluated new nominations and after discussing each nominee's merits, we unanimously agreed on the following recommendations to the President.

The committee unanimously agreed that while we have no objections to the following nominee, we decided to withhold forwarding the recommendation until the nominators can give more information on the candidate.

1. Karen Lynch, President of Aetna, Inc.

The committee unanimously agreed that the following candidate would not be an appropriate choice at this time. If the nominator was interested in resubmitting with more information as to why the candidate is appropriate, the committee would reconsider their decision.

1. Josh McDaniels, Offensive Coordinator and Quarterback Coach – New England Patriots.

**Commencement Speaker/Honorary Doctorate/Community Service Award.**

The committee unanimously agreed that the following candidates be added to all three lists:

1. Mary DeFeudis

**Commencement Speaker/Community Service Award**

The committee unanimously agreed that the following candidates be added to these two lists:

1. Joe Andruzzi
2. Albert Toney III \*
3. Steven Michael Palermo

**Commencement Speaker/Honorary Doctorate**

The committee unanimously agreed that the following candidates be added to these two lists:

1. Chimananda Ngozi Adichie
2. Martha Coakley
3. Karyn Polito

**Commencement Speaker**

The committee unanimously agreed that the following candidates be added to the list:

1. Kevin Campbell
2. Laura Ling
3. Ronald Michael Green

**\*Denotes the 1<sup>st</sup> choice of the 2016 Class Council.**

Attached you will find, brief, up to date biographical summaries of each of these candidates. Also attached is the updated call for nominations which will be sent to the campus community from the President's office. The deadline for submissions from the campus community will be 1/29/16 and it was unanimously agreed by the committee that names submitted by that date should be considered for the 2017 Commencement Ceremonies.

If you have any questions please do not hesitate to contact me.

## **Commencement Speaker Proposals**

**2016 Class Council**

**October 6, 2015**

### **Chimananda Ngozi Adichie**

Chimananda Ngozi Adichie is a Nigerian novelist, nonfiction writer and short story writer. She has been called "the most prominent" of a "procession of critically acclaimed young anglophone authors that is succeeding in attracting a new generation of readers to African literature". Adichie spoke on "The Danger of a Single Story" for TED in 2009. In 2012, she delivered the "Connecting Cultures" Commonwealth Lecture in London. Adichie also spoke on being a feminist for TEDxEuston in December 2012, with her speech entitled, "We should all be feminists". This speech was sampled for the 2013 song "\*\*\*Flawless" by Beyoncé. She was awarded the Orange Broadband Prize for Fiction and a MacArthur Award Fellowship in 2007 and 2008, respectively.

### **Joe Andruzzi**

Joe Andruzzi was an offensive lineman for the New England Patriots for five seasons beginning in 2000, where he earned three Super Bowl rings. In 2007, Andruzzi was treated for non-Hodgkin's Burkitt's lymphoma with an aggressive form of chemotherapy treatment over three months at Dana-Farber Cancer Institute and Brigham and Women's Hospital. After completing treatment, the Andruzzi family founded the Joe Andruzzi Foundation, which is committed to tackling cancer's impact by providing financial assistance for patients and their families as well as funding pediatric brain cancer research. In 2013, Andruzzi's foundation was hosting an event at a business on Boylston Street in Boston when the Boston Marathon bombings occurred. In the aftermath, he was photographed carrying an injured woman. Andruzzi has three brothers, who are all members of the New York City Fire Department and responded to the attacks on the World Trade Center on September 11, 2001.

### **Kevin Campbell**

Kevin Campbell, a WSU alumnus and a 2010 recipient of a Worcester State College Honorary Doctoral Degree, is the current commander of the U.S. Army Space and Missile Defense Command. His military education includes the Air Defense Artillery Officer Basic and Advanced Courses, the Nike-Hercules Officer Course, Ranger and Airborne Schools, the Army Command and General Staff College, and the Naval War College. General Campbell's decorations and awards include the Legion of Merit, Bronze Star, Defense Meritorious Service Medal, Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, Southwest Asia Service Medal, Kuwait Liberation Medal (Saudi Arabia), Kuwait Liberation Medal (Kuwait), Ranger Tab, and Parachutist Badge.

## **Martha Coakley**

Martha Coakley is a former Attorney General of Massachusetts. Prior to serving as Attorney General, she was District Attorney of Middlesex County from 1999 to 2007. Coakley was the Democratic nominee in the 2010 special election to fill the United States Senate seat long held by Ted Kennedy. She won reelection as the Attorney General in the 2010 general election. Coakley was the Democratic nominee for governor in 2014.

## **Mary DeFeudis**

Mary DeFeudis was born in Worcester and lived in Worcester for most of her life. She serves as the Chairman of the Board of Directors for the University of Massachusetts Memorial Foundation and serves on the Board of Directors of the American Red Cross of Central Massachusetts and the Board of Directors for Becker College. A Founding Member of the Hanover Theatre, she also serves on their Board of Directors. She was named the 2010 Isaiah Thomas Award recipient in recognition of the many and varied outstanding contributions she has made to the Central Massachusetts community. She funded the Mary C. DeFeudis Training Center for the Red Cross, located in Leominster, which offers training program such as CPR, babysitting certifications and nurse assistant training.

## **Laura Ling**

Laura Ling is an American journalist and writer. She worked for *Current TV* as a correspondent and vice president of its Vanguard Journalism Unit, which produced the Vanguard TV series. She was the host and reporter on *E! Investigates*, a documentary series on the E! Network. In November 2014, Ling joined Discovery Digital Networks as its Director of Development. Laura Ling is the sister of Lisa Ling, who is a special correspondent for *The Oprah Winfrey Show*, *National Geographic Explorer*, and CNN. Laura Ling and fellow journalist Euna Lee were detained in North Korea after they illegally crossed into North Korea from the People's Republic of China without a visa. They were tried and convicted, then subsequently pardoned after former U.S. President Bill Clinton flew to North Korea to meet with Kim Jong-il.

## **Karen Lynch**

Karen Lynch is the President of Aetna Inc. Prior to being named Aetna's first female president in 2014, Lynch led Aetna's integration efforts for its acquisition of Coventry Health Care. At the time, it was the largest-scale health care acquisition in the industry in the last 20 years. *Insurance Networking News* has recognized Lynch as one of this year's Women in Insurance Leadership Award winners. One of her top priorities is to help create a simpler, more affordable and higher quality health care system.

## **Josh McDaniels**

Josh McDaniels is the offensive coordinator and quarterbacks coach for the New England Patriots. In 2009, McDaniels was hired as the head coach of the Denver Broncos, as the youngest head coach in the NFL. He spent the 2011 season as offensive coordinator of the St. Louis Rams, but was released by the Rams for the 2011–12 NFL playoffs to serve as an offensive assistant for the Patriots in their run to Super Bowl XLVI.

## **Steven Michael Palermo**

Steven Michael Palermo, is a former umpire in Major League Baseball who worked in the American League from 1977 to 1991. Although he attended WSU, he did not finish, as he left to attend the Umpire Development Program. His career includes the 1983 World Series, three American League Championship Series, the 1981 American League Division Series and the 1986 All-Star Game. In 1991, *The Sporting News*, ranked him “Number 1” among American League umpires for overall performance.

In 1978 he was serving as the third base umpire that signaled “fair ball” for the game-winning home run of the Yankee-Red Sox Eastern Division final. His field career ended when he was shot in the back following his intervention in an altercation outside a Dallas Italian restaurant. He wore uniform number 14 when the American League began using uniform numbers for its umpires in 1980, and the number was never reassigned to another AL umpire until after the AL and NL umpire staffs were unified by MLB in 2000. In 1994, he won the Arthur Ashe Courage Award. In 2003, he began serving as the Honorary Chairman of Assurant Employee Benefits’ Will Return Council. The council annually presents the Shining Star of Perseverance Award to individuals who overcome disabilities. He currently serves as a major league supervisor of umpires and works as a motivational speaker.

## **Karyn Polito**

Karyn Polito was inaugurated on January 8th, 2015 as the 72nd Lieutenant Governor of the Commonwealth of Massachusetts.

Lieutenant Governor Polito began her public service in local government, serving as a member of the Shrewsbury Board of Selectmen. She then expanded her work to the state level, serving as a member of the State Lottery Commission. Then, in 2001, Polito ran for State Representative and won, representing the residents of the 11th Worcester District (Shrewsbury and Westborough) for five terms. In her time on Beacon Hill, Polito was a leading advocate for the passage of "Jessica's Law," a bill which would establish tough mandatory minimum sentences for child sex offenders. Her advocacy paid off in 2008, when she worked with her Democratic colleagues to pass tougher sentencing legislation and require District Attorneys to file more comprehensive reports about child sex offenses in Massachusetts. She served on the Robert H. Goddard Council on Science, Technology, Engineering and Mathematics Education, and she hosted the annual “Women in Science” conference in Worcester. She is a board member of the Worcester Area Regional Chamber of Commerce, and the Corridor Nine Area Chamber of Commerce.

## **Albert Toney III**

Albert Toney III, an alumnus of WSU, is a civil rights activist who retired from the Worcester Massachusetts Police Department after being shot in the line of duty. He was born and raised in Worcester, as the son of a Massachusetts State Police Sergeant and an elementary school teacher. He joined the Worcester Massachusetts Police Department in 1987. In 1991, he was shot in the line of duty in an incident that killed his then life partner, Robert Domiano Jr. As a result of the shooting, Albert became the first openly gay police officer on the Worcester Police Department, and he publicly declared that he would focus his efforts on gay civil rights. Albert retired from the police force in 1995 as a result of his injuries from the shooting, but he continued on the path of educating people about the many myths and stereotypes people learn about those who are different than them, particularly the gay and lesbian community and communities of color.

## **Ronald Michael Green**

Ronald Michael Green was Professor of Religion and the Eunice and Julian Cohen Professor for the Study of Ethics and Human Values at Dartmouth College. He is a member of the Department of Religion and the Department of Community and Family Medicine at Dartmouth's Geisel School of Medicine, and he served from 1992-2011 as Director of Dartmouth's Institute for the Study of Applied and Professional Ethics. A summa cum laude graduate of Brown University, he received his Ph.D. in religious ethics from Harvard University in 1973. In 1996 and 1997, Professor Green was the founding director of the Office of Genome Ethics at the National Human Genome Research Institute of the National Institutes of Health. Professor Green's research interests are in genetic ethics, biomedical ethics, and ethics in organizations. He is the author of nine books, editor of four, and author of more than 170 articles in theoretical and applied ethics. His three most recent books are *Babies by Design: The Ethics of Genetic Choice* (Yale University Press in 2007), *Kant and Kierkegaard on Time and Eternity* (Mercer University Press, 2011), and *Suffering and Bioethics* (co-edited with Nathan Palpant, Oxford University Press 2014).

\* Information garnered from web sources, including and not limited to Wikipedia, for proposal purposes only.



TO: Members, WSU Community  
FROM: Barry M. Maloney, President  
RE: **Commencement**  
DATE:

[COMPLETE NOMINATION FORM ONLINE](#)

Call for nominations for commencement speaker, honorary doctorates and community service award.

Nominees for commencement speaker, honorary degree recipients and community service award will be accepted throughout the year and evaluated by the Speakers and Awards Committee on a rolling basis. However, nominations received before Friday January 29, 2016 at 5:00pm will have the best chance to be evaluated during this academic year. Nominations can be made by direct submission to the Speakers and Awards committee at <http://www.fac.worcester.edu/speaker>.

## **Guidelines**

### **Community Service Award**

Community service is defined as any worthwhile philanthropic endeavor and/or outstanding personal service in civic, research or charitable activities with a special connection to Worcester State University. Current WSU employees are not eligible for this award. Although the committee defines "community service" in a broad sense, including public servants, it gives preference to nominations of those individuals whose accomplishments go well beyond their formal duties.

### **Commencement keynote speaker**

Graduation is a joyous time for our students, and the culmination of years of hard work, scholarship, research, and artistic endeavors. The commencement speaker delivers the main address at our graduation, and is a person that represents the ideals and mission of our institution through his or her public service, activism, scholarship, scientific discovery, artistic production, and other activities, and whom, with his or her presence at our graduation honors the university. Although there are no formal requirements or limitations for commencement speakers, the committee strongly favors individuals whose life and academic experiences are a model to our graduates and those who are known to be good public speakers.

### **Honorary doctorate**

The honorary doctorate is the highest academic honor awarded by the university. It is bestowed in recognition of outstanding contributions to society through intellectual, professional, scientific, artistic, or public service efforts. It is an honor to the awardee and to our institution on his or her acceptance.

Persons nominated for consideration for honorary degrees should have made distinguished and broad contributions to society. These may be in the traditional areas of scholarship and creative arts, research and development, the learned professions, public service, or business and industry. Worcester State University may bestow honorary doctoral degrees on individuals of exceptional accomplishment and distinction who have made significant contributions to the university, region, state, nation, or the world, or who have demonstrated a consistent and outstanding record of accomplishment in their fields. Under circumstances approved by the Board of Trustees, honorary degrees may be awarded to persons who, though they have not achieved national or state wide recognition, have made an especially outstanding and significant contribution to Worcester State University or to higher education. Honorary degrees are usually given at commencement exercises, but may be awarded at other special convocations.

The following categories of individuals are not eligible to receive an honorary degree from Worcester State University: (1) Current employees of Worcester State University; (2) Current members of the Worcester State University Board of Trustees; (3) Current employees of the Department of Higher Education; (4) Current members of the Department of Higher Education Board. An honorary degree cannot be conferred to a person whose only contribution has been a donation to the university, or in absentia. In awarding honorary degrees, Worcester State University does not assume any legal obligation. Degree recipients do not receive honoraria, although the university covers the expenses associated with their participation in the commencement ceremony. However, keynote speakers receiving honorary degrees may also receive honoraria. Honorary degree recipients are informed by the president of their selection and invited to accept the honorary degree.

## **Nominations**

Worcester State University encourages nominations from all members of its community on behalf of candidates representing the diversity of academic areas within our institution. Nominations must include information on each candidate's record of achievements

and relationship, if any, to Worcester State University.

The Speakers and Awards committee will review applications during the Fall and Spring semesters of every year, and develop a list of recommendations to the AUC, which will then forward all finalists and recommendations to the president. Final approval is granted by the Board of Trustees upon recommendation by the president.

Candidates recommended by the committee but not selected for a particular year, or who were selected but cannot attend the ceremony, will remain on a pool for subsequent years.

[COMPLETE NOMINATION FORM ONLINE](#)

## **Memorandum**

**DATE:** October 30, 2015

**TO:** Barry M. Maloney, President

**FROM:** Kathleen Eichelroth, Vice President for Administration and Finance

**RE: EARLY RETIREMENT PLAN UPDATE**

As of October 23, 2015 twenty seven individuals have applied for the WSU Early Retirement Incentive Program. Of the twenty six applicants, twenty five have met the eligibility requirements for participation. Of the twenty five eligible applicants, eleven are faculty, four are librarians, two are APA members and eight are AFSCME members.

The cumulative gross salary of the twenty five eligible applicants is \$1,879,956. The cumulative incentive pay out is \$393,000. The individual years of service range from 49.82 years to the minimum of ten years of creditable service. Potential annual savings, once decisions have been made regarding backfilling positions, will be approximately \$500,000 a year.

There continues to be an ongoing opportunity, through spring 2016, for APA and AFSCME employees to declare their intent to retire by June 30, 2016. Faculty must notify human resources by December 31, 2015 if they intend to retire at the conclusion of the spring 2016 semester.

We will provide additional updates to the Board in January and June of 2016.