Planning & Development Packet



President's Office Phone: 508-929-8020

Fax: 508-929-8191

Email: bmaloney@worcester.edu

NOTICE

THE PLANNING AND DEVELOPMENT COMMITTEE OF THE WORCESTER STATE UNIVERSTIY BOARD OF TRUSTEES WILL MEET AT 3:30 P.M. ON TUESDAY, APRIL 11, 2017 IN THE MULTI-PURPOSE ROOM OF SHEEHAN HALL.

- 1. CALL TO ORDER
- 2. VOTES
- 3. NAMING OPPORTUNITY POLICY Attachment
- 4. OTHER BUSINESS
- 5. ADJOURNMENET

Judith A. St. Amand April 4, 2017

PLANNING & DEVELOPMENT COMMITTEE

Trustee Maryanne Hammond, Chair
Trustee Corey Laite
Trustee David Tuttle
Trustee George Albro, Ex-Officio Voting Member
President Barry Maloney, Ex-Officio Non-Voting Member

All trustees are welcome at any committee meeting in a non-voting capacity

Planning & Development

VOTES

Upon a motion made and seconded, it was

<u>VOTED</u>: to recommend approval of the *Naming Opportunity Policy* as presented.

Upon a motion made seconded, it was

VOTED: to adjourn the meeting at



TO:

Barry M. Maloney, President

Maryanne Hammond, Chair, Planning & Development Committee

Worcester State University Board of Trustees

FROM:

Thomas M. McNamara, Vice President University Advancement

DATE:

March 24, 2017

RE:

Naming Opportunity Policy

Attached please find a comprehensive list of all buildings, rooms and other designated areas that have been formally named. This list includes locations that were named during the tenure of President Maloney as well as others that were named under previous administrations.

Worcester State University's buildings, rooms and other designated areas provide many wonderful naming opportunities. The locations can be named for a monetary gift providing significant support towards the advancement of the University's mission and as guided by the Worcester State University Naming Opportunity Policy.

Worcester State University has 241 naming options on university properties, totaling \$9.13 million in funds raised overall.

The following list is a summary of the named and identified available spaces, by building, on Worcester State University properties.

I. ACADEMIC BUILDINGS

- **a. Ghosh Science & Technology Building** Named for Dr. Kalyan K. Ghosh The Ghosh Science & Technology Building has 53 identified spaces for naming, of which nine have been named, including the building, totaling \$1.713 million.
- **b. Sullivan Academic Center** Named for Dr. Eugene A. Sullivan The Sullivan Academic Center has 27 identified spaces for naming, including the building, of which seven have been named, totaling \$415,000.
- c. Learning Resource Center

The Learning Resource Center has 41 identified spaces for naming.

II. ADMINISTRATIVE, STUDENT LIFE, ATHLETIC BUILDINGS

a. Shaughnessy Administration Building – Named for Helen G. Shaughnessy The Shaughnessy Administration Building has 23 identified spaces for naming, including the building, of which two have been named, totaling \$1.5 million.

b. Wellness Center

The Wellness Center has 54 identified spaces for naming, of which nine have been named, totaling \$967,000.

c. Student Center

The Student Center has 8 identified spaces for naming, of which three have been named, totaling \$200,000.

III. DORMITORIES

Sheehan Hall - Named for Lt. Col. James Sheehan '55

Sheehan Hall has 12 identified spaces for naming, including the building, which was named for \$3.2 million.

Wasylean Hall - Named for Phillip M. Wasylean II '63

Wasylean Hall has 10 identified spaces for naming, of which three have been named including the building, totaling \$1.085 million.

Dowden Hall - Named for Vera Dowden

Dowden Hall has 9 identified spaces for naming, including the building, which was named for Vera Dowden.

IV. OTHER SPACES

Stadium at John Coughlin Field – The stadium is available for naming.

Ministry – The campus ministry house is available for naming.

Ice Rink Locker Room – The locker room at the under-construction ice rink in downtown Worcester is available for naming.

Worcester Center for Crafts - The library has been named the Donnelly Library for James and Carol Donnelly for \$50,000.

The named spaces on Worcester State properties reflect the collaborative efforts among University leadership, in particular the President and the Division of University Advancement, working in concert with the policies and procedures identified by the Worcester State Foundation Board, the Board of

Naming Opportunities

*All bolded items are currently named

Building	Floor	Area	Naming Value	
1 - Shaughnessey				
	Building			
	Dananig	1 - Admin Building (Shaughnessey)	\$1,000,000.00	
	Floor 1	2 Marini Bariang (Shaaginessey)	\$1,000,000.00	
	11001 2	1 - Lobby	\$100,000.00	
		2 - Student Services Area	\$100,000.00	
		3 - Vice President's Area	\$25,000.00	
	- 4 - 7 - 7	4 - Big Lounge Conference	\$100,000.00	
		5 - Outside Patio/Court	\$250,000.00	
		6 - Theatre Areas/Costume	\$25,000.00	
		7- Academic Advising Center	\$100,000.00	
	Floor 2	7 reademic reations center	\$100,000.00	-
		1 - Box Office	\$10,000.00	
	11 122	2 - Theatre Lobby/Foyer	\$10,000.00	
	v i	3 - Conference Room	\$25,000.00	
		4 - Rotunda	\$100,000.00	
		5 - President's ConfRoom	\$100,000.00	
		7 - OUA Conf Room	\$10,000.00	
		8 - Admissions Wait Area	\$25,000.00	
		9 - Fuller Theater	\$500,000.00	
	Floor 3		, , , , , , , , , , , , , , , , , , , ,	
		1 - Academic Affairs Conference Room	\$10,000.00	
· · · · · · · · · · · · · · · · · · ·	10 2,31	2 - Conference Room	\$10,000.00	
		3 - Lounge (302)	\$25,000.00	
		4 - Theatre Suite (368)	\$25,000.00	
		5 - Small Conf. (337)	\$10,000.00	
	Floor 4			
	2 1	1 Graduate Office Suite	\$500,000.00	
2 - Ghosh				
	Building			
		1 - Science Tech Building	\$1,000,000.00	
	Floor 1			
		1 - Dean's Suite	\$50,000.00	
		2 - Aisiku STEM Center	\$1,000,000.00	
		3 - CS Lab	\$50,000.00	
	-	4 - Upper Lounge Space	\$50,000.00	
		5 - S&T MultimediaTheater	\$250,000.00	
		6 - Lobby	\$100,000.00	
		7 - SLH Center	\$500,000.00	
		8 - Faculty Office Suite	\$100,000.00	
		9- The Art Gallery (Dolphin)	\$100,000.00	
	Floor 2			
		1 - Singh Clinical Skills Lab	\$100,000.00	
		2 - Nursing Office Suite	\$100,000.00	
		3 - C/D Health Lab	\$100,000.00	
		4 - Nursing Computer Lab	\$100,000.00	

Naming Opportunities

*All bolded items are currently named

	See	2 - Cen. for Teach&Learn	\$250,000.00
		3 - Woo Cafe	\$250,000.00
		4 - City Lab	\$100,000.00
		5 - IUI Center	\$100,000.00
		6 - Spanish Clinic	\$15,000.00
		7 - Math Lab	\$15,000.00
		8 - Computer Classroom	\$25,000.00
		9 - Math Dept. Vestibule	\$50,000.00
		10 - Urban Studies Dept.	\$50,000.00
	Floor 2		
		1 - Computer Classroom	\$25,000.00
	11	2 - Psychology Dept.	\$50,000.00
		3 - Business & Economics Dept.	\$50,000.00
		4 - Business Department Alcove	\$10,000.00
		5 - Class 1951 Classroom	\$10,000.00
		6 - Education Dept.	\$300,000.00
		7 - Class 1957 Classroom	\$10,000.00
	101000	8 - Mary Thomp. Edu. Lab	\$50,000.00
	Floor 3		
		1 - History Dept.	\$50,000.00
		2 - Philosophy Dept.	\$50,000.00
		3 - Center of Hum. Right	\$100,000.00
		4 - Conference Room	\$15,000.00
		5 - Faculty Lounge	\$15,000.00
		6 - Writing Center	\$100,000.00
		7 - Pilon Room	\$25,000.00
		8 - Language Dept.	\$50,000.00
4 - LRC			
100000000000000000000000000000000000000	Building		
		1 - LRC Building	\$1,500,000.00
	Floor 1		
		1 - Classroom 114	\$10,000.00
		2 - Graphic Arts Lab	\$25,000.00
		3 - Big Classroom	\$25,000.00
		4 - LVTV	\$100,000.00
		5 - Music Practice Room	\$25,000.00
	11.5	6 - Photo Lab (Big)	\$25,000.00
		7 - Big Classroom 117	\$25,000.00
		8 - Criminal Just. Dept.	\$50,000.00
		9 - Classroom 116	\$10,000.00
		10 - Microfilm Collection	\$10,000.00
		11 - Comm. Editing Booths	\$10,000.00
		12 - Classroom 164C	\$10,000.00
		13 - TV Center 161	\$25,000.00
		14 - WSCW Radio Station	\$50,000.00
	Floor 2	T. WOOW Hadio Station	725,555100
	11001 2	1 - Vestibule/Entry	\$100,000.00
		2 - Circulation Desk	\$25,000.00
		12 - Circulation Desk	725,000.00

Naming Opportunities

*All bolded items are currently named

	Floor 2		
	FIOUI Z	1 - Lobby/1/2/Study	\$10,000.00
			\$10,000.00
7 Church Courtes		2 - Lounges	\$10,000.00
7 - Student Center	D 1111		
	Building	4.6.1.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0	Ć1 500 000 00
		1 - Student Center Building	\$1,500,000.00
	Floor 1		4050.000.00
		1 - The Blue Lounge	\$250,000.00
	- v0 = 1 =	2- Student Living Room	\$100,000.00
	Floor 2		
		2 - Student Activities Wing	\$100,000.00
	Floor 3		
	i de	1 - Career Services Center	\$50,000.00
	- Francisco	2 - Fallon Room	\$100,000.00
		3 - Foster Room	
	No.	4 - Binienda Center for Civic Engagement	\$100,000.00
8 - Sheehan			
	Building		
		1 - Dorm Building	\$3,200,000.00
	Basement		
		1 - Health Services	\$50,000.00
	Floor 1	1 10 10 10 10	1
		1 - Foyer	\$100,000.00
		2 - Multi-Purpose Room	\$75,000.00
		3 - President's Dining Area	\$25,000.00
		4 - Conference Room	\$10,000.00
		5 - Game Area	\$10,000.00
	Floor 2		
		1 - Lounge 1 (2 floors)	\$50,000.00
		2 - Lounge 2 (2 floors)	\$50,000.00
		3 - Fitness Center	\$25,000.00
	Outside	3 Transas center	120,00000
	Outside	1 - Courtyard	\$50,000.00
		2 - Patio	\$15,000.00
9 - Wellness Center		2 1 440	\$25,000.00
5 Weilliess Center	Building		
	Building	1 - Wellness Center Building	\$2,000,000.00
	Floor 1	1 - Weilless Center Building	\$2,000,000.00
	FIOOI 1	1- Competition Gymnasium	\$500,000.00
			\$250,000.00
		2 - Lobby & Atrium	\$500,000.00
		3 - Fitness Center	
		4 - Ghosh Entryway & Vestibule	\$20,000.00
		5 - Campus Entryway & Vestibule	\$20,000.00
		6 - Fitness Center Glass Staircase	\$15,000.00
		7 - Lancer Room	\$50,000.00
		8 - Strength & Conditioning Area	\$25,000.00
		9 - Administrative Suite	\$100,000.00
		10 - Hall of Fame Gallery	\$100,000.00

Worcester State University

Naming Opportunities Policy



DIVISION OF UNIVERSITY ADVANCEMENT

POLICY STATEMENT

Drafted:	Reviewed: TMM/KES
Thomas McNamara	Date: 2014 – updated to reflect change to
Vice President – Division of	University Status – logo changed
University Advancement	Date: 2017 – updated to reflect new BHE
	guidelines
Date: 09/21/2005	
Approved: Board of Trustees	Distributed:
Date: 10/24/2005	Revised: KES: January 26, 2017
	Version No.: 07262006-2

Worcester State University / Foundation Naming Opportunities Policy

The University's buildings, rooms and other designated areas provide many wonderful naming opportunities. The locations can be named for a monetary gift providing significant support towards the advancement of the University's Mission. There are many rooms and facilities in University buildings where plaques or other recognitions can be placed in honor of a donor's generosity.

Naming opportunities are generally classified into four general areas:

- 1. Major New Building
- 2. Unnamed existing buildings and buildings that are renovated and repurposed for use regarded as essential to the campus's objectives and academic interests.
- 3. Classroom and Common Spaces, including but not limited to: athletic fields, conference rooms, lecture halls, student unions, libraries, dining commons, etc.
- 4. Academic Support, including, but not limited to: schools (e.g. business, education, nursing, etc.) department chairs, academic programs, endowments, and scholarships.

To ensure continuity of this practice, the Division of University Advancement Office needs to be initially consulted regarding the naming of buildings, properties, classrooms, etc. Monetary levels have been established that directly relate to the attractiveness / prominence of the entity to be named. The Vice President of University Advancement will provide information and recommend a course of action regarding this initiative.

With respect to the proposition of naming *new buildings, unnamed and existing buildings, or major properties*, the Division of University Advancement Office will submit a proposal on behalf of the donor to the Board of Trustees Committee on Finance and Facilities for consideration. The Committee on Finance and Facilities will make a recommendation to the Board of Trustees and the entire Board will then vote to approve or not allow the naming. **Approvals will then be submitted to the Board of Higher Education Fiscal Affairs and Administrative Policy Committee for its final review and approvals.**

The Board of Higher Education will approve naming in recognition rights under the expectation that a fundraising campaign to support the institution be conducted in honor of the named recipient. Such fundraising campaigns can include any significant effort to support the institution, such as a campaign to raise funding for an endowed professorship or chair, a general scholarship or fellowship fund, or building stewardship fund, or similarly related fund as deemed appropriate by the Division of University Advancement to support University initiatives.

Naming a building in honor of an individual shall be consistent with the values and mission of public higher education and shall not give the appearance of a conflict of interest, unsubstantiated recognition, or privilege. It is incumbent upon Worcester

Worcester State University / Foundation Naming Opportunities Policy

State to conduct a background check sufficient enough in scope to ensure the named individual meets this criteria, however, the Board of Higher Education will provide guidance if needed.

A building may be named in honor of an individual, organization, or group having made a distinguished contribution of service, research, teaching or support to the campus; in honor of an individual, organization, or group having made a distinguished contribution of service or support to the community, the Commonwealth, or the nation.

Naming a building in honor of an active public official, including a member of the General Court, Executive Branch, Campus Board of Trustees or Campus President, cannot be made per MGLC 268(A) section 23(b) (2), which prohibits the gifts of substantial value given because of a specific position. This provision does not apply to former state employees.

In accordance with BHE recommendations:

Minimum naming rights for a new building will be \$2,000,000 Minimum naming rights for a renovated or repurposed building \$1,500,000 Minimum naming rights for unnamed existing buildings \$1,000,000

The BHE will consider extending naming rights for donors making a contribution below these thresholds provided that a justification statement is submitted to the BHE along with the campus approved recommendation. The campus will be required to engage the BHE in the vetting of such a proposal prior to accepting gifts below the thresholds or holding a Board of Trustees vote.

The Worcester State Foundation shall be in receipt of the full amount of the donation before a naming right is granted. Exceptions will be considered for future pledges provided that the present value of the pledged amount meets the standard established herein, and a signed agreement reflecting a timeline for receipt is established by the Foundation, the donor, and the President.

Naming rights, including donor thresholds, for Classroom and Common Spaces, and Academic Support, will continue to be approved at the campus level.

All other naming opportunities must be coordinated with the Office of Division of University Advancement, with final approval determined by the President of the University. Once a naming opportunity is approved, the donor and University, through the Division of University Advancement Office, will complete a gift agreement that will stipulate the expectations of the donor and the University regarding gift fulfillment and recognition.

Stewardship requires that the University honors the expectations of donors and abide by gift agreements, including naming provisions. Naming is generally expected to last the

Worcester State University / Foundation Naming Opportunities Policy

lifetime of the building, facility, unit or program or other endeavor. There may nonetheless be extraordinary circumstances that justify cessation of the use of a name or re-naming such as a change in use, substantial renovation, or demolition of an existing building, facility or part thereof; major academic program changes; failure of a donor to meet the financial commitment of a gift agreement; or other situations unforeseeable at the time of the original naming. When appropriate and feasible, when a name is retired, some form of continuing recognition should be established. The Board of Trustees, upon recommendation of the President, must approve the re-naming of buildings or major properties.

Authority to Rescind Naming Rights

The removal of a naming right previously approved by the BHE can be initiated by the BHE, the campus boards of trustees, or the donor. The BHE may vote to rescind a naming right under the following conditions:

- 1) An individual, group, or organization is determined to have acted in a manner that is in violation of Federal and State law, including, but not limited to, the state's code of ethics, or has acted in a manner that is inconsistent with the institution's values and mission.
- 2) An individual, group, or organization, fails to comply with payment agreements set forth between the individual, group, or organization and the relevant campus and/or Foundation.
- 3) A donor petitions the BHE for the removal of a naming right provided that the donation has been paid-in-full, is non-refundable, and that the petitioner is the legal custodian of the name in question.

Naming rights approved by the campuses that fall outside of the BHE purview shall be subject to removal by vote of the Board of Trustees.

Academic Affairs & Student Development Packet



President's Office Phone: 508-929-8020

Fax: 508-929-8191

Email: bmaloney@worcester.edu

NOTICE

A MEETING OF THE ACADEMIC AFFAIRS/STUDENT DEVELOPMENT COMMITTEE OF THE WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES WILL BE HELD AT 4:30 P.M. ON TUESDAY, APRIL 11, 2017 IN THE MULTI-PURPOSE ROOM IN SHEEHAN HALL.

- 1. CALL TO ORDER
- 2. VOTES Attachment
- 3. APPROVAL OF FACULTY PROMOTIONS
 - A. MEMO President Maloney (Promotion & Tenure) Attachment
 - **B. TENURE PROCESS**
 - C. Memo Summaries Provost Wims Attachment
- 4. APPROVAL OF AWARDING OF TENURE

 Memo Summaries Provost Wims Attachment
- 5. OTHER BUSINESS

6. ADJOURNMENT

Judith A. St. Amand

April 4, 2017

ACADEMIC/STUDENT DEVELOPMENT COMMITTEE

Trustee Shirley Steele, Chair Trustee Karen LaFond Trustee Corey Laite

Trustee Stephen Madaus

Trustee David Tuttle

Trustee George Albro, Ex-Officio Voting Member

President Barry Maloney, Ex-Officio Non-Voting Member

All trustees are welcome to attend in a non-voting capacity

Academic/Student Development Committee

VOTES

Upon a motion made and seconded, it was

VOTED: to recommend approval of the following faculty for Promotion to Associate

Professor, effective September 1, 2017:

Susan Alix Nursing

Thomas Conroy Urban Studies

Timothy Cook Earth, Environment & Physics

Michelle Corbin Sociology
Melissa Duprey Nursing
Hy Ginsberg Mathematics

Douglas Kowalewski Earth, Environment & Physics

Mark Love Business Administration/Economics

Matt Orteleva English
Joseph Quattrucci Chemistry
Heather Treseler English
Sebastian Velez Biology

Upon a motion made and seconded, it was

VOTED: to recommend approval of the following faculty for promotion to Professor,

effective September 1, 2017:

Robert Brooks Criminal Justice Shiko Gathuo Urban Studies

Willian Hansen Earth, Environment & Physics

Tej Kalia Business Administration/Economics

Seth Surgan Psychology

Adam Zahler Visual & Performing Arts

Upon a motion made and seconded, it was

VOTED: to recommend approval of tenure for the following faculty members,

effective September 1, 2017:

Timothy Cook Earth, Environment & Physics

Michelle Corbin Sociology Charles Cullum English

Hy Ginsberg Mathematics

Douglas Kowalewski Earth, Environment & Physics

Matthew Orteleva English
Heather Treseler English
Joseph Quattrucci Chemistry
Sebastian Velez Biology

Upon a motion made and seconded, it was

VOTED: to adjourn the meeting at

TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney

RE: Tenure/Promotion Recommendations

DATE: March 21, 2017

Following the recommendation of Dr. Lois Wims, Provost and Vice President for Academic Affairs, I am pleased to submit for your consideration and approval the following faculty members to be promoted and/or awarded tenure, effective September 1, 2017.

This year a total of twenty faculty applied for promotion, promotion and tenure, or tenure only. The following is a breakdown of the applicants recommended or denied by the Provost and I concur with her recommendations.

8 faculty applied for promotion to Associate Professor and Tenure

- 4 faculty applied for promotion only to Associate Professor
- 6 faculty applied for promotion to Professor
- 1 faculty member denied promotion and not forwarded by the Provost
- 1 faculty member applied for tenure only

(8) <u>Promotion to Associate Professor and Effective September 1, 2017</u>

Awarding of Tenure

Timothy Cook Earth, Environment & Physics

Michelle Corbin Sociology
Hy Ginsberg Mathematics

Douglas Kowalewski Earth, Environment & Physics

Matt Orteleva English
Joseph Quattrucci Chemistry
Heather Treseler English
Sebastian Velez Biology

(4) Promotion to Associate Professor Effective September 1, 2017

Susan Alix Nursing

Thomas Conroy Urban Studies

Melissa Duprey Nursing

Mark Love Business Administration/Economics

(6) Promotion to Professor Effective September 1, 2017

Robert Brooks Criminal Justice Shiko Gathuo Urban Studies

Willian Hansen Earth, Environment & Physics

Tej Kalia Business Administration/Economics

Seth Surgan Psychology

Adam Zahler Visual & Performing Arts

(1) Tenure Only Effective September 1, 2017

Charles Cullum English

In making the recommendations, each applicant was given due and serious consideration as required under the provisions of the collective bargaining agreement.

cc: L. Wims

D. Bullens

S. Luster

- Each tenure-track faculty member is evaluated every year
- Process for each year governed by the MSCA Contract: classroom observation, peer evaluation, chair's evaluation, and Dean or Provost recommendation, President's approval
- At each of the first 5 years, a recommendation is made regarding reappointment to the next vear
- During the sixth year, candidates <u>must</u> come up for tenure:

Each candidate produces an extensive portfolio of accomplishments in:

Teaching excellence, Scholarship, Professional Service, Alternative Assignments
Classroom observations, peer evaluation (Department,) Chair evaluation,
University wide tenure committee vote, includes an interview
Provost recommendation
President recommendation
Board of Trustees decision

- In cases where individuals came to WSU with experience elsewhere or tenure elsewhere, the candidate may apply for an early tenure decision
- Tenure is a commitment for continuous employment by the institution
- A negative tenure decision requires a terminal contract to the faculty member for the seventh year

Promotion Process at WSU

- All hires who have the terminal degree in their field are appointed at Assistant Professor rank
- After a contractual time period, Assistant Professors <u>may</u> apply for promotion (April 1st of prior year notification) Candidates <u>may</u> request consideration for promotion early
- Associate Professors, after a contractual time period, <u>may</u> apply for promotion to Professor
- Promotion process requires: classroom observation, peer evaluation, Chair evaluation, University wide Promotion Committee vote, Provost recommendation, President recommendation, Board of Trustees decision
- Each promotion increases base salary by \$7,000+



Provost and Vice President for Academic Affairs

Phone: 508-929-8038 Fax: 508-929-8187

MEMORANDUM

PRESIDENT'S OFFICE

WORCESTER STATE UNIVERSITY

To:

Lois A. Wims, Provost
March 20 25

From:

Date:

March 20, 2017

Subject:

Recommendations for Promotions

The following tenure track faculty are recommended for Promotion to Associate Professor:

Susan Alix

Tom Conroy

Tim Cook

Michelle Corbin

Melissa Duprey

Hy Ginsberg

Douglas Kowalewski

Mark Love

Matt Orteleva

Joseph B. Quattrucci

Sebastian Velez

Heather Treseler

Cc: Stacey Luster

Don Bullens



Provost and Vice President for Academic Affairs

Phone: 508-929-8038 Fax: 508-929-8187

MEMORANDUM

To:

President Barry Maloney

From:

Lois A. Wims, Provost

Date:

March 20, 2017

Subject:

Recommendations for Promotions

PRESIDENT'S OFFICE

WORCESTER STATE UNIVERSITY

The following tenure track faculty are recommended for Promotion to Full Professor:

Robert Brooks

Shiko Gathuo

Bill Hansen

Tej Kalia

Seth Surgan

Adam Zahler

APPROVED

RY M. MALON PRESIDENT

Cc: Stacey Luster

Don Bullens

FACULTY LIST FOR PROMOTION 2017 CORRECTED COPY (Thomas Conroy added)

					Promotion
Yr Faculty		Highest Degree	Department	Current Rank	Consideration
11 Dr. Susan Alix		D.N.P., Nursing	Nursing	Asst. Professor	Assoc. Professor
T Dr. Robert Brooks		Ph.D., Sociology & J.D., Law Review	Criminal Justice	Assoc. Professor	Full Professor
5 Dr. Thomas Conroy		Ph.D., History	Urban Studies	Asst. Professor	Assoc. Professor
6 Dr. Timothy Cook		Ph.D., Geology	DEEP	Asst. Professor	Assoc. Professor
6 Dr. Michelle Corbin		Ph.D., Sociology	Sociology	Asst. Professor	Assoc. Professor
3 Dr. Melissa Duprey		Ed.D., Education	Nursing	Asst. Professor	Assoc. Professor
T Dr. Shiko Gathuo		Ph.D., Public Policy	Urban Studies	Assoc. Professor	Full Professor
6 Dr. Hy Ginsberg		Ph.D., Mathematics	Mathematics	Asst. Professor	Assoc. Professor
T Dr. William Hansen	100	Ph.D., Earth & Environmental Sciences	DEEP	Assoc. Professor	Full Professor
T Dr. Tejendra Kalia	1.0	D.B.A., Finance & Management	Business Administration & Economics	Assoc. Professor	Full Professor
6 Dr. Douglas Kowalewski		Ph.D., Earth Sciences	Geography	Asst. Professor	Assoc. Professor
T Mr. Mark Love		M.B.A., Marketing	Business Administration & Economics	Asst. Professor	Assoc. Professor
6 Dr. Matthew Ortoleva		Ph.D., English	English / Writing Center	Asst. Professor	Assoc. Professor
6 Dr. Joseph Quattrucci	- 1	Ph.D., Chemistry	Chemistry	Asst. Professor	Assoc. Professor
T Dr. Seth Surgan	- 1	Ph.D., Cultural-Development Psychology	Psychology	Assoc. Professor	Full Professor
6 Dr. Heather Treseler	-	Ph.D., English	English	Asst. Professor	Assoc. Professor
6 Dr. Sebastián Vélez		Ph.D., Biology	Biology	Asst. Professor	Assoc. Professor
T Mr. Adam Zahler	1	M.F.A., Drama	Visual and Performing Arts	Assoc. Professor	Full Professor
	- 1				

Promotion Request to: Associate Professor

Name: Dr. Susan Alix

Current Rank: Assistant Professor

Department: Nursing

Highest Degree: D.N.P. (Doctor of Nursing Practice) with a Nurse Educator Specialty, 2013

Awards: Has received at least one award or honor almost every year since hire in 2006, with the most recent being from the International Nurses Association, 2015; Champions of Excellence, 2013; Extraordinary Dedication Award (nomination), 2011

Grants: Recipient of and principle investigator for the 2013-2014 Fairlawn/DHE Grant for LPN to BS Bridge Program

Scholarship / **Peer Reviewed Journal Articles:** 1 Article published in *Nursing 2016: Nursing Made Incredibly Easy,* 2016 and another manuscript under review for the *Nursing 2016: Peer-Reviewed Journal of Clinical Excellence*

Presentations: Presented the poster presentation *Developing a Seamless Transition from LPN to BSN at WSU: The Next Steps* at the 24th Annual Conference for Nurse Educators, 2016 and the 2nd Annual MA Healthcare Workforce Summit, 2015

Outstanding Service: Volunteer Advisor for the Trew Friends WSU Chapter of the Heather Trew Foundation, has served on the WSU Promotions Committee and the All University Committee, serves at the Friendly House, Inc., and numerous other public and collegiate services and committees

Promotion Request to: Full Professor

Name: Dr. Robert Brooks

Current Rank: Associate Professor

Department: Criminal Justice

Highest Degree: Ph.D. in Sociology (Justice and Stratification), American University, 2003; J.D. (Law Review Case and Comment Editor), Detroit School of Law, 1988

Awards: Recipient of the 2015 Internationally Focused Professional Development Award (\$5,500) for role in the CIEE seminar *Community Development and Social Justice in the Favelas of Rio de Janeiro*, WSU Academic Affairs Division

Grants: Recipient or co-recipient of grants awarded in a combined sum of over \$71K, including the most recent 2016 Mini-Grant of \$10,230 to support the Favela Partnership Project

Scholarship / Peer Reviewed Journal Articles: Since his last promotion in 2008, wrote or co-wrote over 20 different papers for presentation at conferences both nationally and internationally, with 7 of them having been written after his post-tenure review in 2015, was the facilitator for a conference session by the Justice Studies Association Conference in 2016

Books / Edited Volumes: Since his last promotion in 2008, published 2 books (2011 and 2014), with 5 more forthcoming, and an invited book chapter in press for the Cambridge University Press; reviewer for 9 different book proposals and journals

Presentations: Presented over 20 session papers between 2008 and 2016, with 7 of them having been written after his last post-tenure review in 2015; invited guest speaker / lecturer to 7 on-campus presentations for different departments and events, with 3 held after his post-tenure review in 2015; several counts of press coverage in the form of interviews on-air (5), for journal or magazine articles (2), and other such media coverage

Outstanding Service: Serves as the Chair on the WSU Human Subjects Review Board; has presented as the Humanities Scholarship Collaborative; represented WSU in establishing a relationship with the Favelas of Rio de Janeiro; has been instrumental in setting up the international student exchange programs; a member on several advisory boards and councils in addition to his academic advisory role to many more students than his contractual number

Promotion Request to: Associate Professor

Name: Dr. Thomas Conroy

Current Rank: Assistant Professor

Department: Urban Studies

Highest Degree: Ph.D. in History, UMASS Amherst, 2004

Awards: WSU University Assessment Fellowship, 2013-2014

Grants: Recipient or co-recipient of 5 different grants for community research projects, 2014-2016, with a total sum of nearly \$300K

Scholarship / Peer Reviewed Journal Articles: Author or co-author of 10 different publications since hire in 2009, with 2 forthcoming

Community-Engaged Research / Public Projects: Project planner, coordinator, manager for 10 different community research projects in and around the city of Worcester, the state of Massachusetts and New England as a whole, with 2 currently ongoing

Presentations: Has been the invited speaker, lecturer or presenter on 35 different occasions since hire, with 7 in the past year.

Outstanding Service: Served on over 20 different committees, boards, councils, etc., including being the current WSU Urban Studies Department Chair, Director of WSU's Vincent "Jake" Powers CityLab, serving on the Board of Directors for WSU Latino Education Institute, Board of Directors for Preservation Worcester, Worcester Arts Council

Promotion Request to: Associate Professor

Name: Dr. Timothy Cook

Current Rank: Assistant Professor

Department: Earth, Environment and Physics

Highest Degree: Ph.D. in Geology, UMASS Amherst. 2009

Awards: AY15/16 Nominee for the George I. Alden Excellence in Teaching Award

Grants: Awarded or co-awarded various grants of varying sums, including a \$10K grant in 2015 from the Northeast Climate Science Center, UMASS Amherst; a \$50K grant in 2015 from the American Chemical Society, Petroleum Research Fund; and a \$75,957 grant in 2015 from the WSU Strategic Plan Implementation Fund

Scholarship: 6 peer-reviewed journal articles published, with the most recent in 2016

Books / Edited Volumes: Co-editor, 2013. Initial Results from Lake El'gygytgyn, western Beringia: first time-continuous Pliocene-Pleistocene terrestrial record from the Arctic. Special Issue of the journal *Climate of the Past*, vol 8.

Presentations: Over 20 co-authored presentation abstracts between 2012 and 2016

Outstanding Service: Board member of the Water Resources Committee of the Town of Shutesbury from 2014 to present (Chair as of July 2016)

Promotion Request to: Associate Professor

Name: Dr. Michelle Corbin

Current Rank: Assistant Professor

Department: Sociology

Highest Degree: Ph.D. in Sociology w/ certificate in Women's Studies, University of

Maryland, 2010

Awards: AY12/13, 13/14, 14/15 Nominee for the George I. Alden Excellence in Teaching

Award

Grants: Grant development for the SPIF grant, "The ALANA Initiative: Expanding and Enriching Curricula and community for ALANA and all Students at WSU", awarded 2015; 2015-2016 Grant Coordinator

Scholarship / Peer Reviewed Journal Articles: 1 peer-reviewed journal article (2012), 2 additional articles (both in 2014), 3 works currently in progress toward publication in peer-reviewed journals, and 1 in revision for a book publication

Books Reviews: Book review, 2013. "Psychedelics Writ Small and Large" Book Review of "Darwin's Pharmacy: Sex, Plants, and the Evolution of the Noösphere" by Richard Doyle & "Psychedelic Psychiatry: LSD from Clinic to Campus" by Eryka Dyck. *BioSocieties*. Volume 8. Pp.230-234.

Presentations: Over 15 presentations and guest speaker invitations between 2011 and 2016

Outstanding Service: Elected delegate with voting power and other roles for the NEA, MTA, and MSCA, ranging from 2013-2016; WSU Ethnic Studies Curriculum Development and Advisory Board Member; Women's Studies Advisory Board Member

Promotion Request to: Associate Professor

Name: Dr. Melissa Duprey

Current Rank: Assistant Professor

Department: Nursing

Highest Degree: Ed.D. in Education, Walden University, 2010

Grants: Authored the proposal for and awarded the 2016 WSU Faculty Mini-Grant for "Pediatric Resuscitation and Emergency Simulator"

Scholarship / Peer Reviewed Journal Articles: 2 manuscript article publications, both 2016; 4 manuscript reviewer nursing forum articles, 2 from 2016 and 2 from 2015; research study faculty advisor, 2016-present; ongoing attendance at many CE workshops, conferences, etc.

Presentations: Poster presentation: Simulation – Strategies in Nursing Education: An Experiential Approach toward Student Achievement, 2016; poster presentation: Community Administered Narcan, 2016; UMASS workshop presenter on "Intro to Preceptorship", 2015

Outstanding Service: Since hire in 2014, volunteers for ongoing recruitment for the WSU Nursing Department, mentorship programs, outreach projects, etc., including, the Elisha Project Community Outreach and the Ronald McDonald House

Promotion Request to: Full Professor

Name: Dr. Shiko Gathuo

Current Rank: Associate Professor

Department: Urban Studies

Highest Degree: Ph.D in Public Policy, UMASS Boston

Grants: Mini-Grant Committee Member, 2014, reviewed 37 faculty grant applications

Scholarship / **Peer Reviewed Journal Articles:** Regular pace of scholarly production through a variety of academic areas: 3 peer-reviewed journal articles, 2015-2016; over 70 articles, blogs & static content items for the Dignify Africa Movement website between 2013 and 2016; other online articles; ongoing research on various projects, with a book currently in the works on one of them

Books Reviews: Book review of Paul Gifford's, "Christianity, Politics and Public Life in Kenya." *African Studies Review*, NY & London: Cambridge University Press, (December 2010).

Presentations: Regular participation at various conferences and events including paper presentations, panel chair, speaking engagements, forums, book readings and presentations to middle school classes, the Worcester Public Library, and much more

Outstanding Service: Active member of the WSU Graduate Education Council, 2009-2016; since her last promotion, has founded the Dignify Africa Movement website, 2013 – wrote concept paper, recruited co-founders, raised funds, incorporated the organization, etc.; ongoing participation in various other committees, boards, etc.

Promotion Request to: Associate Professor

Name: Dr. Hy Ginsberg

Current Rank: Assistant Professor

Department: Mathematics

Highest Degree: Ph.D. in Mathematics, University of Vermont, 2010

Scholarship / Peer Reviewed Journal Articles: 3 peer-reviewed published articles, 2013-2015; has been commended for skilled teaching with outstanding SIR II evaluations, stressing understanding over memorization; revises his courses to improve his student learning outcomes; has supervised 2 students in their undergraduate research projects

Presentations: Contributed to joint meeting talks of the AMS and MAA, 2015

Outstanding Service: WSU Academic Policy Committee Member; WSU Faculty Mini-Grant Committee Member; coordinator of the $4^{\rm th}$ Grade Math Olympiad at the Spring Street Elementary School in Shrewsbury, 2013-present

Promotion Request to: Full Professor

Name: Dr. William Hansen

Current Rank: Associate Professor

Department: Earth, Environment and Physics

Highest Degree: Ph.D. in Earth and Environmental Sciences, City University of New York

Graduate Center, 2002

Grants: Worked on 7 grant funded research projects between 2009-2016, with monetary awards ranging from \$3,400 to \$189K (Principal Investigator)

Scholarship / Peer Reviewed Journal Articles: current team member on the research project InTeGrate: Interdisciplinary Teaching about Earth for a Sustainable Future, 2012-2017; 2 recent authored (2015) or co-authored (2016) peer-reviewed articles published

Books / Edited Volumes: Reviewer for the Oxford University Press; the National Science Foundation GLOBE Grants; Journal of Hazardous Materials, Elsevier Publishing; and Journal of Health and Place, Human Kinetics

Presentations: Regular participation in conferences with 4 topics presented since last promotion, the latest presentation being in 2015; has also hosted some workshops on Geospatial Tools

Outstanding Service: Serves as the elected Department Chair for the Department of Earth, Environment and Physics (DEEP)

Promotion Request to: Full Professor

Name: Dr. Tejendra Kalia

Current Rank: Associate Professor

Department: Mathematics

Highest Degree: D.B.A. Specialization in Finance, 2001, and D.B.A. Specialization in Management, 1997, both from Nova Southeastern University

Awards: Received *Best Paper Award* at the International Business & Economic Research Conference in 2009, again at the International Business & Education Conference in 2015; nominated for the Alden Excellence in Teaching Award

Scholarship / **Peer Reviewed Journal Articles:** 7 peer-reviewed articles, 2009-2016; participated on a review team as an experienced scholar for a paper competition hosted by the NBEA (Northeast Business and Economic Association) in 2009 in addition to reviewing several other papers for the NBEA.

Books Reviews: Hartford's Fundamentals of Finance textbook sneak review, 2009

Presentations: 7 peer-reviewed articles, 2009-2016, were presented at various business conferences; continues to seek ways on how to improve the quality of WSU's Business program through teaching and learning activities here and out-of-state (Hawaii Pacific University)

Outstanding Service: Served as a Board Member for the NBEA, 2006-2010; is a life member of the Sigma Beta Delta National Honor Society in Business, Management, and Administration;; WSU Business Club Faculty Advisor since 2004; developed 2 new courses for the Business Curriculum; in collaboration with another professor, obtained renewal for the WSU BA 404 Corp Finance Course; serves on several other community boards and committees

Promotion Request to: Associate Professor

Name: Dr. Douglas Kowalewski

Current Rank: Assistant Professor

Department: Geography

Highest Degree: Ph.D. in Earth Sciences, Boston University, 2009

Grants: Participated as the co-investigator or the primary investigator in 7 collaborative grant funded research projects, 2013-2016, with awards ranging from \$4,500 to over \$41K from both WSU and the National Science Foundation Office of Polar Programs; 1 grant proposal pending

Scholarship / Peer Reviewed Journal Articles: 6 peer-reviewed journal articles and 13 abstracts co-written and published since 2012, with 2 additional works in progress; team leader in the *Antarctica Dry Valleys* field work project, 2014;

Books / Edited Volumes: Reviewer for 4 peer-reviewed scientific journals

Presentations: Has been the invited lecturer at 5 different institutions, both within New England and across the country; has media coverage on 9 different occasions for works accomplished

Outstanding Service: On several occasions, mentored students' capstone projects, participated as a committee member for capstone projects; since 2012, served and continues to serve in various roles on over 10 different academic and scientific committees, panels, meetings, as a liaison, etc.

Promotion Request to: Associate Professor

Name: Mr. Mark Love

Current Rank: Assistant Professor

Department: Business Administration and Economics

Highest Degree: M.B.A. (Marketing Concentration), Nichols College, 1999

Scholarship / **Peer Reviewed Journal Articles:** Active and practicing Certified Public Accountant, Commonwealth of Massachusetts; Certified in Financial Forensics, American Institute of CPA; Certified Valuation Analyst process near completion; regularly called upon for support and commentary for the *New England Condominium Magazine*; wrote a guide to help Accounting students to succeed in interviews

Presentations: Keynote speaker on the issue of fraudulent accounting matters; presenter in workshops on "The Interview Process" specific for students in Accounting.

Outstanding Service: WSU BAE Department Chair, advises over 75 students per semester, 50 of those are assigned to him directly in addition to over 25 referred to him, and walk-ins; currently serves on the Board of Directors as Treasurer for the Massachusetts Biomedical Initiatives (MBI) and on the Finance Committee as the Vice-Chair for the Town of Paxton, MA; has also served on various other evaluation, recruiting, internship, and board committees both on campus and in the community

Promotion Request to: Associate Professor

Name: Dr. Matthew Ortoleva

Current Rank: Assistant Professor

Department: English / Writing Center

Highest Degree: Ph.D. in English, University of Rhode Island, 2010

Awards: 2012 Recipient of the University of Rhode Island Graduate School Distinguished

Alumni Achievement Award,

Grants: 2013 Recipient of a \$4,800 WSU Faculty Mini-Grant for research toward the project

"Writing Counts at Worcester State"

Scholarship / Peer Reviewed Journal Articles: 2 academic publications since his arrival at WSU, both in 2013; reader / reviewer for the WSU peer-reviewed electronic journal *Currents in Teaching and Learning* from 2011 to present

Presentations: 4 Conference presentations between 2012 and 2016, including conferences such as for the Rhetoric Society of America, College Composition and Communication, Teaching Writing; 5 lecturer / presenter invitations between 2011 and 2016, including faculty summer trainings

Outstanding Service: Director of the WSU Writing Center, handling over 1,500 client sessions during an academic year; served on several committees, including 3 faculty searches here at WSU and the AUC from 2014 to present; is the current advisor to Sigma Tau Delta (English Honor Society)

Promotion Request to: Associate Professor

Name: Dr. Joseph Quattrucci

Current Rank: Assistant Professor

Department: Chemistry

Highest Degree: Ph.D. in Chemistry, UMASS Amherst, 2008

Awards: Recipient of the 2014 WSU Extraordinary Dedication Award; 2 poster awards, the Gordon Research Conference Excellent Poster Award and the UMASS Outstanding Poster Award

Scholarship / Peer Reviewed Journal Articles: From his time at WSU, co-published an article on an atomic research project in a peer-reviewed journal, 2012; recently submitted a paper for publication in the *Journal of Chemical Education*; in collaboration with Physics faculty, co-developed a course in Nuclear Science; instrumental in revamping the curriculum for the Physical Chemistry I and II labs

Books / Edited Volumes: Developed a lab manual for Physical Chemistry and worked with his colleagues in developing a lab manual for General Chemistry I with an accompanying instructor's edition

Presentations: Involved in talks both nationally (Biennial Conference on Chemical Education at the University of Northern Colorado, 2016) and internationally (discussion on "Molecular Reaction Dynamics" at the Universidad Industrial de Santander, Colombia, 2013); keynote speaker at the 2011 Gamma Sigma Epsilon Chemistry Honor Society Induction Ceremony; supports students in their research through grants and supervision of poster projects for the WSU's Celebration of Scholarship event, where some of these students won awards for their poster presentation

Outstanding Service: Very active in the WSU community, serving on the UCC for 3.5 years; taught chemistry, mathematics and physics to students in the Upward Bound program; started discussions on scientific writing and co-authored a scientific writing module for the Center for Teaching and Learning

Promotion Request to: Full Professor

Name: Dr. Seth Surgan

Current Rank: Associate Professor

Department: Psychology

Highest Degree: Ph.D. in Cultural-Developmental Psychology, Clark University, 2006

Grants: Co-awarded with students a 2016 WSU Summer Research Grant, a 2013 WSU

Faculty Mini-Grant, and a 2013 WSU Research Travel Award

Scholarship / Peer Reviewed Journal Articles: Co-authored / co-edited 4 works of various genres published by a university press or with academic publishers and one currently in press for an Oxford University handbook

Books / Edited Volumes: Currently serving on the Editorial Board for the *International Journal of Dialogical Science* and as a Reviewer for *Currents in Teaching and Learning*, both since 2009

Presentations: Presented or co-presented 12 different materials at 17 diverse conferences and events, including as a speaker or with presentation of papers, posters, symposiums; an additional poster presentation was submitted for the forthcoming 56th Annual Meeting of the New England Psychological Association

Outstanding Service: Advises 45-55 students; co-editing or co-presenting at various conferences and events with students; has served terms as chair of the Psychology Department's as well as the University's Curriculum Committees, on the Human Subjects Review Board, the Strategic Planning Oversight Committee, The Celebration of Scholarship and Creativity Planning Committee, Peer Evaluation Committees and a number of departmental search committees

Promotion Request to: Associate Professor

Name: Dr. Heather Treseler

Current Rank: Assistant Professor

Department: English

Highest Degree: Ph.D. in English, University of Notre Dame, 2010

Awards: Recipient of the 1st Place Frank O'Hara Poetry Prize Award, "Voyeur in June", 2016; nominated for the 2015-2016 George I. Alden Teaching Award, as well as for Best New Poets of 2013 Award, and the 2012 Pushcart Prize (poetry award)

Grants: Recipient of the Summer Undergraduate Research Grant and a Faculty Mini-Grant, 2015-2016, and Faculty Mini-Grants for academic years 2014-2015 and 2012-2013; founder of the "March Hare Poetry Series" (2013-2015) which was renamed "The Judith O'Connell Hoyer Reading series" in 2016 with a generous grant of \$15K from WSU Alumna Judith Hoyer

Books Reviews / Essays / Poetry: Published 7 book reviews or essays since 2011, 1 collection under review by Bucknell U.P., and 1 forthcoming with Edinburgh University Press in 2018; published 12 book reviews in diverse review journals, with at least 2 per year since 2012; published 9 poems, with at least 1 per year since hire in 2011, 1 of which won the Frank O'Hara Poetry Prize (Voyeur in June, 2016), and 2 of which were nominated for awards

Presentations: Faculty Speaker at the Class of 2013's 2012 Capping Ceremony; regular reader at poetry readings, 9 since hire in 2011, 1 of which she was the Chair as well as being on a panel (MA Poetry Festival, 2015), 5 of which she was the Featured Reader, and 1 of which she was the Visiting Poet (Bowdoin College, 2013); attended 9 conferences / symposiums where she was the invited lecturer or served on or chaired a panel; wrote poems to correspond to a WAM exhibit upon their request; much more

Outstanding Service: Served as a Faculty Fellow in the School of Humanities and Social Sciences, 2013-2014; served on 2 Search Committees; the University Scholarship Committee; supports students in their research presentations at the annual Celebration of Scholarship and Creativity, where some of her students won awards; serves as a graduate advisor and examiner; since 2011, serves as a judge each year at the Barbara Pilon Poetry Contest

Promotion Request to: Associate Professor

Name: Dr. Sebastián Vélez

Current Rank: Assistant Professor

Department: Biology

Highest Degree: Ph.D. in Biology, Harvard University, 2011

Grants: Awarded WSU Faculty Mini-Grants for both academic years 2014/2015 and 2016/2017, submitted 2 NSF CAREER proposals and is currently working on a joint grant proposal

Scholarship / Peer Reviewed Journal Articles: 2 Peer-reviewed journal articles published (both 2014) and 1 in the submission stage; supervision of 6 student research projects between 2013 to present, some of whom won the Aisiku Undergraduate Summer Research Fellowship

Presentations: 3 Oral and poster presentations at conferences nationally (2016) and internationally (2013 Germany and 2014 Mexico), supporting faculty of student research presentations each year at the Annual WSU Celebration of Scholarship and Creativity

Outstanding Service: Serves as the Global Studies Program Coordinator; has advised many undergraduate and graduate student research / thesis projects, the faculty advisor to the WSU Hockey Team under a Faculty Fellows program, contributed to WSU marketing initiatives by involvement of his laboratory and classes in photo shoots and video clips; as well as serving on numerous other committees and in many non-profit programs, both locally and nationally, that benefit those at risk and those in underserved populations

Promotion Request to: Full Professor

Name: Mr. Adam Zahler

Current Rank: Assoc. Professor

Department: Visual and Performing Arts

Highest Degree: M.F.A. in Drama (Director Concentration), University of Virginia, 1996

Awards: 3 Awards since his last promotion in 2012, 2 for *Come Back Little Sheba*, the 2016 Elliot Norton Awards for Best Ensemble, Best Production and the 2016 IRNE Award for Best Production, and 1 for *War Children*, the 2014 Merit Award for Outstanding Work as a Creative Ensemble – KCACTF Region 1

Grants: Received a 2016 Faculty Mini-Grant and a 2015/2016 Strategic Plan Implementation Fund for a Arts and Culture Study

Scholarship: Directed 3 performances for the regional Titanic Theatre Company, 2012, 2013 and 2014, including the company's inaugural show in 2012, and still remains its most prolific director; acted in a Huntington Theatre production *Come Back Little Sheba*, 2015; was involved in 3 different professional development opportunities with the WSU Center for Teaching and Learning, Research Scholarship (2014), The Arts in Higher Education (2014), and Integrated Global Learning (2013); annually attends the Kennedy Center American College Theatre Conference; and participated in 10 different workshops, seminars and/or additional classes since 2012

Outstanding Service: Serves as the Department Chair for the Visual and Performing Arts Department; has served on 4 different committees at WSU and the Communications Working Group, in which he is still involved; is an Executive Committee Member for the Worcester Cultural Coalition; affiliated with the Worcester Public Art Working Group; a Respondent for the Kennedy Center American College Theatre Festival (KCACTF); is a member of the Stage Directors Union among many other VPA memberships and affiliations



Provost and Vice President for Academic Affairs

Phone: 508-929-8038 Fax: 508-929-8187

MEMORANDUM

PRESIDENT'S OFFICE

WORCESTER STATE UNIVERSITY

To:

President Barry Maloney

From:

Lois A. Wims, Provost

Date:

March 20, 2017

Subject:

Recommendations for Tenure

The following tenure track faculty are recommended for tenure:

Tim Cook

Michelle Corbin

Charles Cullum

Hy Ginsberg

Douglas Kowalewski

Sebastian Velez

Heather Treseler

Matt Orteleva

Joseph B. Quattrucci

Cc: Stacey Luster

Don Bullens

MAR 2/1 2017

FACULTY LIST FOR TENURE 2017

	Faculty Name	Highest Degree	Department	Current Rank
П	Dr. Timothy Cook	Ph.D., Geology	DEEP	Asst. Professor
7	Dr. Michelle Corbin	Ph.D., Sociology	Sociology	Asst. Professor
က	Dr. Charles Cullum	Ph.D., English	English	Professor
4	Dr. Hy Ginsberg	Ph.D., Mathematics	Mathematics	Asst. Professor
2	Dr. Douglas Kowalewski	Ph.D., Earth Sciences	Geography	Asst. Professor
9	Dr. Matthew Ortoleva	Ph.D., English	English / Writing Center	Asst. Professor
7	Dr. Joseph Quattrucci	Ph.D., Chemistry	Chemistry	Asst. Professor
∞	Dr. Heather Treseler	Ph.D., English	English	Asst. Professor
6	Dr. Sebastián Vélez	Ph.D., Biology	Biology	Asst. Professor

Name: Dr. Timothy Cook

Current Rank: Assistant Professor

Department: Earth, Environment and Physics

Highest Degree: Ph.D. in Geology, UMASS Amherst, 2009

Awards: AY15/16 Nominee for the George I. Alden Excellence in Teaching Award

Grants: Awarded or co-awarded various grants of varying sums, including a \$10K grant in 2015 from the Northeast Climate Science Center, UMASS Amherst; a \$50K grant in 2015 from the American Chemical Society, Petroleum Research Fund; and a \$75,957 grant in 2015 from the WSU Strategic Plan Implementation Fund

Scholarship: 6 peer-reviewed journal articles published, with the most recent in 2016

Books / Edited Volumes: Co-editor, 2013. Initial Results from Lake El'gygytgyn, western Beringia: first time-continuous Pliocene-Pleistocene terrestrial record from the Arctic. Special Issue of the journal *Climate of the Past*, vol 8.

Presentations: Over 20 co-authored presentation abstracts between 2012 and 2016

Outstanding Service: Board member of the Water Resources Committee of the Town of Shutesbury from 2014 to present (Chair as of July 2016)

Name: Dr. Michelle Corbin

Current Rank: Assistant Professor

Department: Sociology

Highest Degree: Ph.D. in Sociology w/ certificate in Women's Studies, University of

Maryland, 2010

Awards: AY12/13, 13/14, 14/15 Nominee for the George I. Alden Excellence in Teaching

Award

Grants: Grant development for the SPIF grant, "The ALANA Initiative: Expanding and Enriching Curricula and community for ALANA and all Students at WSU", awarded 2015; 2015-2016 Grant Coordinator

Scholarship / Peer Reviewed Journal Articles: 1 peer-reviewed journal article (2012), 2 additional articles (both in 2014), 3 works currently in progress toward publication in peer-reviewed journals, and 1 in revision for a book publication

Books Reviews: Book review, 2013. "Psychedelics Writ Small and Large" Book Review of "Darwin's Pharmacy: Sex, Plants, and the Evolution of the Noösphere" by Richard Doyle & "Psychedelic Psychiatry: LSD from Clinic to Campus" by Eryka Dyck. *BioSocieties*. Volume 8. Pp.230-234.

Presentations: Over 15 presentations and guest speaker invitations between 2011 and 2016

Outstanding Service: Elected delegate with voting power and other roles for the NEA, MTA, and MSCA, ranging from 2013-2016; WSU Ethnic Studies Curriculum Development and Advisory Board Member; Women's Studies Advisory Board Member

Name: Dr. Charles Cullum

Current Rank: Professor

Department: English

Highest Degree: Ph.D. in English, Temple University, 1987

Grants: Awarded a \$7,500 WSU Faculty Mini-Grant, 2015-2016, for "The Second Annual

Worcester State University African American Read-In"

Scholarship / Peer Reviewed Journal Articles: 3 articles published in interdisciplinary forums, platforms, and peer-reviewed journals between 2014-2016, and 1 additional article submitted in 2016 to a peer-reviewed journal

Presentations: 3 papers presented at conferences between 2014-2016

Outstanding Service: WSU Academic Policy Committee, 2014-2016; Human Subjects Review Board, 2014-2016; Editorial Advisory Board Member of the WSU's peer-reviewed electronic journal, *Currents in Teaching and Learning*, 2015-2016; extremely successful initiation and organization of the African-American Read-In event, 2015 and 2016

Name: Dr. Hy Ginsberg

Current Rank: Assistant Professor

Department: Mathematics

Highest Degree: Ph.D. in Mathematics, University of Vermont, 2010

Scholarship / Peer Reviewed Journal Articles: 3 peer-reviewed published articles, 2013-2015; has been commended for skilled teaching with outstanding SIR II evaluations, stressing understanding over memorization; revises his courses to improve his student learning outcomes; has supervised 2 students in their undergraduate research projects

Presentations: Contributed to joint meeting talks of the AMS and MAA, 2015

Outstanding Service: WSU Academic Policy Committee Member; WSU Faculty Mini-Grant Committee Member; coordinator of the 4^{th} Grade Math Olympiad at the Spring Street Elementary School in Shrewsbury, 2013-present

Name: Dr. Douglas Kowalewski

Current Rank: Assistant Professor

Department: Geography

Highest Degree: Ph.D. in Earth Sciences, Boston University, 2009

Grants: Participated as the co-investigator or the primary investigator in 7 collaborative grant funded research projects, 2013-2016, with awards ranging from \$4,500 to over \$41K from both WSU and the National Science Foundation Office of Polar Programs; 1 grant proposal pending

Scholarship / Peer Reviewed Journal Articles: 6 peer-reviewed journal articles and 13 abstracts co-written and published since 2012, with 2 additional works in progress; team leader in the *Antarctica Dry Valleys* field work project, 2014;

Books / Edited Volumes: Reviewer for 4 peer-reviewed scientific journals

Presentations: Has been the invited lecturer at 5 different institutions, both within New England and across the country; has media coverage on 9 different occasions for works accomplished

Outstanding Service: On several occasions, mentored students' capstone projects, participated as a committee member for capstone projects; since 2012, served and continues to serve in various roles on over 10 different academic and scientific committees, panels, meetings, as a liaison, etc.

Name: Dr. Matthew Ortoleva

Current Rank: Assistant Professor

Department: English / Writing Center

Highest Degree: Ph.D. in English, University of Rhode Island, 2010

Awards: 2012 Recipient of the University of Rhode Island Graduate School Distinguished Alumni Achievement Award.

Grants: 2013 Recipient of a \$4,800 WSU Faculty Mini-Grant for research toward the project "Writing Counts at Worcester State"

Scholarship / Peer Reviewed Journal Articles: 2 academic publications since his arrival at WSU, both in 2013; reader / reviewer for the WSU peer-reviewed electronic journal *Currents in Teaching and Learning* from 2011 to present

Presentations: 4 Conference presentations between 2012 and 2016, including conferences such as for the Rhetoric Society of America, College Composition and Communication, Teaching Writing; 5 lecturer / presenter invitations between 2011 and 2016, including faculty summer trainings

Outstanding Service: Director of the WSU Writing Center, handling over 1,500 client sessions during an academic year; served on several committees, including 3 faculty searches here at WSU and the AUC from 2014 to present; is the current advisor to Sigma Tau Delta (English Honor Society)

Name: Dr. Joseph Quattrucci

Current Rank: Assistant Professor

Department: Chemistry

Highest Degree: Ph.D. in Chemistry, UMASS Amherst, 2008

Awards: Recipient of the 2014 WSU Extraordinary Dedication Award; 2 poster awards, the Gordon Research Conference Excellent Poster Award and the UMASS Outstanding Poster Award

Scholarship / Peer Reviewed Journal Articles: From his time at WSU, co-published an article on an atomic research project in a peer-reviewed journal, 2012; recently submitted a paper for publication in the *Journal of Chemical Education*; in collaboration with Physics faculty, co-developed a course in Nuclear Science; instrumental in revamping the curriculum for the Physical Chemistry I and II labs

Books / Edited Volumes: Developed a lab manual for Physical Chemistry and worked with his colleagues in developing a lab manual for General Chemistry I with an accompanying instructor's edition

Presentations: Involved in talks both nationally (Biennial Conference on Chemical Education at the University of Northern Colorado, 2016) and internationally (discussion on "Molecular Reaction Dynamics" at the Universidad Industrial de Santander, Colombia, 2013); keynote speaker at the 2011 Gamma Sigma Epsilon Chemistry Honor Society Induction Ceremony; supports students in their research through grants and supervision of poster projects for the WSU's Celebration of Scholarship event, where some of these students won awards for their poster presentation

Outstanding Service: Very active in the WSU community, serving on the UCC for 3.5 years; taught chemistry, mathematics and physics to students in the Upward Bound program; started discussions on scientific writing and co-authored a scientific writing module for the Center for Teaching and Learning

Name: Dr. Heather Treseler

Current Rank: Assistant Professor

Department: English

Highest Degree: Ph.D. in English, University of Notre Dame, 2010

Awards: Recipient of the 1st Place Frank O'Hara Poetry Prize Award, "Voyeur in June", 2016; nominated for the 2015-2016 George I. Alden Teaching Award, as well as for Best New Poets of 2013 Award, and the 2012 Pushcart Prize (poetry award)

Grants: Recipient of the Summer Undergraduate Research Grant and a Faculty Mini-Grant, 2015-2016, and Faculty Mini-Grants for academic years 2014-2015 and 2012-2013; founder of the "March Hare Poetry Series" (2013-2015) which was renamed "The Judith O'Connell Hoyer Reading series" in 2016 with a generous grant of \$15K from WSU Alumna Judith Hoyer

Books Reviews / Essays / Poetry: Published 7 book reviews or essays since 2011, 1 collection under review by Bucknell U.P., and 1 forthcoming with Edinburgh University Press in 2018; published 12 book reviews in diverse review journals, with at least 2 per year since 2012; published 9 poems, with at least 1 per year since hire in 2011, 1 of which won the Frank O'Hara Poetry Prize (Voyeur in June, 2016), and 2 of which were nominated for awards

Presentations: Faculty Speaker at the Class of 2013's 2012 Capping Ceremony; regular reader at poetry readings, 9 since hire in 2011, 1 of which she was the Chair as well as being on a panel (MA Poetry Festival, 2015), 5 of which she was the Featured Reader, and 1 of which she was the Visiting Poet (Bowdoin College, 2013); attended 9 conferences / symposiums where she was the invited lecturer or served on or chaired a panel; wrote poems to correspond to a WAM exhibit upon their request; much more

Outstanding Service: Served as a Faculty Fellow in the School of Humanities and Social Sciences, 2013-2014; served on 2 Search Committees; the University Scholarship Committee; supports students in their research presentations at the annual Celebration of Scholarship and Creativity, where some of her students won awards; serves as a graduate advisor and examiner; since 2011, serves as a judge each year at the Barbara Pilon Poetry Contest

Name: Dr. Sebastián Vélez

Current Rank: Assistant Professor

Department: Biology

Highest Degree: Ph.D. in Biology, Harvard University, 2011

 ${f Grants:}$ Awarded WSU Faculty Mini-Grants for both academic years 2014/2015 and 2016/2017, submitted 2 NSF CAREER proposals and is currently working on a joint grant proposal

Scholarship / Peer Reviewed Journal Articles: 2 Peer-reviewed journal articles published (both 2014) and 1 in the submission stage; supervision of 6 student research projects between 2013 to present, some of whom won the Aisiku Undergraduate Summer Research Fellowship

Presentations: 3 Oral and poster presentations at conferences nationally (2016) and internationally (2013 Germany and 2014 Mexico), supporting faculty of student research presentations each year at the Annual WSU Celebration of Scholarship and Creativity

Outstanding Service: Serves as the Global Studies Program Coordinator; has advised many undergraduate and graduate student research / thesis projects, the faculty advisor to the WSU Hockey Team under a Faculty Fellows program, contributed to WSU marketing initiatives by involvement of his laboratory and classes in photo shoots and video clips; as well as serving on numerous other committees and in many non-profit programs, both locally and nationally, that benefit those at risk and those in underserved populations

Finance and Facilities Packet



President's Office Phone: 508-929-8020

Fax: 508-929-8191

Email: bmaloney@worcester.edu

NOTICE

THE FINANCE & FACILITIES COMMITTEE OF THE WORCESTERS STATE UNIVERSTIY BOARD OF TRUSTEES WILL MEET AT 5:30 P.M. ON TUESDAY, APRIL 11, 2017, IN THE MULTI-PURPOSE ROOM OF SHEEHAN HALL.

- 1. CALL TO ORDER
- 2. VOTES
- 3. APPROVAL OF MINUTES April 6, 2017
- 4. APPROVAL OF FY 2017 BUDGET AMENDMENT #2 MID YEAR REVENUE ADJUSTMENT
- 5. APPROVAL OF FY 2018 BUDGET & RATES FOR AY 2017/2018
- 6. OTHER BUSINESS
- 7. ADJOURNMENT

Judith A. St. Amand

April 7, 2017

All backup material is posted with the April 6th Finance meeting.

FINANCE & FACILITIES COMMITTEE

Trustee Craig Blais, Chair
Trustee Aleta Fazzone
Trustee Stephen Madaus
Trustee Shirley Steele
Trustee Marina Taylor
Trustee George Albro, Ex-Officio Voting Member
President Barry Maloney, Ex-Officio Non-Voting Member

All trustees are welcome at any committee meeting in a non-voting capacity

Finance & Facilities Meeting

Upon a motion made and seconded, it was

VOTED: to approve the minutes of April 6, 2017 as submitted.

Upon a motion made and seconded, it was

VOTED: to accept and recommend approval of the FY 2017 Budget Amendment #2 –

Mid-Year Revenue Adjustment as presented.

Upon a motion made and seconded, it was

VOTED: to recommend approval of a 4% - \$300.00 increase to the General Fee for

undergraduate students as proposed in the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED: to recommend approval of a \$23% - \$120.00 increase to the Capital

Improvement Fee for undergraduate students as proposed in the FY 2018

Budget as presented.

Upon a motion made and seconded, it was

VOTED: to recommend approval of a 13% - \$19.00 per credit hour increase in tuition for

graduate students in the Division of Graduate and Continuing Education as

proposed in the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED: to recommend approval of a 23% - \$5.00 per credit hour in the Capital

Improvement Fee for graduate students as proposed in the FY 2018 Budget as

presented.

Upon a motion made and seconded, it was

VOTED: to recommend approval of the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED: to adjourn at

Memorandum

DATE: March 29, 2017

TO: Barry M. Maloney, President

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

RE: FY 2017 BUDGET AMENDMENT #2 – MID YEAR REVENUE ADJUSTMENT

In early February the administration projected a gap in revenue for the fiscal year ending June 30, 2017. There are several reasons for the gap which was communicated to the campus community on February 16th in the attached email.

The budget staff worked with each division to identify opportunities to defer spending for the year, the saving of which in cumulative was \$500,000. The attached budget amendment reduces institutional sources of revenue by \$500,000 with offset reductions to departmental budget lines across various categories including employee travel, part-time staffing, administrative costs, program costs, preventative maintenance, consultants, equipment purchases and leases and deferred maintenance costs.

Many of these costs can only be deferred within the context of the FY 2017 operating budget and need to be restored in FY 2018.

Kathleen Eichelroth

From:

All employees on behalf of Office, President's

Sent:

Thursday, February 16, 2017 2:00 PM

To:

EMPLOYEES@LISTSERV.WORCESTER.EDU

Subject:

Budget Adjustments

Dear Faculty and Staff,

For several reasons, Worcester State is facing a temporary budget gap in this fiscal year that I am asking everyone to help us address.

Excellent communication among our divisions has led us to recognize that we are facing a budget gap for FY17 of roughly 4 percent of our total budget - a gap that we can act quickly to address with some belt-tightening measures, primarily by cutting from budget lines that should have little to no impact on student learning. The reasons for the gap include that:

- Our success with retention efforts means that more students are graduating on time and therefore we are losing their revenue in years beyond Year 4; and
- There has been progress in ensuring that students can enroll in the sections they need to complete graduation requirements, in the day school, which has impacted DGCE enrollment, diminishing that revenue stream.

While these factors have contributed to the budget gap, I must point out that our state and region is facing a drop-off in the demographic of 18- to 24-year-olds. In New England and beyond, higher education institutions are seeing incoming class sizes drop. We are outperforming many of them, in that the university met its new student enrollment goals this year, and early indicators suggest we are on track for stability next year.

The budget team in Administration and Finance is working with divisions on reducing the available budget for certain lines through June 30, 2017. Several lines are being "held harmless" - among them, the personnel and fringe benefit lines. There are also several lines that cannot be reduced mid-year, such as utilities, debt service, and financial aid. Of the remaining lines, we are seeking significant reductions to bring our budget into balance by the fiscal year's end. Those lines most impacted will be travel (B), administrative expenses (E), operations support and related expenses (F), and consultants (H). Your division head and/or dean/department chair will be speaking with you more about these reductions in the coming days.

I appreciate everyone's assistance as we work together to restrain spending in the coming months.

Sincerely,

Barry M. Maloney President

General Operating Budget (111 & 400) FY 2017 Budget Amendment #2

			17 Approved Budget endment#2		17 Approved Budget endment#1
Source	es of Funds:				
	Revenues	\$	(500,000)		263,474
	State Funded Fringe Benefits			\$	92,637
	Transfer In - from Reserves				
	Transfer In -				
	Total Sources	\$	(500,000)	\$	356,111
Haaa	of Funds				
AA	of Funds: Regular Employees	-		-	
$\Delta\Delta$	Regular Employees				
ВВ	Employee Related Expenses		(101,266)		-
CC	Temporary Part-Time Employees		(47,500)		229,080
DD	Staff Benefit Expenses				
	Administrative Evenences		(19,215)		_
EE	Administrative Expenses		(15,215)		
FF	Facility Operation Supplies		(45,870)		-
• •	radimey operation supplies		,		
GG	Energy/Space Rental		(75,000)		-
HH	Professional Services		(81,295)		_
			/E 02.4\		
IJ	Operational Services		(5,024)		
KK	Equipment Purchase		(3,500)		-
IXIX	Equipment raichase		(0,500)		
LL	Equipment Lease, Maintenance, Repair		(12,000)		-
NN	Infrastructure & Building Improvements		(40,000)		127,031
RR	Educational Assistance				-
	D. I. Comita				_
SS	Debt Service				
UU	Technology Expenses		(69,330)		-
00	roomology zapenees		100		
	Transfer Out -		-		-
	Total Uses	\$	(500,000)	\$	356,111
	Net Sources / (Uses)	\$	-	\$	-

Summary of Sources and Uses of Funds FY 2017 - All Sources and Trust Funds

		2017 Approved Budget Amendment#2	FY2017 Approved Budget Amendment#1
Sources o	of Funds: State Appropriation	\$ 26,632,372	\$ 26,632,372
	State Supported Fringe Benefits	8,926,218	8,926,218
	Other State Revenues	1,007,262	1,007,262
	Federal Student Aid	6,975,482	6,975,482
	Institutional Sources	62,102,532	62,602,532
	Total Sources	\$ 105,643,866	\$ 106,143,866
Uses of F	unds:		
AA	Regular Employees	\$ 40,240,881	\$ 40,240,881
ВВ	Employee Related Expenses	765,100	866,366
СС	Temporary Part-Time Employees	8,411,899	8,459,399
DD	Staff Benefit Expenses	13,857,072	13,857,072
EE	Administrative Expenses	3,075,591	3,094,806
FF	Facility Operation Supplies	2,001,594	2,047,464
GG	Energy/Space Rental	11,756,138	11,831,138
НН	Professional Services	1,719,388	1,800,683
ונ	Operational Services	942,540	947,564
KK	Equipment Purchase	258,501	262,001
LL	Equipment Lease, Maintenance, Repair	1,442,629	1,454,629
NN	Infrastructure & Building Improvements	5,333,775	5,373,775
RR	Educational Assistance	10,721,063	10,721,063
SS	Debt Service	1,094,813	1,094,813
UU	Information Technology	2,022,828	2,092,158
	Transfer Out	2,000,054	2,000,054
	Transfer to Reserves Total Uses	\$ 105,643,866	\$ 106,143,866
		\$ -	\$ -

Summary of Sources

FY 2017 - All Sources and Trust Funds

State Sources		25 522 272
Annual State Maintenance Appropriation		26,632,372
State Supported Fringe Benefits	8,926,218	
Student Aid Program (Cash Grant & PT Student)	1,007,262	0.022.400
Total Other State Sources	_	9,933,480
Total State Sources	_	36,565,852
Federal Sources		
SEOG Program	225,237	
College Work Study Program	127,686	
Pell Grants	6,500,000	
Local match (Transfer from General Trust Fund Reserve)	122,559	
Total Federal Sources	_	6,975,482
Institutional Sources		
Revenue		
General Fund	44,631,514	
Parking Fines Scholarship Fund	78,000	
Health Services Fund	445,000	
Residence Halls Fund	12,451,780	
Student Activities Fund	285,000	
Residence Hall Technology and Equip. Fund	320,000	
Capital Improvement Fund	2,787,854	
Transfers In		
*Transfer In from Federal funds	9,010	
*Transfer from Federal Grant Fund Reserve	37,691	
*Transfer from Parking Fines Scholarship Fund Reserve	13,000	
*Transfer from Health Services Fund Reserve	100,218	
*Transfer from Student Activities Trust Fund Reserve	104,100	
*Transfer from Residnece Hall Technology and Euip. Fund	39,365	
*Transfer from Capital Improvement Trust Fund	800,000	
Total Institutional Sources	-	62,102,532
Total Sources	-	\$ 105,643,866
Total Sources	=	· / /

General Operating Budget (111 & 400) FY 2017 Budget Amendment #2

		FY2017 Approved Budget nendment#2	2017 Approved Budget amendment#1	F	inal FY2017 Budget	F	Y2016 Final Budget
Sourc	ees of Funds: Revenues	\$ 71,263,886	\$ 71,763,886	\$	71,500,412	\$	69,513,672
	State Funded Fringe Benefits	\$ 8,926,218	\$ 8,926,218	\$	8,833,581	\$	7,435,255
	Transfer In - from Reserves	,	•	\$	-	\$	900,000
	Transfer In -			\$		\$	
	Total Sources	\$ 80,190,104	\$ 80,690,104	\$	80,333,993	\$	77,848,927
Uses	of Funds:						
AA	Regular Employees	\$ 38,795,454	\$ 38,795,454	\$	38,795,454	\$	37,954,898
ВВ	Employee Related Expenses	720,200	821,466		821,466		801,315
СС	Temporary Part-Time Employees	8,095,234	8,142,734		7,913,654		7,879,195
DD	Staff Benefit Expenses	13,456,915	13,456,915		13,456,915		11,320,556
EE	Administrative Expenses	2,860,841	2,880,056		2,880,056		2,458,860
FF	Facility Operation Supplies	1,569,844	1,615,714		1,615,714		1,667,593
GG	Energy/Space Rental	2,293,498	2,368,498		2,368,498		2,173,350
нн	Professional Services	1,247,088	1,328,383		1,328,383		1,214,896
IJ	Operational Services	767,540	772,564		772,564		731,488
KK	Equipment Purchase	193,501	197,001		197,001		202,219
LL	Equipment Lease, Maintenance, Repair	1,250,104	1,262,104		1,262,104		1,341,337
NN	Infrastructure & Building Improvements	4,435,775	4,475,775		4,348,744		4,729,244
RR	Educational Assistance	2,271,719	2,271,719		2,271,719		2,325,543
SS	Debt Service	307,013	307,013		307,013		577,013
UU	Technology Expenses	1,925,378	1,994,708		1,994,708		2,422,064
	Transfer Out -	-	-				49,356
	Total Uses	\$ 80,190,104	\$ 80,690,104	\$	80,333,993	\$	77,848,927
	Net Sources / (Uses)	\$ •	\$ _	\$		\$	-

General Trust Fund (400) FY2017 Budget

		Ar	FY2017 Approved Budget nendment#2	Aı	FY2017 Approved Budget mendment#1	Final FY2017 Budget			inal FY2016 Budget
Source	es of Funds: Revenues Transfer In - Reserves	\$	44,631,514 -	\$	45,131,514 -	\$	45,131,514	\$	43,144,774 900,000
	Transfer In - Worcester State Foundation Total Sources	\$	44,631,514	\$	45,131,514	\$	45,131,514	\$	44,044,774
	Total Sources		44,031,314		10,101,01	_	,,		
	f Funds:								
AA	Regular Employees		12,163,082	\$	12,163,082	\$	12,426,556	\$	11,586,000
ВВ	Employee Related Expenses		720,200		821,466		821,466		801,315
CC	Temporary Part-Time Employees		8,095,234		8,142,734		7,913,654		7,879,195
DD	Staff Benefit Expenses		4,530,697		4,530,697		4,623,334		3,885,301
EE	Administrative Expenses		2,860,841		2,880,056		2,880,056		2,458,860
FF	Facility Operation Supplies		1,569,844		1,615,714		1,615,714		1,667,593
GG	Energy/Space Rental		2,293,498		2,368,498		2,368,498		2,173,350
НН	Professional Services		1,247,088		1,328,383		1,328,383		1,214,896
IJ	Operational Services		767,540		772,564		772,564		731,488
KK	Equipment Purchase	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	193,501		197,001		197,001		202,219
LL	Equipment Lease, Maintenance, Repair		1,250,104		1,262,104		1,262,104		1,341,337
NN	Infrastructure & Building Improvements		4,435,775		4,475,775		4,348,744		4,729,244
RR	Educational Assistance		2,271,719		2,271,719		2,271,719		2,325,543
SS	Debt Service		307,013		307,013		307,013		577,013
טט	Technology Expenses		1,925,378		1,994,708		1,994,708		2,422,064
	Transfer Out -								49,356
	Total Uses	\$	44,631,514	\$	45,131,514	\$	45,131,514	\$	44,044,774
	Net Sources / (Uses)	\$	_	\$	-	\$	-	\$	-

Memorandum

DATE:

March 31, 2017

TO:

Barry M. Maloney, President

FROM:

Kathleen Eichelroth, Vice President for Administration and Finance

RE:

FY 2018 BUDGET & RATES FOR 2017/2018 ACADEMIC YEAR

The budget process began in January with a notice to budget managers that we would plan to level fund budgets in FY 2018 and that requests for new initiatives would be prioritized within divisions similar to last year. Budget managers were encouraged to re-visit requests that were made in FY 2017 that did not receive funding and evaluate whether they were still priorities for the coming year or replaced by newly identified initiatives.

Campus Priorities

Prioritized lists of requests were prepared by each division. The requests were discussed in the President's Direct report meeting and further ranked and prioritized at the campus level. The requests were evaluated with regard to need as a foundational level request to support core university operations in addition to being specifically linked to the overarching goals and strategies of the strategic plan. A Cabinet level discussion of the results of the campus level prioritization took place in March. The top prioritized requests are included in this package as **Attachment A**.

Collective Bargaining

FY 2017 was the last year of funding of the current collective bargaining agreements. All agreements are currently being negotiated and it is not known at this time what the final outcome will be. As in prior years, the campuses anticipate that, at a minimum, the first year of negotiated raises will be funded by the Commonwealth through a supplemental bill increasing appropriations to cover the collective bargaining costs. The FY 2018 budget will carry a placeholder for salary adjustments with an offset increase to the appropriations line. We will not be seeking an increase in student fees to fund year one of contract costs.

State Budget Outlook

The Governor's House 1 budget for FY 2018 was released in January. Specific items that relate to the State Universities include a 1% recommended increase over the FY 2017 final budget and level funds across most other Higher Education accounts controlled by the Department of Higher Education.

If passed, the 1% increase would be distributed by the State University funding formula, and not necessarily in a pro-rata fashion as it was in FY 2017. There is no mention of funding previous collective bargaining amounts that campuses had funded with student fee increases in FY 2016 and FY 2017. In addition, the Governor did not recommend funding of The State University Internship Incentive Program which has been funded in the past. The budget proposal does include continued

funding of the DHE administered Performance Incentive Fund. These funds are made available to the campuses through a competitive grant process.

There are also two outside sections attached to the spending bill; one to create a task force to study tuition retention for the state universities and community colleges, and the other to cap sick leave accruals for all non-unit state employees. An "outside section" is a non-budget related item, attached at the end of spending bills, seeking to change a general law change.

In the event that a reserve for unfunded FY 2016 and/or FY 2017 collective bargaining costs is approved and funded prior to semester related bills being issued, we would consider a pro-rata reduction to mandatory student fees (in effect at the time) equivalent to the increase in state appropriations.

Reserve Stabilization Plan

As discussed during FY 2017 budget conversations, we need to begin to build back the unrestricted reserve balance of the university. We continue to experience increased demands on resources to maintain the existing campus infrastructure, in addition to addressing ongoing needs to provide classrooms and technology that supports the curriculum being offered and the expectations of our students. There are also several large scale infrastructure projects on the horizon, such as the May Street Building renovation and a possible future parking complex that will require significant financial investment.

Growing the unrestricted reserve balance will provide a stronger financial foundation to the operations of the university and increased leverage to fund capital projects in the future. The plan to increase unrestricted reserves through FY 2021 will be accomplished through strict budget control ensuring positive operating results on an annual basis, in addition to the proposed increase to the Capital Improvement Fee of \$5 per credit hour beginning in FY 2018. The reserve stabilization forecast through June 30, 2021 is included in this package as **Attachment B**.

Graduate and Continuing Education

Graduate and Continuing Education programs include not only traditional graduate students but also encompasses graduate offerings contracted for with organizations in the community, undergraduate evening and summer courses, and offerings through the Center for Effective Instruction, Intensive English Language Institute (IELI), the Center for Business and Industry and other various offerings. We have spent some time reviewing enrollment trends and the market for these offerings and we believe enrollment is fairly stable in most of these programs. During the initial years of the Succeed in Four initiative undergraduate enrollment experienced a drop off as students were becoming more aware of the benefit of enrolling in fifteen credit hours in the day school instead of evening. Enrollment has seemed to stabilize and current rates will remain in place for the coming year.

There has been some growth in Graduate offerings to various groups in the community while traditional graduate enrollment has remained stable. A comparison of our current Graduate rates to our peers in the community and across the state indicates we are an outlier. We are proposing an increase in tuition in FY 2018 that will raise the cost of a three credit course from \$894 to \$966, which is on par with a few competitors but well below most. The additional resources that we anticipate from this rate increase is not expected to increase the overall budget for Graduate and Continuing Education as we are cautiously planning for a slight down turn in enrollment in the IELI program as the result of uncertainty surrounding United States immigration policies.

Other Rate Adjustments

The Massachusetts State College Building Authority has already approved an increase in room rates for the resident halls for FY 2018. The annual increase to rooms, regardless of building, is \$161.

Chartwell Dining Services, our food service vendor, has restructured the student board plans for the coming academic year. Five comprehensive meals plans will be offered in the fall in comparison to the previous four plans. The cost of the meal plans range from \$3,750 to \$3,990 a year. All plans include a component of dining dollars and guest meals. Selection of the base plan results in an increased cost of \$100 a year over the previous year base plan.

There are no adjustments to course or programs related fees at this time. In the coming year we will be evaluating how best to address the rising cost of clinical placement for a number of our programs. There is an increasing trend for facilities that partner with us to assess a fee for accepting our students at their facility. While we evaluate how best to handle this cost going forward (from \$500 - \$1,500 per student, per session) we will ensure that program budgets are able to support this cost should we be assessed in the interim.

General Fee Increase

The General Fee is our most significant mandatory fee assessed to all undergraduate day students. The revenue generated from this fee is used solely to support university operations. The trend of annual fee assessments since FY 2008 is included in the package as **Attachment C**. The trend also provides a comparison of mandatory fees in place at the other eight state universities. Worcester State University's mandatory fees are the lowest of the six comprehensive institutions in FY 2017.

Since FY 2014 we have been maintaining baseline operations, with no change in funding from fee increases, to address rising costs of goods and services or changing needs of the institution due to student demand, evolving technology, regional demographic shifts, bringing new facilities on line and numerous other competing demands. We have been fortunate to receive sizeable performance measurement allotments from the Commonwealth in FY 2015 and FY 2016 to address institutional needs. We have tackled many of these identified issues and have moved closer to achieving strategic goals thanks to the increase in state resources and our ability to achieve cost savings through a campus based retirement incentive program and an annual budget reconciliation process that provides for the re-distribution of resources to increases in fixed operating costs. Student fee increases were necessitated in FY 2015 through FY 2017 solely to fund the obligations of collective bargaining agreements.

For FY 2018 we have taken the approach of maintaining the baseline operating budgets across the institution and proposing an increase in revenue to allow for the funding of institutional priorities in support of achieving the current strategic plan. Included in this package is **Attachment D** "FY 2018 Review of Resources from Rate Setting Options". This worksheet identifies our current mandatory fee, various proposed options (A – E) to increase fees, and the resources generated from a fee increase at the various options. Notes 1 -3 on the worksheet identify underlying assumptions that cut across all fee options. The assumptions reflect that 1) a portion of a mandatory fee increase will be carved out as the increase in the Capital Improvement Fee (previously discussed in the memo); 2) a portion of a mandatory fee increase will be carved out (\$60 annually) to increase campus based financial aid resources; and 3) the remaining resources generated from a mandatory fee increase would be available to fund campus priorities including those identified in Attachment A. Option D, reflecting a 5% increase in mandatory fees, is the option we are asking approval of for FY 2018.

Option D provides resources to restore the base operating budgets to the original FY 2017 level. FY 2017 budget amendment #2 reduced lines across all divisions at mid-year as a result of lower than anticipated undergraduate enrollment. Most items reduced where one time opportunities, as a result the \$500,000 in reductions is not sustainable in FY 2018.

Option D also provides resources to fund strategic initiatives after restoring budgets to FY 2017 baseline. Approximately \$462,000 would be available to fund the initiatives that would have the most significant long-term impact on the university's operations and its ability to achieve its strategic goals.

Included in the package for your review is a comparison of the impact the rate increase options will have on a commuter and resident student. (Attachment E). Also included (Attachment F) is the proposed rate sheet for the 2017/2018 Academic Year as it would be published in the course catalog if Option D, with regard to an increase in mandatory fees, was approved by the Board.

Summary

While there is still a great deal of work to be done to finalize the budget that will be presented in June, it is important to discuss and establish the rates for the coming year during the April meeting. Formal rate setting at this point in time provides incoming students with official tuition and fee information for the coming year and allows the Financial Aid Office to prepare financial aid awards based on actual costs of attendance for the coming year.

The rates recommended in the package would establish the cost of tuition and mandatory fees for a commuter student at \$9,622 for the 2017/2018 Academic Year, and the mandatory costs for an instate resident student at \$21,288 for the 2017/2018 Academic Year.

Top Prioritized Initiatives - FY 2018

				Foundation	Strategic		
Division	Dept#	Department Name	Description	Level	Plan	Amount	Description supporting request
							Requested in FY17 and not funded. Data-mapping of existing Colleague data, the incorporation of National Student Clearinghouse data, the development and deployment of a Data Warehouse, the establishment
inrollment Management	819	Enrollment	Reporting & Data Mgmt System	x	1-j, 3-a, 3-c, 5- a		a set of Web Intelligence reports related to admission enrollment, student success, etc., the establishment of bursting technology to share data automatically, the development of data dashboards, and the training of appropriate EM, IT, IR, and other staff.
							The design workload has increased dramatically over the last year, and has increased an additional 30% over the last several months with the re-positioning of the Marketing Director position (less design responsibilities). Our 2 PTNonBen designers + Assista Director are no longer sufficient to cover the workloa If we were to go outside for design work, the hourly
Administration and Finance	341	Publications & Printing	Graphic Designer services	x	3-c	25,000	rate starts at \$75+
Enrollment Management	817	Admissions	Comprehensive Positioning and Institutional Strategy Study		3-a, 3-c, 3-d	450,000	A comprehensive positioning and institutional strategestudy to understand the appeal and strength of the WSU experience, how the university may position itse to future prospective student markets, identification WSU's ability to generate revenue from undergradua students, and inform academic, marketing, admission and pricing strategies.
							study to replace and update technology and furnishir in classrooms and other meetings spaces. Plan to be developed with faculty input to ensure we are addressing current, and projecting for future,
		IT and Facilities	Technology and furnishing refresh plan lead by consulting firm	х	1-k; 5-d; 5-f	80.000	

Top Prioritized Initiatives - FY 2018

				Foundation	Strategic		
ivision	Dept#	Department Name	Description	Level	Plan	Amount	Description supporting request
cademic Affairs	644	Computer Science	Faculty Line	X	1-d; 3-a	87,040	\$64K salary plus fringe (Unfunded 2017) increase in majors, and transfers, completion of program review (2016) addition of big data and mandatory concentrations for majors, fulltime faculty with alternative assignment, prioritized in 2017 as well.
ırollment							If approved, the university will begin to provide each prospective student visiting Worcester State Univers for official recruitment event, such as a campus tour, fall open house, group tour, special admission event, varsity athletic visit with an application fee waiver. Tinitiative aims to increase visitors to campus (the #1 factor in yielding new student enrollment), increase number of applications for admission, and remain competitive with other institutions who already
anagement	817	Admissions	App Fee Waivers for Visits		2 - a	33,000	provide this offer to prospective students and famili
							\$55K salary plus fringe. An Assistant Director position will allow the DSO to serve more students, more efficiently and effectively. An Assistant Director will charged with conducting intakes and establishing accommodations in partnership with the Director. Additionally, the Assistant Director will conduct oper office hours to meet with students. This will allow the Director to lead more planning efforts for SAS, expanding educational programs on campus, develop a SAS
							student specific orientation, facilitate a mentoring

Top Prioritized Initiatives - FY 2018

				Foundation	Strategic		
Division	Dept#	Department Name	Description	Level	Plan	Amount	Description supporting request
The second secon							
							In response to the Strategic Plan, Alumni has developed a series of programs engaging alumni and students in a variety of ways, both on and off campus, for engagement with the campus community, cultivation, career mentoring, and networking for job placement and more. Utilizing our alumni as volunteers and engaging our students now will allow us to an increase our alumni donor base. More than 75% of our newly developed Young Alumni President's Circle members served as a volunteer or had a relationship with the Alumni Office in some way before making the financial commitment to join the Circle. More than 90% of the Young Alumni President's Circle members are
			Voung Alumni/Student Engagement		2-e, 2-g, 4-a,		first-time alumni donors: their first donation to their alma mater was their gift to join the Young Alumni
Advancement	400	Advancement	Young Alumni/Student Engagement Events and Online Mentoring	x	4-e, 4-h, 4-k	35,000	President's Circle.
						869,840	- =

Attachment B

21,178,416

41,534,438

Capital Impr. Fund Unrestricted General Total Unrestricted <u>Reserves</u> Capital Improvement Trust Fund Capital Improvement Dedicated revenue Fee Combined Expenditures/ Transfers Annual Net Parking Fee Fund Unrestricted O/S Debt 25,432,886 1.28 14,515,672 6/30/2015 (gross of BUDGET 17,978,416 FY 2017 results of operations Debt service Transfer to Pkg Gar TF 2,555,000 2,615,000 60,000 736,221 (1,078,779) (800,000) (635,667) 24,797,219 1.34 736,221 year 1 17,978,416 2,555,000 2,615,000 (1,878,779) 15,251,893 33,230,309 60,000 June 30, 2017 2,555,000 2,615,000 2,072,751 60,000 FY 2018 results of operations (1,083,079) (850,000) Debt service Transfer to Pkg Gar TF (660,667) princ pyt 590,830 590,830 CIP fee increase 24,136,553 1.46 (1,933,079) 16,524,644 1,272,751 year 2 60,000 2,555,000 3,205,830 35,303,060 June 30, 2018 18,778,416 2.615.000 2,555,000 FY 2019 results of operations 2,075,626 60,000 (1,080,204) Debt service Transfer to Pkg Gar TF CIP fee increase (850,000) (680,667) 590,830 590,830 23,455,886 1.59 1,275,626 year 3 19,578,416 2,555,000 3,205,830 (1,930,204) 17,800,270 60,000 June 30, 2019 2,078,076 60,000 2,555,000 2,615,000 FY 2020 results of operations (1,077,754) (850,000) Debt service Transfer to Pkg Gar TF (705,667) princ pyt 590,830 590,830 CIP fee increase (1,927,754) 22,750,219 1.73 19,078,346 1,278,076 year 4 2,555,000 3,205,830 39,456,762 8 60,000 June 30, 2020 20,378,416 2,077,676 2,555,000 2,615,000 FY 2021 results of operations (1,078,154) (850,000) Transfer to Pkg Gar TF (730,667) 590,830 CIP fee increase 590,830 22,019,553 1.89 20,356,022 3,205,830 (1,928,154) 1,277,676 year 4 41,534,438 60,000 2,555,000

2,363,320

Reserve Stabilization Plan

Change in unrestriceted reserves
Reserve contribution due to increase in CIP fee

Projected Unrestricted Reserves June 30, 2021

9,040,350

Mandatory Fees at Massachusetts Public Colleges and Universities (Based on Fall Resident Undergraduate State-Supported Rates)

Comprehensive Institution	FY- 2008	FY- 2009	FY- 2010	FY- 2011	FY- 2012	FY- 2013	FY- 2014	FY- 2015	FY- 2016	FY- 2017	1 Yr % Chg	Diff from WSU
Bridgewater State University	\$5,124	\$5,328	\$5,694	\$6,144	\$6,644	\$7,144	\$7,144	\$7,444	\$8,018	\$8,718	9%	\$486
Fitchburg State University	\$5,022	\$5,430	\$5,930	\$6,830	\$7,330	\$7,740	\$8,016	\$8,290	\$8,964	\$9,164	2%	\$932
Framingham State University	\$4,828	\$5,172	\$5,570	\$6,096	\$6,610	\$7,114	\$7,114	\$7,354	\$7,734	\$8,374	8%	\$142
Salem State University	\$5,360	\$5,610	\$5,940	\$6,320	\$6,820	\$7,200	\$7,220	\$7,736	\$8,336	\$8,826	6%	\$594
Westfield State University	\$5,240	\$5,482	\$6,048	\$6,462	\$6,918	\$7,328	\$7,328	\$7,712	\$7,846	\$8,306	6%	\$74
Worcester State University	\$4,896	\$5,200	\$5,636	\$6,186	\$6,684	\$7,188	\$7,188	\$7,588	\$7,888	\$8,232	4%	0
WSU fee increase over prior year		\$304	\$436	\$550	\$498	\$504	\$0	\$400	\$300	\$344		
Specialty Institution												
Massachusetts College of Art & Design	\$6,420	\$6,870	\$7,370	\$7,970	\$8,670	\$9,370	\$9,370	\$10,194	\$10,694	\$11,170	4%	\$2,938
Massachusetts College of Liberal Arts	\$5,138	\$5,396	\$5,846	\$6,546	\$7,046	\$7,496	\$7,496	\$7,946	\$8,446	\$8,846	5%	\$614
Massachusetts Maritime Academy	\$4,548	\$4,644	\$4,880	\$5,268	\$5,444	\$5,740	\$5,724	\$5,778	\$6,076	\$6,374	5%	(\$1,858)

FY 2018 Review of Resources from Rate Setting Options

Undergraduate Students and State Appropriations

		AY 2017		Α	В	С	D	E	
Fee Scenarios		current	1%	2%	3%	4%	5%	6%	no
Manadatory fees	\$	8,232	\$ 8,314	\$ 8,412	\$ 8,482	\$ 8,562	\$ 8,652	\$ 8,732	
,,	\$ change		\$ 82	\$ 180	\$ 250	\$ 330	\$ 420	\$ 500	
capital improv	-		120	120	120	120	120	120	
	remainder		\$ (38)	\$ 60	\$ 130	\$ 210	\$ 300	\$ 380	
	nancial aid		 60	60	60	60	 60	60	
net fee for strateg			\$ (98)	\$ -	\$ 70	\$ 150	\$ 240	\$ 320	
net new reve				\$ -	\$ 280,840	\$ 601,800	\$ 962,880	\$ 1,283,840	

\$ change \$ 266,324 \$ 532,647 \$ 798,971 \$ 1,065,295 \$ 1,331,619 \$ 1,597,942	State o	perating appropriation	\$ 26,632,372	>	26,898,696	>	27,105,019	Ş	27,431,343	P	27,037,007	Y	27,303,331	Y	20,230,314
				\$	266,324	\$	532,647	\$	798,971	\$	1,065,295	\$	1,331,619	\$	1,597,942

Notes:

- 1) The \$120 annual increase in the capital improvement fee will provide approximately \$481K of new resources in the Capital Improvment Trust Fund. The Reserve Stabilization Plan shows that through 2021 this fee increase will generate \$2.3M of additional resources to the trust fund contributing to \$9M growth through the end of FY 2021. The increased resources will provide the fiscal stability necessary to support new debt for the renovation of the May Street Building and other infrastruture improvements.
- 2) A portion of the annual increase of the General Fee (\$60 per year) will be earmarked to provide additional funds for campus funded student financial aid. This increase is intended to provide new resources, however it may serve to offset a potential elimination of SEOG funds due to potential reductions in the federal budget. (\$241K)
- 3) Available net new revenue would be used to fund University priorities that were identified during the FY 2018 budget process. Each division conducted a prioritization excercise to procude a eanked list of the areas top 10 requests for new funds that would have the greatest positive impact on the Division and the University. The President and his direct reports then evaluated the top five initiatives from each division and created a rank priority order of initiatives that would best serve the University should funds become available. Those items have been identified for the board on a separate handout. Several require additional vetting prior to receiving funding, should the final approved budget provides resources to do so.

Commuter Student																
		AY	Pro	posed	Opti	on A	P	roposed		Option	В	Pr	roposed		Opti	on C
	:	2017	Rat	es - A	\$ change	<u>%</u>	R	ates - B	\$ cha	ange	<u>%</u>	R	ates - C	\$ ch	nange	<u>%</u>
Tuition	\$	970	\$ 9	70.00	-	-	\$	970.00	-	-	-	\$	970.00		-	-
Fees:												21.1			200	
General Fee	\$	7,534	\$7,5	94.00	60	1%	\$ 7	7,664.00		130	2%	\$ 7	7,744.00		210	3%
Student Activity Fee	\$	72	\$	72.00	_	-	\$	72.00		-	-	\$	72.00		-	-
Student Health Svc Fee	\$	110	\$ 1	10.00	_	-	\$	110.00		-	-	\$	110.00		-	-:
Capital Improvement Fee	\$	516		36.00	120	23%	\$	636.00		120	23%	\$	636.00		120	23%
Total Fees	\$	8,232		12.00	180	2%	\$ 8	8,482.00		250	3%	\$ 8	8,562.00		330	4%
Total Tuitien and Mandatory Rees	•	9 202	\$	9.382	\$ 180	2%	\$	9,452	\$	250	3%	\$	9,532	\$	330	4%

Resident Student

Tuition and Mandatory Fees	\$	9,202	\$	9,382	\$ 180	2%	\$ 9,452 \$	250	3%	\$	9,532 \$	330	4%
Resident Hall	\$	7,485	\$	7,646	161	2%	\$ 7,646 3,750	161 110	2% 3%	\$	7,646 3,750	161 110	2% 3%
Board plan Residence Activity Fee	\$	3,640 50	\$ \$	3,750 50	110 -	3% -	\$ 50	-	-	\$	50	-	-
Res. Tech. & Equipment Fee	\$	220 11,395	\$	220 11,666	271	2%	\$ 220 11,666	271	2%	\$	220 11,666	271	2%
Manadatory Costs - Resident Studen	t_\$	20,597	\$	21,048	\$ 451	2%	\$ 21,118 \$	521	3%	\$ \$	21,198 \$	601	3%

Commuter Student

		AY	Pr	oposed		Opti	on D
	:	2017	Ra	tes - D	\$ cl	nange	<u>%</u>
Tuition	\$	970	\$	970.00		-	-
Fees:							
General Fee	\$	7,534	\$7	,834.00		300	4%
Student Activity Fee	\$	72	\$	72.00		\ <u>-</u>	-
Student Health Svc Fee	\$	110	\$	110.00		-	-
Capital Improvement Fee	\$	516_	\$	636.00		120	23%
Total Fees	\$	8,232	\$8	,652.00		420	5%
Total Tuition and Mandatory Fees	\$	9,202	\$	9,622	\$	420	5%
Resident Student							
				0.000	Φ.	100	50 /
Resident Student Tuition and Mandatory Fees	\$	9,202	\$	9,622	\$	420	5%
	\$ \$	9,202 7,485	\$	9,622 7,646	\$	420 161	2%
Tuition and Mandatory Fees	\$				\$		2%
Tuition and Mandatory Fees Resident Hall	\$ \$ \$	7,485	\$	7,646	\$	161	2%
Tuition and Mandatory Fees Resident Hall Board plan Residence Activity Fee	\$ \$ \$ \$	7,485 3,640	\$ \$ \$ \$	7,646 3,750 50 220	\$	161 110 -	2% 3% - -
Tuition and Mandatory Fees Resident Hall Board plan	\$	7,485 3,640 50	\$ \$	7,646 3,750 50	\$	161	2% 3% - -
Resident Hall Board plan Residence Activity Fee	\$ \$ \$ \$	7,485 3,640 50 220	\$ \$ \$ \$	7,646 3,750 50 220		161 110 -	5% 2% 3% - - 2%

\$ 72.00 - 0 \$ 110.00 - 0 \$ 636.00 120 23	_
\$ 7,914.00 380 5 \$ 72.00 - 0 \$ 110.00 - 0 \$ 636.00 120 23	% % %
\$ 72.00 - 0 \$ 110.00 - 0 \$ 636.00 120 23	% % %
\$ 110.00 - 0 \$ 636.00 120 23	% %
\$ 110.00 - 0 \$ 636.00 120 23	%
	_
	~
	%
\$ 9,702 \$ 500 5.4	1%
\$ 9,702 \$ 500 5.4	1%
\$ 7,646 161 2	2%
\$ 3,750 110 3	3%
\$ 50	
\$ 220	
\$ 11,666 271 2	2%
\$ -	
\$ 21,368 \$ 771 3.7	

Worcester State University Tuition and Fees - Fall 2017/2018

		Annual	Increase from FY 2017
Undergraduate Day Division			
Cost for Full-Time In-State Student		9,622.00	-
Tuition:		070.00	
MA Resident		970.00 7,050.00	_
Non-Resident		1,455.00	-
NE Regional		1,433.00	
Fees: * General Fee	4%	7,834.00	300.00
Student Activity Fee		72.00	-
Student Health Svc Fee		110.00	-
* Capital Improvement Fee	23%	636.00	120.00
Total Fees	5%	8,652.00	420.00
	- 4		
*Health Insurance	10% 4%	·2,600.00	89.00
Orientation Fee (New Students)		75.00	-
Commuter Meal Plan - freshman, sophomore	e and junior	300.00	-
•			
Residence Halls			
Residence Hall rates			161.00
* Chandler Village I	2%	7,946.00	161.00
* Dowden Hall	2%	7,646.00	161.00
* Wasylean Hall	2%	8,346.00	161.00 161.00
* Sheehan Hall	2%	8,166.00	101.00
Single room (Additional charge)		400.00	•
Residence Activity Fee		50.00	-
Technology and equipment fee		220.00 100.00	-
Resident Parking Fee-satellite lot	3%	3,750.00	110.00
* Board	3%	3,730.00	110.00
Damage Deposit (1st Semester)		100.00	-
Division of Graduate and Continuing Edu	cation	Credit Hour	Increase
Tuition:			
Undergraduate		130.00	_
* Graduate	13%	169.00	19.00
Fees:			
Administrative Fee			
Undergraduate		125.00	
Graduate	The second secon	126.50	F 00
* Capital Improvement Fee	23%	26.50	5.00
E condition for the second and the s			
Other University fees:	per course	75.00	-
Student Teaching Lab Instruction	per course	90.00	-
Art Model Fee	per course	25.00	-
Field Work Supervision	per course	15.00	-
Internship	per cr hr	15.00	-
Applied music fee	per course	260.00	-
Application fee	per item	50.00	
Transcript fee	per item	5.00	-
Hansonpt 100	r sa sa a mi		

^{*} Change from prior year

BOT Meeting Packet



President's Office Phone: 508-929-8020 Fax: 508-929-8191

Email: bmaloney@worcester.edu

NOTICE

A MEETING OF THE WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES WILL BE HELD ON TUESDAY, APRIL 11, 2017 AT 6:30 P.M. IN THE MULTI-PURPOSE ROOM IN SHEEHAN HALL.

- 1. CALL TO ORDER
- 2. VOTES
- 3. APPROVAL OF MINUTES
 - 3A) January 9, 2017
 - 3B) March 13, 2017 Executive Committee
- 4. CHAIR OF BOARD UPDATE
 - 4A) Appointment of Nominating Committee
 - 4B) Charge to HR Committee for President's Evaluation
 - 4C) Invite to Students to June Meeting for Divestment Discussion
- 5. PRESIDENT'S REPORT
 - 5A) Trustee Report to the Alumni Advisory Board Trustee Hammond, Liaison
 - 5B) Commencement Speaker
 - 5C) Advancement Update
 - 5D) SAT Test Option Pilot Dr. Forsythe
- 6. ACADEMIC AFFAIRS/STUDENT DEVELOPMENT COMMITTEE REPORT
- 7. FINANCE & FACILITIES COMMITTEE REPORT
- 8. PLANNING COMMITTEE REPORT
- 9. OTHER BUSINESS
- 10. ADJOURNMENT

Judith A. St. Amand

April 4, 2017

VOTES

Upon a motion made and seconded, it was

VOTED: to approve the minutes of January 9, 2017 as submitted.

Upon a motion made and seconded, it was

VOTED: to approve the minutes of the March 13, 2017 Executive Committee as

submitted.

Upon a motion made and seconded, it was

VOTED: to approve the following faculty for Promotion to Associate Professor, effective

September 1, 2017:

Susan Alix Nursing

Thomas Conroy Urban Studies

Timothy Cook Earth, Environment & Physics

Michelle Corbin Sociology
Melissa Duprey Nursing
Hy Ginsberg Mathematics

Douglas Kowalewski Earth, Environment & Physics

Mark Love Business Administration/Economics

Matt Orteleva English
Joseph Quattrucci Chemistry
Heather Treseler English
Sebastian Velez Biology

Upon a motion made and seconded, it was

VOTED: to approve the following faculty for promotion to Professor, effective

September 1, 2017:

Robert Brooks Criminal Justice
Shiko Gathuo Urban Studies

Willian Hansen Earth, Environment & Physics

Tej Kalia Business Administration/Economics

Seth Surgan Psychology

Adam Zahler Visual & Performing Arts

Upon a motion made and seconded, it was

VOTED:

to approve the awarding of tenure for the following faculty members,

effective September 1, 2017:

Timothy Cook

Earth, Environment & Physics

Michelle Corbin Charles Cullum

Sociology English

U. Cinalana

English

Hy Ginsberg

Mathematics

Douglas Kowalewski

Earth, Environment & Physics

Matthew Orteleva Heather Treseler Joseph Quattrucci English English

Joseph Quattrucci Chemistry Sebastian Velez Biology

Upon a motion made and seconded, it was

VOTED:

to approve the FY 2017 Budget Amendment #2 - Mid-Year Revenue

Adjustment as presented.

Upon a motion made and seconded, it was

VOTED:

to approve a 4% - \$300.00 increase to the General Fee for undergraduate

students as proposed in the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED:

to approve a \$23% - \$120.00 increase to the Capital Improvement Fee for

undergraduate students as proposed in the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

<u>VOTED</u>:

to approve a 13% - \$19.00 per credit hour increase in tuition for graduate students in the Division of Graduate and Continuing Education as proposed in the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED:

to approve a 32% - \$5.00 per credit hour in the Capital Improvement Fee for graduate students as proposed in the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED:

to approve the FY 2018 Budget as presented.

Upon a motion made and seconded, it was

VOTED:

to approve the Naming Opportunity Policy as submitted.

Upon a motion made and seconded, it was

VOTED:

to adjourn the meeting at

WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES

January 9, 2017

PRESENT: Trustee George Albro, Chair

Trustee Craig Blais, Vice Chair

Trustee Maryanne Hammond, Vice Chair

Trustee Aleta Fazzone
Trustee Corey Laite
Trustee Karen LaFond
Trustee Stephen Madaus
Trustee Dina Nichols
Trustee Shirley Steele
Trustee Marina Taylor

Trustee David Tuttle

President Barry Maloney, Secretary

Ms. Judith St. Amand, Assistant Secretary

The provision of General Laws, Chapter 30A having been complied with, and a quorum present, a meeting of the Board of Trustees was held on Monday, January 9, 2017 in the Fuller Conference Room, MCPHS located at 25 Foster Street, Worcester, Massachusetts. The meeting followed a trustee retreat and notice of meeting was duly posted. Chairman Albro called the meeting to order at 4:35 p.m.

APPROVAL OF MINUTES – November 15, 2016

Upon a motion by Trustee Taylor and seconded by Trustee LaFond, it was unanimously

VOTED: to approve the minutes of November 15, 2016 as submitted.

CHAIR OF THE BOARD UPDATE

Presidential Salary Adjustment

- I am pleased to officially report that Commissioner Santiago has acted favorably upon our request for a salary equity adjustment for the position of President at Worcester State University.
- You will recall that this began under the leadership of former Chairman Ronald Valerio who shared the discrepancy in the salary of the position of President at WSU in comparison to sister institutions.
- With the help of the HR Committee, Vincent Pedone and Jim Cox, the matter was pursued and
 we were notified in correspondence from Commissioner Santiago that following his meeting with
 President Maloney to review his most recent evaluation, he found that in all, WSU had had a very
 positive year and he believes President Maloney provided excellent leadership raising the bar in
 many cases and believes he will continue to elevate the bar in the future.
- Based upon his review he approved the Board's recommended maximum increase of 1% with an additional 1% Commissioner's increase.

- In addition, following review of materials relative to the salary inequity, the Commissioner approved a total salary increase (including 2% merit) of \$241,000 for President Maloney retroactive to July 1, 2016.
- This brings President Maloney's salary to an average of his peers.

Presidential Time and Attendance Clarification

- Chairman Albro referred to the Commissioner's correspondence (12/9/16) relative to the practice and policy for overseeing presidential time and attendance.
- Practice for reporting president's time at WSU is as follows:
 - Expense report is submitted monthly and signed off by VP for A & F and an expense report is submitted quarterly to the Chair of the F&F Committee
 - o All requests for time off are submitted to the Chair of the Board
 - Weekly attendance is overseen by the VP for A & F.

PRESIDENT'S REPORT

- President Maloney introduced Dr. Russ Pottle, newly appointed Dean of the School of Humanities and Social Sciences and welcomed him on his first day.
- In February of 2016 our Five Points of Action Toward a More Inclusive Campus Climate was laid out.
- The Five Points of Action will help WSU meet our strategic plan's imperative that "all members of the WSU community will feel included and valued" and help us achieve two of the strategic plans five overarching goals: cultivate a vibrant and collaborative campus; and enroll and retain diverse and motivated students.
- This Update looks at progress we have made and identifying where more progress can be made.
- The Office of University Advancement provided a report for the Annual Campaign of dollars raised as of November 30, 2016:

Annual Campaign Goals - \$3,250,000 --- 4,000 Donors To Date: \$1,892,163 --- 1,245 Donors

RESIDENCE HALL TRUST FUND BUDGET – FY18

President Maloney reported that normally this budget presentation would have taken place a meeting of the Finance & Facilities Committee. However, with the change in the date for the January Board meeting to today, same day as the BOT Retreat, Chairman Blais agreed to hear the presentation at the full Board meeting.

- Adrian Gage, Assistant Dean of student affairs and Director of Residence Life and Housing reviewed the budget proposal presented to the full Board for approval.
- A historical summary of the Residence Hall Trust Fund (RHTF) was provided.
- Current Budget with revenue and expenditures was reviewed and compared to FY16 and FY17 and projected FY18 showing *Variance and Growth* for FY17 and FY18.
- Summer Revenue Detail was reviewed along with Annual Occupancy, Historical Occupancy as well as Gross Rent Revenue and Average Rent showing the revenue generated from rent and the percentage each residence hall comprises of the fiscal year total.

Upon a motion by Trustee Hammond and seconded by Trustee Taylor, it was unanimously

<u>VOTED</u>: to approve the Residence Hall FY 2018 Budget as submitted.

AGREEMENT BETWEEN WSU AND WORCESTER SPORTS CENTER LLC

- Mike Mudd, Director of Athletics, presented the agreement for the lease entered into for normal and customary ice-skating activities, including hockey games, figure skating, lessons and practice
- Complex is being developed a 104 Harding Street in Worcester and is scheduled to be completed within the July 1, 2017 August 1, 2017 window
- WSU, Becker College, Worcester Academy, Worcester Junior Sharks and the Crusaders have all committed to purchasing large blocks of ice time
- All permanent locker rooms are leased and with the assistance of the University Advancement Office over \$40,000 out of the \$50,000 needed has been received in cash and pledges
- WSU will have branding and merchandising opportunities inside the facility
- Arena will include a large amount of retail space
- Dates for the 2017-2018 WSU hockey schedule have been submitted
- Initial discussions have taken place with Academic Affairs about offering activity courses for credit on weekday mornings or early afternoons
- Potential intramural opportunities being investigated
- Agreement is presented for informational purposes only and does not require a vote
- Leasing of space for hockey team and others has been an ongoing practice for WSU.

Upon a motion by Trustee Taylor and seconded by Trustee Madaus, it was unanimously

VOTED:

to adjourn the meeting at 5:55 p.m.

Respectfully submitted,

Judyh A. St. Amand
Assistant Secretary

WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES

EXECUTIVE COMMITTEE

March 13, 2017

PRESENT: Trustee Craig Blais

Trustee Maryanne Hammond

Trustee Shirley Steele, participated by remote access

President Barry Maloney

VP Thomas McNamara, Non-Voting

ABSENT: Trustee George Albro

In accordance with the provisions of General Laws, Chapter 30A having been complied with, and a quorum present, a meeting of the Executive Committee of the Worcester State University Board of Trustees met on Monday, March 13, 2017, in the 3rd floor Conference Room of the Worcester Business Development Corporation located at 89 Shrewsbury Street, Worcester, Massachusetts.

The meeting has originally been scheduled and posted for Tuesday, March 14, 2017 and was moved up to March 13th due to the forecast of a major snowstorm for the Worcester area. All trustees signed a document waiving the written notice requirement for the change in meeting originally scheduled for March 14th. All required parties were duly notified of the change in meeting.

Trustee Shirley Steele participated in the meeting via conference call and received approval from Chairman Albro for remote participation due to geographic location. All votes were recorded by roll call as required by *Remote Access Policy*.

Trustee Blais chaired the meeting at the request of Chairman Albro. He called the meeting to order at 3:09 p.m.

APPROVAL OF NOMINEES FOR INCLUSION IN SPEAKERS/AWARDS POOL

President Maloney corresponded with the trustees relative to nominees recommended by the All University Committee for inclusion in the pool for speakers and award recipients. The original group of nominees was forwarded from the Speakers/Awards Committee established by President Maloney to solicit for appropriate individuals to be recommended for inclusion in this pool. President Maloney concurred with the recommendation of the AUC and forwarded the following names for consideration:

Commencement Speaker

Thomas W. Halloran Alisan Porter **BOT/Executive Committee**

March 13, 2017

Honorary Doctorate

Janice L. Fuller Mark W. Fuller

Phillip M. Wasylean II

Community Service Award

Debra Maddox '82 Sharon Shipley '74 Patricia Yancey '00

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

VOTED:

by recorded roll call to approve the recommended nominees as presented for inclusion in the pool for Speakers/Awards.

VOTING IN FAVOR

OPPOSED

Trustee Hammond

Trustee Steele
President Maloney

Trustee Blais

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

VOTED:

by recorded roll call to approve the awarding of the following honorary degrees at the Academic Achievement Ceremony on April 27, 2017:

Janice L. Fuller Mark W. Fuller Phillip M. Wasylean II Doctor of Humane Letters, *Honoris Causa* Doctor of Humane Letters, *Honoris Causa* Doctor of Humane Letters, *Honoris Causa*

VOTING IN FAVOR

OPPOSED

Trustee Hammond

Trustee Steele
President Maloney

Trustee Blais

0

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

VOTED:

by recorded roll call to adjourn the meeting at 3:35 p.m.

VOTING IN FAVOR

OPPOSED

Trustee Hammond

0

Trustee Steele

President Maloney

Trustee Blais

Judo Ha a. St amard.

Respectfully submitted,

Judith A. St. Amand

Assistant Secretary

Bylaws require the Chair of the Board to appoint the Nominating Committee and to charge them with meeting and presenting a slate of officers at the annual meeting in June.

2017 NOMINATING COMMITTEE

Chairman Albro charged the Nominating Committee last year's group (Chairman Albro, Trustee Hammond and Trustee Madaus) with bringing forth a slate of officers for the following positions for election at the June 7, 2016 meeting. June 6, 2017

At the June 6, 2017 meeting of the Nominating Committee, a motion was made and seconded, and it was

<u>VOTED</u>: to recommend approval to the full Board the following slate of officers:

	<u>2017-2018</u>	
Chair		
(2) Vice Chairs		
Secretary		
Assistant Secretary		
(2) Foundation Board	-	
Executive Committee and Alternate		
	(altern	ıate)
MA State College Presidents/		
Trustees Association and (2) alternates	(altern	nate)
	(altern	

FW: FY2017 Presidential Evaluations- Timeline and Statewide Priorities

Maloney, Barry <Barry.Maloney@worcester.edu>
To: "Judith St. Amand" <jstamand@worcester.edu>, George Albro <galbro@worcester.edu>

Fri, Mar 10, 2017 at 5:13 PM

From: Commissioner Santiago [mailto:Commissioner@bhe.mass.edu]

Sent: Friday, March 10, 2017 11:30 AM

To: DHE-DL - Community College BOT Chairs; DHE-DL - State College BOT Chairs Cc: DHE-DL - Community College Presidents; DHE-DL - State College Presidents Subject: FY2017 Presidential Evaluations— Timeline and Statewide Priorities



Massachusetts Department of Higher Education

One Ashburton Place, Room 1401 Boston, MA 02108-1696 TEL (617) 994-6950 FAX (617) 727-0955 WEB WWW.mass.edu Carlos E. Santiago, Commissioner Chris Gabrieli, Chairman Massachusetts Board of Higher Education

MEMORANDUM

TO:

Community College and State University Board Chairs

FROM:

Carlos E. Santiago, Commissioner

CC:

Community College and State University Presidents

DATE:

March 10, 2017

SUBJECT: FY2017 Presidential Evaluations— Timeline and Statewide Priorities

The purpose of this memorandum is to outline the process and timeline for conducting presidential evaluations this year. This memo also provides a summary of BHE statewide and system priorities for academic year 2016-2017 for consideration by local boards of trustees in the annual evaluation of their presidents.

Data Dashboard: For the past three years, we have provided annual, institution-level Vision Project dashboards to inform your strategic planning and annual presidential evaluation processes. In light of the work currently underway with the campuses to review and renew the

Performance Measurement System, this year we will be providing the boards with an abbreviated dashboard focusing on college participation, college success, degree production, and the closing of achievement gaps. Additionally, we will be shifting away from the hardcopy format and will be making the dashboards available to you in an online, interactive format. While they will be limited to smaller number of core metrics, we believe the online format will provide new ways of looking at the data that will be more effective overall. We anticipate that these online dashboards will be live and available to view by mid-May.

Presidential Evaluations Timeline: In prior years, the deadline for boards to complete and submit their presidential evaluations was mid-October. However, as I had indicated last year, I would like to advance the deadline for the completion and submission of presidential evaluations from October to June. I have found the past practice to be problematic as it is completed well after the completion of the academic year upon which the presidents are evaluated. To this end, I ask that you and your boards complete this year's evaluations by June 30, 2017.

If this is not realistic given your board meeting schedule, or if you have any other questions or concerns about this timeline, please work with Director of Trustee Relations Michael Mizzoni (mmizzoni@bhe.mass.edu or 617-620-7929).

Presidential Evaluations Process: I believe that the process of presidential evaluations used last year was useful. Having an opportunity to review the campus documentation and dashboards as part of a one-on-one in-person discussion with the president proved, from my perspective, very helpful in understanding the institution's performance and presidential leadership over the previous year. Therefore, I would like to continue the process this year.

In addition, in order to help streamline the submission process and to provide consistency among trustee submissions, I am requesting that boards of trustees continue to submit a one- to two-page executive summary of the board's evaluation of the president. The board's summary should include the following:

- a summary of the process your board used to conduct the review;
- performance data used to support your board's conclusions and recommendations;
- your board's recommendation with regard to a proposed compensation adjustment; and
- a summary which addresses the two areas of presidential responsibility (e.g., one section for institutional goals and objectives and a separate section on system-level goals and activities).

Supporting materials and documents should be sent only to the extent that they relate to particular points addressed in the executive summary. I found presidential self-evaluations to be useful documents as well.

New and Retiring Presidents: This year, as with prior years, we have many new, retiring, and interim presidents. Since the BHE guidelines were issued, it has been the practice of the DHE not to expect presidential evaluations from institutions where: 1) a president has been in office for less than one full year or 2) a president has left office during the past year. While a presidential evaluation is not required in these two circumstances, it is a sound practice to periodically conduct institutional assessments regardless of the status of the president. If your board has already conducted an evaluation for a new or retired president or, alternatively, if you have instead conducted an institutional evaluation or assessment (for example, in preparation for a presidential search or transition), I would appreciate receiving copies of the same. Regarding interim or acting presidents, presidential evaluations are only required in those rare circumstances where the interim or acting president has served for one year or more.

2016–2017 BHE Priorities: Under the BHE's Presidential Guidelines, one of my responsibilities as Commissioner is to inform presidents and trustees of the priorities of the BHE for the year ahead. At this link you will find a document that summarizes BHE Goals and Initiatives for academic year 2016-2017: http://www.mass.edu/foradmin/trustees/documents/2016-10BHEGoalsforFY17.pdf. These goals and initiatives were shared with the presidents and trustees at the October Trustee Conference. The priorities that I specifically ask the Board to consider in their evaluation of presidents this year includes: 1. College participation (enrollment trends and goals), 2. Student success (retention rates, remediation rates, graduation rates), 3. Closing gaps (Differences in enrollment and success rates with respect to different racial and ethnic groups). Programs and initiatives that promote these three priorities will be part of the discussion.

From: "Seymour, Ashley" <aseymour4@worcester.edu>

Date: March 10, 2017 at 10:23:27 AM EST **To:** George Albro <galbro@worcester.edu>

Subject: April 11th board of trustees: request to present

Hello Mr. Albro,

My name is Ashley Seymour and I am currently leading the student campaign, WSU Divest from fossil fuels. Myself and two other active contributors to the campaign, Phyllis Duff and Catie Bechtel spoke with President Maloney yesterday to discuss ways in which we can move forward in eventually divesting fully from fossil fuels. He directed me to you after I asked if we could have a space to present during the next board meeting in order to continue on with the conversation of divesting. We want to work together to figure out what the next steps would be to divest and how logical it would be to fully divest.

Please follow up on your earliest convenience to let me know if we can present during the next meeting. Thank you.

All the best,

Ashley Seymour

Dear Amy,

Thank you for your message relative to the possibility of making a presentation to the Board of Trustees at our April meeting on the student campaign, WSU Divests from Fossil Fuels. I appreciate being updated regarding your conversation with President Maloney and we as a Board look forward to working together to examine steps that might be taken to address the issue of divestment from fossil fuels.

After speaking with President Maloney and reviewing the items to be taken up by the Board at our meeting in April, it has been determined that our meeting will probably be quite lengthy as we deal with budget issues, faculty promotion and tenure and other agenda items. Therefore, I would like to invite you to attend and present to the Board at our June meeting. I will be happy to place your presentation (10-15 minutes) first on the agenda. Also, if June 6th is not convent for you, I invite you to join us at our first meeting of the academic year in September which I believe will be September 12th. I believe that this presentation will be of great interest to all.

I look forward to hearing from you relative to which meeting, June or September, would be convenient for you.

Sincerely,

George Albro Chair, WSU Board of Trustees



Re: BOT Presentation - Divest from Fossil Fuels

Judith St. Amand < Judy. StAmand@worcester.edu>

Mon, Mar 27, 2017 at 11:27 AM

To: "Seymour, Ashley" <aseymour4@worcester.edu>

Cc: George Albro <galbro@worcester.edu>, Barry Maloney <bmaloney@worcester.edu>

Hi Ashley,

Great to hear that you will join us at our June meeting. I will be in touch prior to that date with the particulars for the meeting.

Judy St. Amand

On Sun, Mar 26, 2017 at 6:59 PM, Seymour, Ashley <aseymour4@worcester.edu> wrote: Hello,

Thank you so much for your consideration. The WSU Divest team would be more than excited to present during the June 6th meeting. Thank you for your time.

All the best, Ashley Seymour

On Wed, Mar 22, 2017 at 4:50 PM, Judith St. Amand <Judy.StAmand@worcester.edu> wrote: Attached letter from Chairman Albro

Judith St. Amand Special Assistant to the Board of Trustees Worcester State University jstamand@worcester.edu 508-929-8089 508-929-8191 Fax

Judith St. Amand Special Assistant to the Board of Trustees Worcester State University jstamand@worcester.edu 508-929-8089 508-929-8191 Fax

President's Update

April 2017

President's Message



It was clear to me when I first arrived from Westfield State in 2011 that the city of Worcester affords students many community service and leadership opportunities. It is a "distinctive strength" - as our strategic plan states - that sets us apart from our sister state universities.

As the current chair of the Higher Education Consortium of Central Massachusetts, it is gratifying to see all 11 Worcester colleges working together so that our students can experience the benefits of our urban location and our proximity to each other. One example: in the last week of March, Worcester State hosted the Chamber of Commerce's career fair that brought students from all area colleges together with 60 employers. At Worcester State, our urban location ensures we can provide more than 200 internship slots, benefiting our students as well as area employers; opportunities for 688 students to engage in service at more than a dozen partnering organizations; and volunteer positions for another 500+ students.

Service opportunities are matched by those for leadership development, which is a goal of my Presidential Student Ambassador program, our annual student trip to Capitol Hill, and a student organization policy that encourages the creation of new clubs and groups. Through these opportunities, our students gain valuable experience that translate well to the workplace, while also enriching their lives.

These experiences set our students apart as they enter the job market, and set Worcester State apart in the higher education marketplace.



Contents

President's Message 1	-
Degree Completion Rate 3	ò
Career Services & Networking5	
Urban Location8	3
Diversity & Global Awareness10)
Annual Campaign12	•

PRESIDENT'S OFFICE

Worcester State University 486 Chandler Street Worcester, MA 01602 508-929-8000 www.worcester.edu

President's Update



Strategic Plan Initiative #2: Differentiation and Impact in the Wider World Leverage WSU's distinctive strengths, both to enhance the University's reputation and to prepare students to lead, serve, and make a difference in the world.

Strive to have the top degree-completion rate among the state universities in Massachusetts.

Action Item #1 (Enrollment Management)

Continue to improve the Starfish tracking system to retain more students.

Measurements for Success

Starfish now provides real-time notifications of changes of majors, students who are dropped for non-payment and reinstated, and more. The number of departments using Starfish increased from 32 in 2015 to 38 in 2016. The number of faculty office hours scheduled using Starfish increased from 11,989 in Fall 2015 to 15,327 in 2016.

In Collaboration with Academic Affairs

Action Item #2 (Enrollment Management)

Continue to focus on at-risk students by using known information about progress toward degree, student records, and non-cognitive risk data.

Measurements for Success

The Registrar's Office has strengthened the graduation process by doubling communications to students and advisors before pre-registration and by working with Information Technologies to create a new online Intent to Graduate and Graduation Information Form. Additionally, the **Success Coach** pilot program for Fall 2016 included 90 students who were invited to receive added support from a volunteer faculty or staff member for the 2016-2017 academic year. Success Coaches have been working with students to mitigate retention risk factors, which will result in greater year-to-year retention in Fall 2017.

In Collaboration with Academic Affairs

President's Update





Improve career-related services and expand professional networking opportunities for WSU students and graduates.

Action Item #1 (University Advancement)

In partnership with the Worcester State's student organizations Enactus and Business Club, the Alumni Office launched its inaugural **Backpack to Briefcase: Professional Advice for Life after Woo U** offering. This program centers on four days of events which include resume writing, dress for success support, networking etiquette, and a large student alumni dinner. This final event will connect students with successful alumni across a wide-range of careers and graduation years.

Measurements for Success

Registration goals include 100 students across the four days, and 30 alumni attending the event's concluding dinner.

In Collaboration with Student Affairs

Action Item #2 (University Advancement)

The **Alumni Connections** series gathers together alumni and students for an evening of networking designed to reengage alumni, allow alumni and students to build business connections, and provide alumni with the opportunity to share their knowledge with students. Alumni Connections events planned for FY 17 include a focus on Criminal Justice (held in Fall 2016), Student Leaders (held on March 13), and Sciences (to be held on April 20).

Measurements for Success

Establishing baseline number of students attending and number of alumni participating; increased stewardship of currently engaged, newly engaged, and renewed engagement alumni.

In Collaboration with Academic Affairs

Action Item #3 (Enrollment Management)

Capitalize on better coordination of internships for tracking, promotion, and internship incentive fund purposes. Financial Aid, in collaboration with Career Services and with funding from University Advancement, continues to award the SUII Grants to students enrolled in internship experiences.

Measurements for Success

Utilize accurate Worcester State internship information for awarding of State University Internship Incentive (SUII) monies.

In Collaboration with Student Affairs; University Advancement

President's Update

Action Item #4 (Academic Affairs)

Increase number of internships and creative projects across multiple disciplines and in partnership with Worcester nonprofits, schools, and associations.

Measurements for Success

Increased student engagement and involvement in Worcester area institutions.

In Collaboration with Student Affairs

Action Item #5 (Student Affairs)

Improve career-related services and networking opportunities within the community for specific populations, such as military and veterans services.

Measurements for Success

Establish partnerships with outside agencies.

In Collaboration with University Advancement



President's Update

Action Item #6 (Student Affairs)

Implement a new series of career-focused programs that support faculty with credit bearing syllabi activities and provide opportunities for students to interact with employers.

Measurements for Success

Develop classroom presentations in which students will learn about career development and how to connect with employers in their fields.

In Collaboration with Academic Affairs

Action Item #7 (Student Affairs)

Expand opportunities that encourage development of student leadership potential.

Measurements for Success

Provide students with opportunities to work and volunteer with Worcester Public Schools' after-school elementary-level programs.

In Collaboration with Academic Affairs



Capitalize on WSU's urban location as a programmatic strength and educational asset.

Action Item #1 (Academic Affairs)

Student participation in the Worcester Art and Culture Project.

Measurements for Success

Increase numbers of students engaged in cultural and art initiatives throughout Worcester; increase number of faculty leveraging Worcester museums and historic societies in their teaching.

In Collaboration with Student Affairs

Action Item #2 (Academic Affairs)

Expansion of Multimedia Lab projects in service to the community.

Measurements for Success

Increased student preparedness for workforce, establish connections with the workforce

In Collaboration with Student Affairs

Action Item #3 (Academic Affairs)

Study of the Intensive English Language Institute (IELI) and its impact.

Measurements for Success

2,200 students from over 30 countries trained in intensive English language.

In Collaboration with Administration and Finance

Action Item #4 (Administration and Finance)

Leverage Higher Education Consortium Central Massachusetts (HECCMA) offerings, such as morning professional development sessions, afternoon lectures, and evening networking events; promote engagement with the Worcester Regional Chamber of Commerce.

Measurements for Success

Increase employee attendance and engagement.

In Collaboration with University Advancement; Academic Affairs

Action Item #5 (University Advancement)

President's Update

Through a grant of \$65,859 awarded by the Nellie Mae Education Foundation, the Latino Education Institute is implementing a new initiative, **Amplifying Student Voice and Leadership**. This project engages students from seven area public schools to serve as youth leaders who will assist in promoting student-centered learning (SCL) in their schools, along with greater college and career readiness.

Measurements for Success

Definition and assessment of initial program outcomes.

In Collaboration with Academic Affairs; Student Affairs

Action Item #6 (Enrollment Management)

Include information promoting Worcester State's urban location and opportunities in recruitment materials and on the university's website.

Measurements for Success

Development of new recruitment and website materials.



Nurture student interest in and appreciation for diversity, global awareness, environmental literacy, and engaged citizenship.

Action Item #1 (Academic Affairs)

First Introduction to Ethnic Studies offered.

Measurements for Success

32 students in first section offered, and many more continue to declare interest in the new concentration.

In Collaboration with Student Affairs

Action Item #2 (Administration and Finance)

A&F's diversity and inclusion office is supporting courses offered for students interested in diversity, global courses for students interested in diversity, global awareness, and environmental issues.

Measurements for Success

Increase engagement with issues of diversity, global awareness, and the environmental in traditional and interdisciplinary course development.

In Collaboration with Academic Affairs

Action Item #3 (Academic Affairs)

Expand student international research and study abroad opportunities.

Measurements for Success

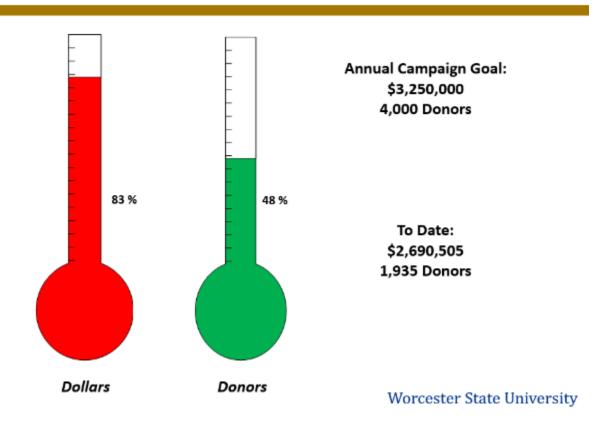
Increased faculty development; increased student international engagement.

In Collaboration with Student Affairs; University Advancement

President's Update



Dollars Raised - as of February 28, 2017



TRUSTEE REPORT to the ALUMNI ADVISORY BOARD

January 17, 2017

Trustee Retreat: January 9, 2017 at Massachusetts College of Pharmacy and Health Sciences

- Legal updates ethics, responsibilities, conflict of interest, nepotism, etc.
- Budget composition, timeline, who, state allocations
- Enrollment Management attracting students, course offerings, goals
- Facilities maintenance, renovations, reinvestment
- Revenue generation Wellness Center

Residence Hall Budget, FY 18

- Similar to FY 17, 0.3% growth, 97% occupancy
- Summer Revenue the same as FY 17

Worcester Ice Center update

- Expected to be completed by August, 2017
- WSU, Becker, Worcester Academy, Worcester Junior Sharks, and Crusaders have committed to prime time bookings
- WSU will have its own locker room from pledges and have \$40,000 of \$50,000 needed
- WSU will have merchandise opportunities, also planned: Italian Restaurant (Niche), Physical Therapy Center (Reliant), Fitness Center
- Course offerings and intramural events

Strategic Plan for 2015 to 2020: "Cultivate a Vibrant and Collaborative Campus; and Enroll and Retain Diverse and Motivated Students", January, 2017

KEY STRATEGIES	ACTION STEPS	MEASUREMENTS for SUCCESS	<u>DIVISIONS</u>
Cultural Competency Training	Foster a workplace culture where diversity and inclusion are priorities	Division-wide trainings	Administration and Finance
	 Continue to develop training topics on diversity and inclusion as it relates to social justice, inclusive workplaces, and engagement of our students 	 Target key populations and move to greater student body to be able to articulate diversity and inclusion 	
Diversity in Hiring Processes	Increase rates of job offers being made to and accepted by under- represented candidate	 Diverse stakeholders to serve on search committees Orientation for equal opportunity and affirmative action Recruit diverse candidates Promote inclusive climate 	 Administration and Finance All Divisions and Offices

Student Engagement	 Increase diversity of prospective teachers Admissions partnered with Multicultural Affairs for a "Call to Teaching" session (1 session entirely in Spanish) 	Increase in diversity of teacher applicants and enrollees	Enrollment Management in Collaboration with: Academic and Student Affairs
	Increase outreach to under- represented students: "Preview Day", a recognition of National African American Read-In Day	Increase in student and administrative participation in the event	Enrollment Management in Collaboration with: Academic and Student Affairs
	Develop Financial Aid related activities. Continue presentations with College Success Institute and the state GEAR UP organization	Increase financial aid awareness among present and prospective students	Enrollment Management in Collaboration with: Academic and Student Affairs
	Engage in programmatic opportunities: Jumpstart, WSU Civic Corps, and provide students with volunteer experience in diversity	Enrollment in and assessment of programs	Student Affairs in collaboration with Academic Affairs
	 Assess University's efforts in engagement, inclusivity, and diversity New England Resource Center for H. Ed. Assessment. 	Analysis of student focus groups and survey results to shape future initiatives	 Administration and Finance Academic Affairs Enrollment Management Student Affairs University Advancement
Contextualizing Classrooms	Establish courses to study and promote diversity: Introduction to Ethic Studies – 32 students participated	Increase offerings and enrollment that promote diversity	Academic Affairs in collaboration with Student Affairs
Cross-Racial Interaction	 Attract and retain a racially diverse student body and workforce Example of events: workshop series on transgender training, speakers on cross-racial interaction, African American culture, Ferguson shooting. 	Increase participation in events	Collaboration among all divisions and student organizations

Respectfully submitted,

Maryanne Hammond

Commencement Speaker Joe Andruzzi

Joe Andruzzi, of Foxborough, Mass., was born in Brooklyn, NY, and raised on Staten Island. He is a former NFL offensive guard. He played football at Tottenville High School, and then went on to play college ball at Southern Connecticut State University. Andruzzi proved himself a Division II All-American his junior and senior years, as well as an offensive captain his senior season, being able to play every position on the offensive line.

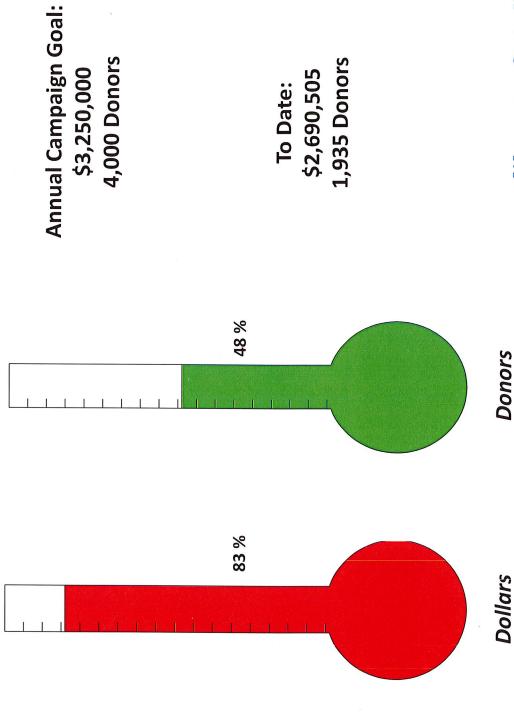
In 1997, Andruzzi was picked up as an undrafted free agent by the Green Bay Packers. The Packers released him after three seasons before he was picked up as an offensive guard by the New England Patriots in 2000, where he went on to play five seasons and help his team earn three Super Bowl rings. In 2005, he was signed by the Cleveland Browns and played with them for two seasons.

In 2001, Joe and his wife, Jen, helped launch the C.J. Buckley Brain Cancer Research Fund at Children's Hospital. In recognition of his contributions, Joe received the Ed Block Courage award in 2002 and the Ron Burton Community Service award in 2003.

In 2007, Joe was diagnosed with non-Hodgkin's Burkitt's lymphoma, predicted to double in size within 24 hours. The family relocated back to New England. Joe underwent an aggressive chemotherapy treatment at the Dana-Farber Cancer Institute and the Brigham and Women's Hospital, where he fought the disease with strength and courage. Joe's last treatment was on August 6, 2007, after which he went into remission.

Since then, his family has established the Joe Andruzzi Foundation, which provides financial assistance to cancer patients and their families and helps fund pediatric brain cancer research. In recognition of his philanthropy, Andruzzi received the "Man of the Year" award from the Walter Camp Football Foundation in 2015.

Joe lives a healthy life with Jen, their five children, and their two dogs.



Worcester State University



Massachusetts Department of Higher Education

One Ashburton Place, Room 1401 Boston, MA 02108-1696 TEL (617) 994-6950 FAX (617) 727-0955 WEB WWW.mass.edu Carlos E. Santiago, Commissioner Chris Gabrieli, Chairman Massachusetts Board of Higher Education

MEMORANDUM

TO:

Community College Presidents

State University Presidents

President Martin T. Meehan, University of Massachusetts

FROM:

Carlos E. Santiago

DATE:

July 6, 2016

SUBJECT: SAT Test Option Pilot

I am writing to follow-up on institutional participation in the SAT Test Option pilot. Currently Salem State University and UMass Lowell are the only participants for the upcoming 2017 admissions cycle. Participating in the SAT Test Option pilot means that an institution does not require submission of the SAT for admissions (unless stated for specific categories/scholarships/programs). During the pilot, institutions must still remain within the 10% allowance for Special Admissions. Salem State University and UMass Lowell are working with the Department of Higher Education to gather and review student admission and success data for the 2016 and 2017 admissions cycles. This information will be shared with institutions and the Board of Higher Education to explore moving from pilot to policy.

Additional institutions may elect to participate in the pilot. To date, the DHE has not been notified of any other institutions participating for the 2017 admission cycle. I am requesting that you let me know by July 19th if you will participate in the SAT Test Option pilot for the 2017 admissions cycle. In an effort to communicate this option to prospective students and families, we have posted this information on the DHE admissions website and we want to ensure that we have included all participants.

I am also pleased to share that the updated Undergraduate Admissions Reference Guide and FAQ, including the new SAT Score/GPA Sliding Scale Tables, are now posted on the DHE website. Thank you for your earlier reviews and comments. Our goal was to present material clearly and briefly, sending a consistent message that there was no change in the BHE SAT Admissions Requirements, but a new sliding scale for the new SAT scores. You can access these documents by visiting this site: http://www.mass.edu/foradmin/admissions/admissionsstandards.asp.

If you have any questions, please do not hesitate to contact me or Dr. Susan Lane, Senior Advisor to the Commissioner, at slane@bhe.mass.edu.



Worcester State Goes 'Test Optional' for Fall 2018

410

Fri, Mar 17, 2017 at 12:05 PM

To: Aleta Fazzone <afazzone@worcester.edu>, Corey Laite <claite@worcester.edu>, Craig Blais <cblais1@worcester.edu>, David Tuttle <dtuttle@worcester.edu>, Dina Nichols <dnichols1@worcester.edu>, George Albro <galbro@worcester.edu>, Karen Lafond <klafond@worcester.edu>, Marina Taylor <mtaylor8@worcester.edu>, Maryanne Hammond <mhammond2@worcester.edu>, Shirley Steele <ssteele2@worcester.edu>, Stephen Madaus <smadaus@worcester.edu> Cc: Barry Maloney

braloney@worcester.edu>, Tudith St. Amand" <jstamand@worcester.edu>, Carl Herrin <caherrin@worcester.edu>, Nicole Kapurch <nkapurch@worcester.edu>, Patrick Hare <phare@worcester.edu>, Thomas McNamara <tmcnamara@worcester.edu>, Ryan Forsythe <rforsythe@worcester.edu>, Kathleen Eichelroth <keichelroth@worcester.edu>, Julie Kazarian <jkazarian@worcester.edu>, Lois Wims Iwims@worcester.edu>, Stacey Luster <sluster@worcester.edu>, Renae Lias Claffey <rli>Iiasclaffey@worcester.edu>

Dear Trustees,

President Maloney wanted to share with you the below press release sent out today, regarding our move to "test optional" beginning with our Fall 2018 undergraduate admissions process. Regards, Renae

Inline	image	1	

For Immediate Release

March 17, 2017

Contact: Renae Lias Claffey, rliasclaffey@worcester.edu, 508-929-8492

Worcester State Goes 'Test Optional' for Fall 2018

WORCESTER – Because SAT and ACT test scores are not very predictive of student outcomes, Worcester State University is joining a growing number of universities going "test optional" in its undergraduate admissions process, beginning with applicants for Fall 2018.

"Worcester State University seeks the fairest, most outcome-oriented process for admitting students," says Ryan Forsythe, Ed.D., Vice President for Enrollment Management. "Our research shows that SAT or ACT scores are far down the list of factors that predict whether or not a student will succeed. We therefore have decided to consider students who do not submit those scores for admission." Forsythe says that several months of research and campus community input preceded the decision to change the testing requirement. "For some," he added, "the test scores are an unnecessary barrier that discourages them from applying."

Current practice, for those entering Fall 2017 or Spring 2018, requires that applicants submit either an SAT or ACT score. Applicants who do not provide a test result are not considered. Except for some specific programs, students applying for the Fall 2018 admission cycle will no longer be required to submit such a score. Applicants may or may not choose to do so.

Exceptions to the new policy include:

- applicants to the university's high-demand nursing and occupational studies programs;
- international and English as a Second Language applicants; and
- those who were home-schooled.

All of these applicants are still required to submit test scores. Further information about exceptions and advice on whether one should or should not submit scores is available via an FAQ at www.worcester.edu/test-optional.

Worcester State is able to offer this admission process as a result of the test-optional admission pilot offered by the Massachusetts Department of Higher Education.

"We believe this policy will support Worcester State's mission of providing access to a high quality, affordable education to a greater number of students," says Admissions Director Joseph DiCarlo. More than fifty percent of WSU's first-year students for Fall 2016 are first-generation college students. Research indicates that there may be a test bias in favor of those from upper socio-economic backgrounds, and those whose parents are college graduates.

Worcester State University weighs several factors in considering a student for admission. Among the key considerations are high school GPA and high school transcript. To learn more about applying to Worcester State, visit http://www.worcester.edu/Undergraduate-Admissions/.

Worcester State University is a nationally recognized public university that champions academic excellence in a diverse, student-centered environment and fosters scholarship, creativity, and global awareness. A Worcester State education equips students with knowledge and skills necessary for lives of professional accomplishment, engaged citizenship, and intellectual growth. www.worcester.edu