

The next scheduled Worcester State University Board of Trustees Meeting will take place on:

Tuesday, September 11, 2018  
Worcester State University

HR Sub-Committee Meeting 4:15 p.m.  
President's Conference Room, Administration Building Room 255

Tri-Board Dinner 5:30 p.m.  
Practice Gym, Wellness Center, Second Floor

Board of Trustees Meeting 7:00 p.m.  
Wellness Center, Room 204

Tuesday, September 11, 2018  
Worcester State University

HR Sub-Committee Meeting 4:15 p.m.  
President's Conference Room, Administration Building Room 255

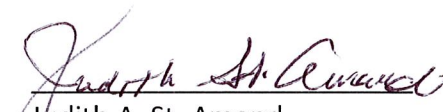


# WORCESTER STATE UNIVERSITY

## NOTICE

A MEETING OF THE HUMAN RESOURCES COMMITTEE OF THE WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES WILL BE HELD ON TUESDAY, SEPTEMBER 11, 2018 AT 4:15 P.M. IN THE PRESIDENT'S CONFERENCE ROOM OF THE SHAUGHNESSY ADMINISTRATION BUILDING.

1. CALL TO ORDER
2. VOTES
3. APPOINTMENT OF ASSISTANT VICE PRESIDENT FOR COMMUNICATIONS & MARKETING
  - 3a) Appointment Letter
  - 3b) Recommendation to President from VP Enrollment Management
  - 3c) Resume
4. OTHER BUSINESS
5. ADJOURNMENT

  
Judith A. St. Amand  
September 4, 2018

### HUMAN RESOURCES COMMITTEE

Trustee Maryanne Hammond, Chair

Trustee Karen LaFond

Trustee Dina Nichols

Trustee Marina Taylor

Trustee Craig Blais, Ex-Officio Voting Member

President Barry Maloney, Ex-Officio Voting Member

All trustees are welcome to attend

Human Resources Committee

**VOTES**

Upon a motion made and seconded, it was

**VOTED:**       to approve the appointment of Maureen Stokes as the Assistant Vice President for Communications & Marketing based upon the terms described in her letter of appointment dated August 28, 2018.

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Upon a motion made and seconded, it was

**VOTED:**       to adjourn the meeting at





# WORCESTER STATE UNIVERSITY

President's Office  
Phone: 508-929-8020  
Fax: 508-929-8191  
Email: bmaloney@worcester.edu

August 28, 2018

Ms. Maureen Stokes  
PO Box 46  
Lincoln University, PA 19352

Dear Ms. Stokes,

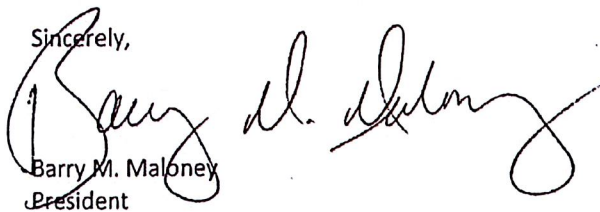
I am pleased to offer you the position of Assistant Vice President for Communications and Marketing, effective September 16, 2018 at an annual salary of \$100,000.00, which equates to \$3,846.15 bi-weekly. This offer is contingent upon approval by the Board of Trustees, and I will submit my recommendation to them at the next board meeting on September 11, 2018.

This is a fully benefited, exempt, non-unit professional position, with the terms and conditions of your appointment governed by the Massachusetts Department of Higher Education, as well as all applicable state and federal laws. You will report to the Vice President for Enrollment Management and be held to the standards of the university, Board of Trustees and the Massachusetts Department of Higher Education. You will serve in this position at the pleasure of the President and the Board of Trustees.

Ms. Johanie Rodriguez, Benefits Administrator, will reach out to you to discuss benefits including health insurance, dental insurance, retirement plan options, paid time off, flexible spending, etc., prior to your start date. She will arrange a one-on-one orientation that is amenable to your schedule. If you have any questions in the meantime, please do not hesitate to contact her at 508-929-8209 or jrodriguez7@worcester.edu.

I have no doubt that you will be an asset to Communications and Marketing, and look forward to having you join our team. Please indicate your acceptance of this offer by signing below and scanning a copy to Susan Moore at smoores5@worcester.edu within 3 business days.

Sincerely,

  
Barry M. Maloney  
President

I accept the offer of appointment as Assistant Vice President for Communications and Marketing, and agree to the terms as stated above.

  
Ms. Maureen Stokes

  
Date

Cc: Susan L. Moore, Director of Human Resources  
Cc: Dr. Ryan Forsythe, Vice President for Enrollment Management

486 Chandler Street • Worcester, Massachusetts 01602-2597 • 508-929-8000 • www.worcester.edu



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

Division of Enrollment Management

Phone: 508-929-8497

Fax: 508-929-8194

August 29, 2018

Mr. Barry M. Maloney  
Worcester State University  
President's Office  
486 Chandler Street  
Worcester, MA 01602

Dear President Maloney,

Please accept this letter as my recommendation of the candidate to fill the position of Assistant Vice President for Communications and Marketing at Worcester State University. After a lengthy and thorough search, including a national position posting, the review of a great number of applicants, and a comprehensive interview and credential review process, I recommend Maureen Stokes to fill the position.

Ms. Stokes comes to WSU with a wide variety and applicable set of professional experiences in campus-level higher education communications and marketing. In her most recent position as Associate Vice President for External Relations, Marketing, and Communications at Lincoln University in Pennsylvania, Maureen has been an effective leader, strategist, and communicator. Maureen impressed me and others with her ability to communicate with broad audiences, even in the midst of crises, as she has experienced in her previous roles. As a strategist and advisor to campus leaders, Maureen has a great deal of experience, which will surely serve Worcester State University well.

As this appointment must be confirmed by the Board of Trustees, I ask for your support of Maureen Stokes. If you have any questions or need additional information, please let me know.

Sincerely,

Ryan G. Forsythe, Ed.D.  
Vice President for Enrollment Management

# MAUREEN O. STOKES

P.O. Box 46, Lincoln University, PA 19352 ♦ Phone: 760-590-8704 ♦ [Msmostokes1@gmail.com](mailto:Msmostokes1@gmail.com)

## PROFESSIONAL SUMMARY

Highly motivated communications professional with private and public sector experience desiring to work for a progressive, innovative organization to build partnerships and strategic communication initiatives.

## SKILLS

- Superior verbal and written communication skills
- Web content
- Crisis communication
- Excellent interpersonal skills
- Excellent media contacts
- Project management
- Brand development and management

## WORK HISTORY

Associate Vice President External Relations, Marketing and Communications, 10/2014 to present,  
Lincoln University, Lincoln University, Pennsylvania

- Lead and supervised team of communications professionals for web, social media and internal communications.
- Developed short- and long-term strategic marketing/communication campaigns including alumni spotlight.
- Oversaw/developed multiple communications platforms to support students, alumni, faculty and staff.
- Worked closely with Alumni Relations on events to engage/capture alumni.
- Expanded the brand image and reputation of the institution through creative marketing opportunities and integrated technology.
- Created and implemented internal and external communications and marketing plans.
- Represented the University to external organizations and stakeholders.
- Oversaw web functionality for the campus community in coordination with webmaster and IT staff.
- Active member of Enrollment Management team and President's Cabinet.
- Served as the primary point of contact for incoming media calls, including requests for meetings and interviews with University leaders and experts.
- Developed and managed communications strategies, plans and budgets.



- Created and implemented communications strategies for key initiatives such as Lincoln Day in Harrisburg.

Director of Public Information/Foundation Administrator, 06/2006 to 09/2014, Barstow Community College, Barstow, California

- Provided administrative leadership and supervision for advertising and marketing, media and community relations, strategic communications planning, legislative affairs, Foundation and resource development.
- Developed and implemented the annual communication plan for the college district.
- Tracked legislation impacting college district and drafted appropriate responses for the college superintendent and Board of Trustees.
- Oversaw endowment accounts and solicited corporate and individual gifts to the Barstow Community College District.
- Coordinated annual scholarship and Honors Day event as liaison between the Foundation and the college.
- Represented the District to external organizations and stakeholders.
- Coordinated special presentations in the community on behalf of the District and Board of Trustees.
- Member of the Institutional Effectiveness Committee and President's Executive Cabinet.

Special Assistant, 09/2004 to 06/2006, Truckee Meadows Community College, Reno, Nevada

- Provided administrative support and coordination for the start-up of the newly created vice president of student services division for the community college.
- Developed standard operating procedures (SOP) for the division, including student correspondences and requests for assistance.
- Developed the webpage for the vice president's office and mapped/linked departments as necessary.
- Edited and coordinated the printing of the student handbook (15,000 copies) that included distribution to satellite campuses throughout the service area.
- Liaison between vice president's office and community college faculty/administrators.
- Coordinated meeting requests in community and quarterly Chancellor's Board of Trustees meeting with campus vice presidents and presidents/superintendents.

Community Liaison, 01/1998 to 05/2004, City of Reno, Reno, Nevada

- Promoted from Public Relations Specialist to Community Liaison, under direction from City Manager's Office.
- Implemented start-up activities and programs for the new Neighborhood Services Division.
- Revamped Neighborhood Advisory Board bylaws.

- Centralized work plans between city departments for neighborhood improvements and facilitated annual work plans.
- Developed annual budget for Neighborhood Services Liaison to Ward Councilperson on issues relating to neighborhood improvements and programming.
- Made presentations to internal and external stakeholders on neighborhood services and provided feedback to City Manager and Ward Council representative.
- Created events and programming that generated awareness of neighborhood services.
- Drafted and presented staff reports to City Council for approval and implementation.
- Guest host for monthly access cable program "Around the Arch" with broadcast reach of 45,000 households.

## AFFILIATIONS

Current Member & 2014 Conference Planning Board, Council for the Advancement and Support of Education (CASE)

Past Member, Network for California Community College Foundations (NCCCF)

Past Member, Council for Resource Development (CRD)

Past Member, Community College Public Relations Officers (CCPRO)

## EDUCATION

Master of Arts: Strategic Communications & Leadership, 2010, Seton Hall University, South Orange, New Jersey

Bachelor of Arts: Communications, 2001, University of Southern California, Los Angeles, California

Bachelor of Arts: Theater, 2001, University of Southern California, Los Angeles, California

## ACCOMPLISHMENTS

Presentation/Workshop: "Creating a Vision for an Educational Institution," Barstow Community College, Spring, 2011

Presentation: "The Difference Between PR, Communications & Good Press," Public Relations Coalition bi-monthly meeting (Barstow, CA - 2009)

Semi-Finalist, "The Apprentice" (NBC network television, second season) Position: The Importance of Public Relations to the Success of Any Organization (2004)

Past Member - 3CMA – Washington, D.C., City-County Communications and Marketing Association (1998 –2004)

Tuesday, September 11, 2018  
Worcester State University

Board of Trustees Meeting 7:00 p.m.  
Wellness Center, Room 204

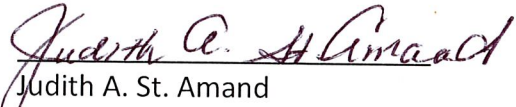


# WORCESTER STATE UNIVERSITY

## NOTICE

A MEETING OF THE WORCESTER STATE UNIVERSITY BOARD OF TRUSTEES WILL BE HELD ON TUESDAY, SEPTEMBER 11, 2018 AT 7:00 P.M. IN ROOM 204 OF THE WELLNESS CENTER.

1. CALL TO ORDER
2. VOTES
3. SIGHTLINES PRESENTATION
4. APPROVAL OF MINUTES – June 5, 2018
5. CHAIR OF THE BOARD UPDATE
  - 5a) Appointment of Standing Committees
6. PRESIDENT'S REPORT
  - 6a) President's Update
  - 6b) Hanover Theatre/College Partners Agreement – Information Only
7. APPROVAL OF NOMINEES FOR SPEAKER/AWARDS POOL
  - 7a) Pool of Approved Candidates
  - 7b) Honorary Degree Recipients
  - 7c) Community Service Award Recipients
  - 7d) AUC Recommendation – Sacha Pfeiffer and Devin McCourty
8. HUMAN RESOURCES COMMITTEE REPORT
9. OTHER BUSINESS
10. ADJOURNMENT

  
Judith A. St. Amand  
September 4, 2018

**VOTES**

Upon a motion made and seconded, it was

**VOTED:**        **to approve the minutes of June 5, 2018 as presented.**

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Upon a motion made and seconded, it was

**VOTED:**        **to approve the following nominees for inclusion in the Speaker/Awards Pool:**

**Sasha Pfeiffer  
Devin McCourty**

**Commencement Speaker & Community Service Award  
Community Service Award**

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Upon a motion made and seconded, it was

**VOTED:**        **to accept the report of the Human Resources Committee and approve the appointment of Maureen Stokes as the Assistant Vice President for Communications and Marketing upon the terms described in her letter of appointment dated August 28, 2018.**

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Upon a motion made and seconded, it was

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



# Worcester State University

## FY17 Building Portfolios Results

Presented by: Jordan Morris

September 2018

University of the Sciences in Philadelphia  
University of Toledo  
University of Vermont  
University of Washington  
University of West Florida  
University of Wisconsin - Madison  
Vanderbilt University  
Virginia Commonwealth University  
Wake Forest University  
Washburn University  
Washington State University  
Washington State University - Tri-Cities Campus  
Washington State University - Vancouver  
Washington University in St. Louis  
Wayne State University  
Wellesley College  
Wesleyan University  
West Chester University  
West Virginia Health Science Center  
West Virginia University  
Western Oregon University  
Westfield State University  
Widener University  
Williams College  
Worcester Polytechnic Institute  
Worcester State University



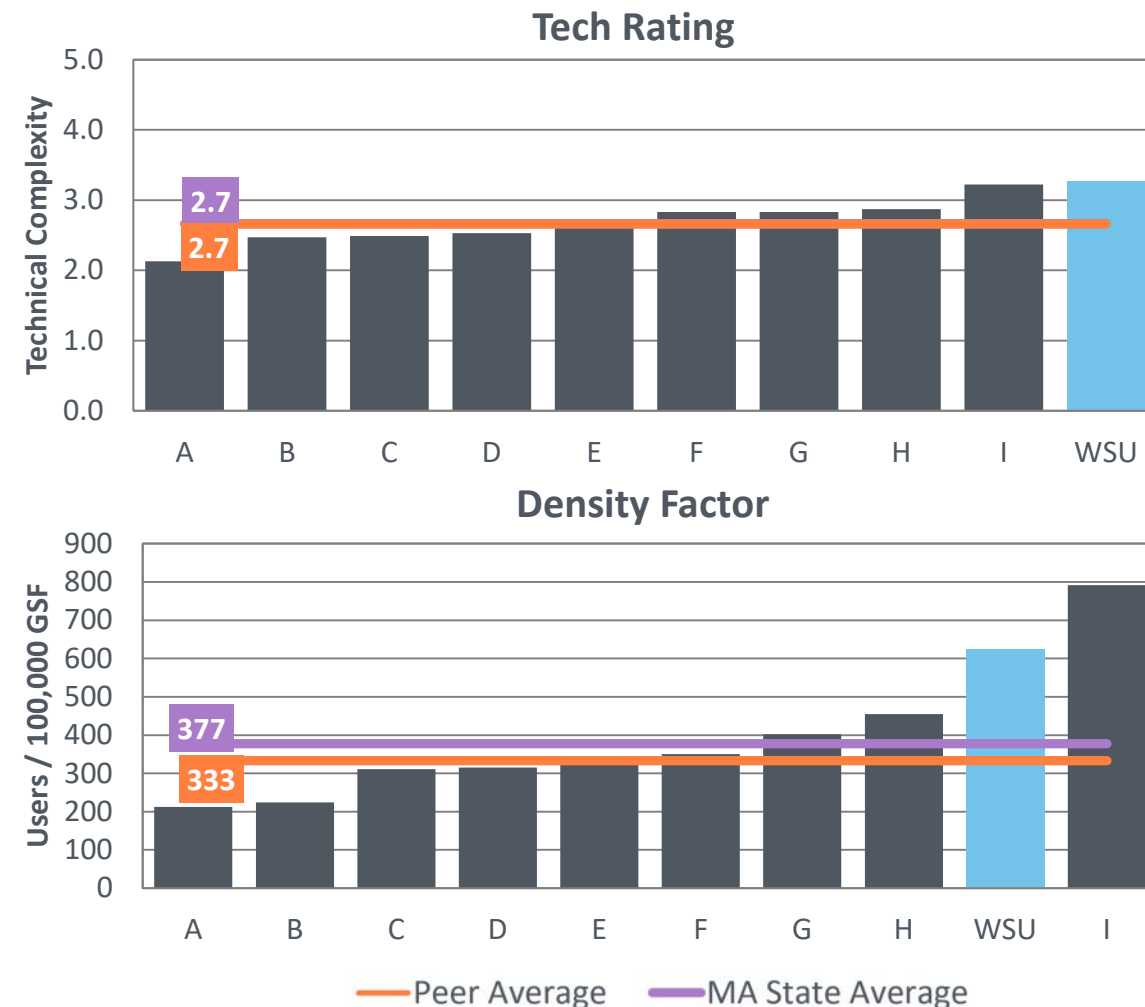
# Peer Group

Comparative institutions used for benchmarking

Institution	Location
Babson College	Babson Park, MA
Bentley University	Waltham, MA
Keene State College	Keene, NH
Massachusetts College of Art and Design	Boston, MA
University of Hartford	Hartford, CT
University of Maine - Augusta	Augusta, ME
University of New Haven	New Haven, CT
University of Southern Maine	Portland, ME
Westfield State University	Westfield, MA

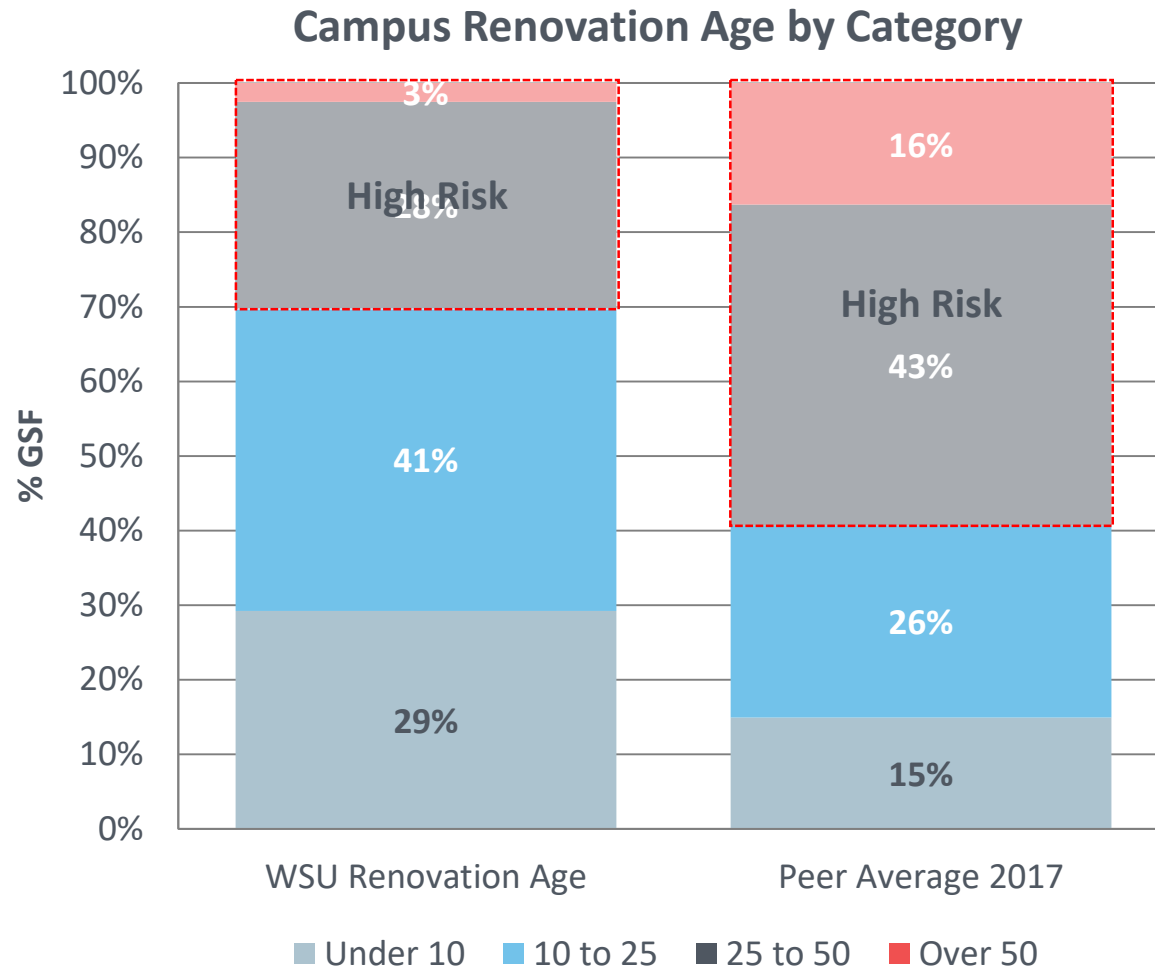
## Comparative Considerations

Size, technical complexity, region, geographic location, and setting are all factors included in the selection of peer institutions



# A Shifting Campus Age Profile

Worcester State University is operating with a younger age profile than peers



**Buildings Over 50**  
Life cycles of major building components are past due. Failures are possible. Core modernization cycles are missed.

*Highest risk*

**Buildings 25 to 50**  
Major envelope and mechanical life cycles come due. Functional obsolescence prevalent.

*Higher Risk*

**Buildings 10 to 25**  
Short life-cycle needs; primarily space renewal.

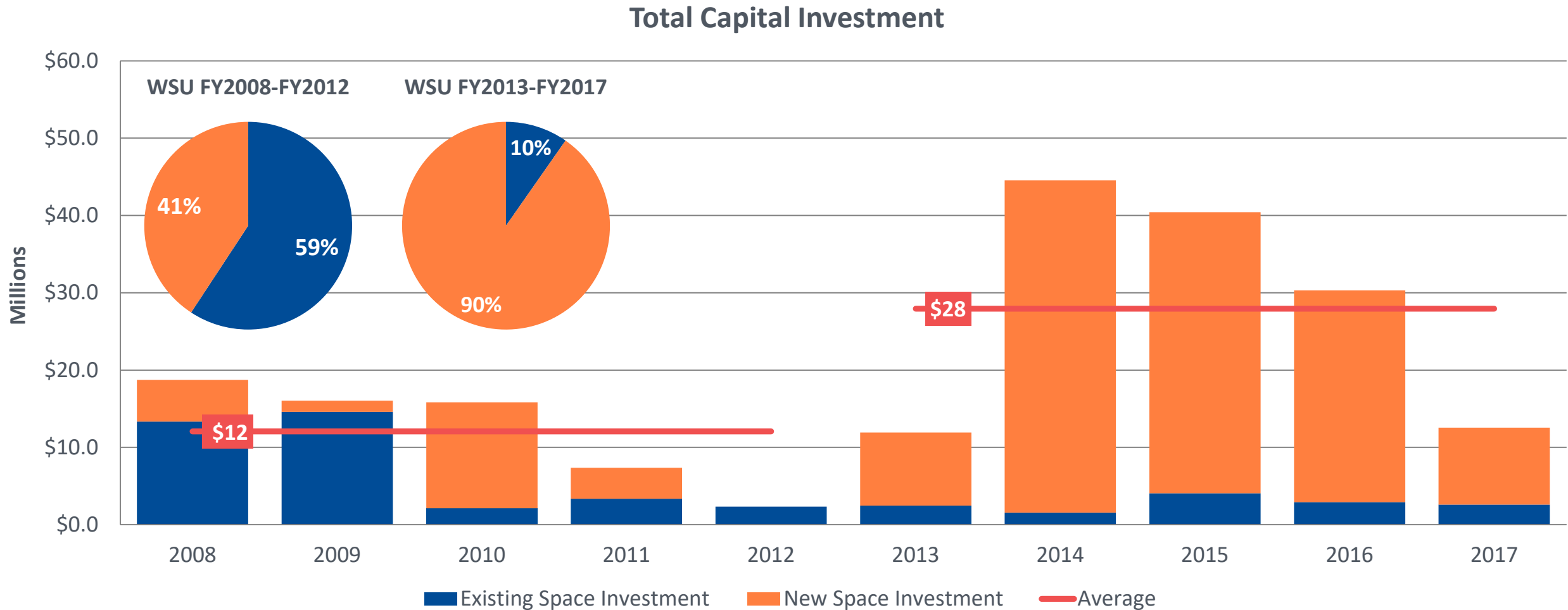
*Medium Risk*

**Buildings Under 10**  
Little work. "Honeymoon" period.

*Low Risk*

# Average Capital Investment Doubled in the Last 5 Years

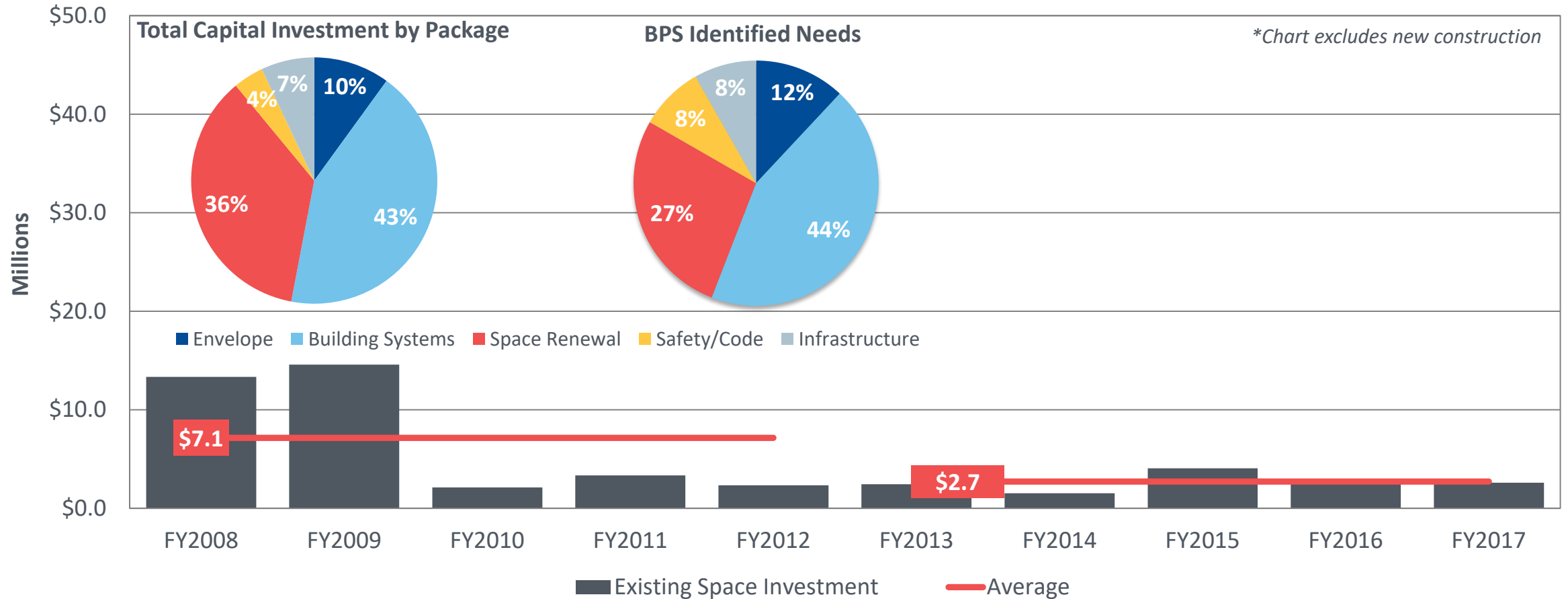
Recent investments have been directed towards new space



# Average Existing Space Investment has Decreased

Future investment needs are weighted more heavily toward Building Systems

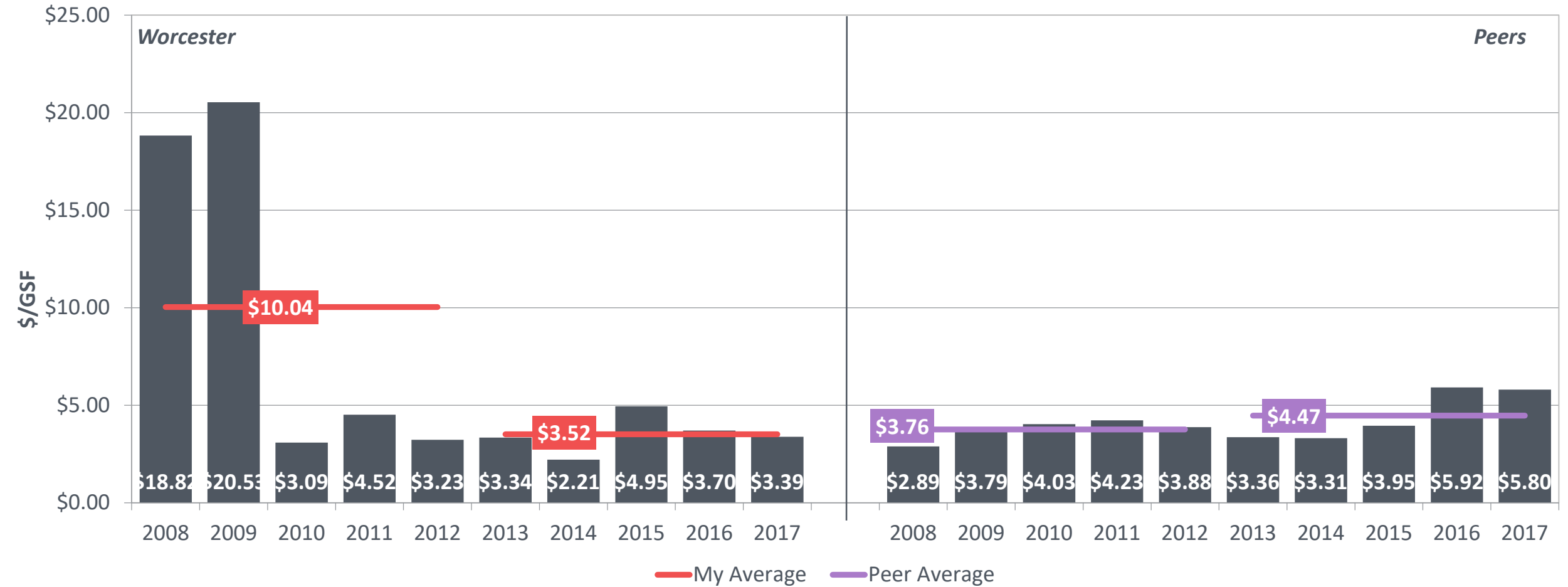
Total Capital Investment into Existing Space



# Existing Space Investment Compared to Peers

Investments during FY2013-FY2017 into existing space have fallen below peer average

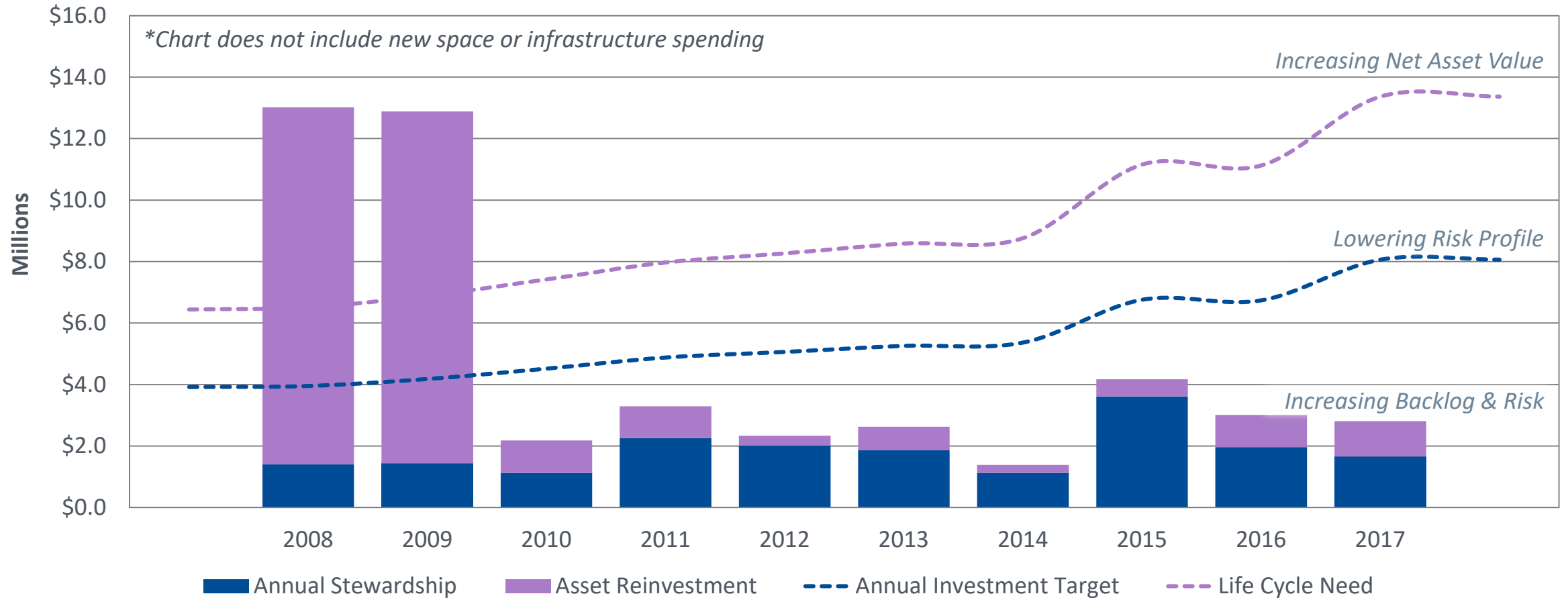
Total Project Spending into Existing Space



# Total Capital Investment vs. Funding Target

Investment has fallen short of funding target since 2010

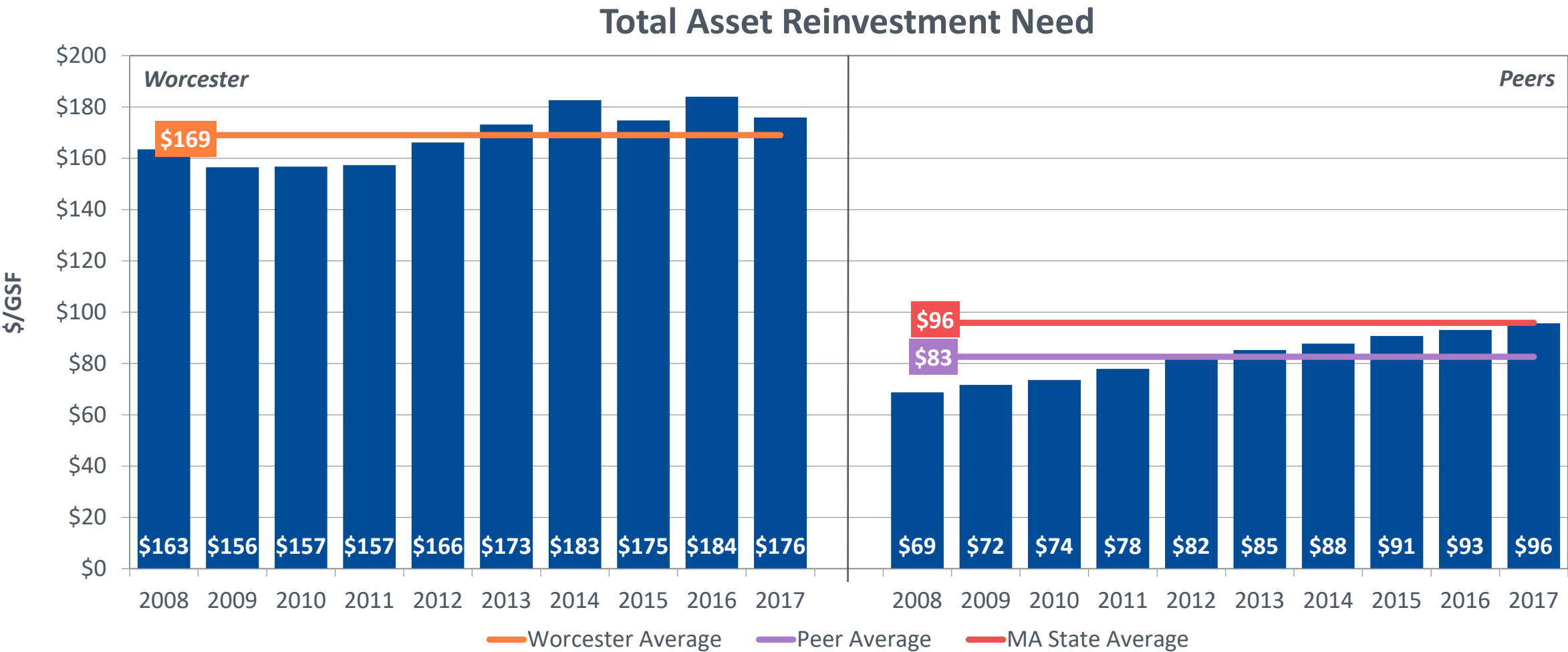
Total Capital Investment vs. Funding Target





# Historical Trend Asset Reinvestment Backlog

WSU's \$/GSF backlog decreased 2016 to 2017 with addition of the Wellness Center

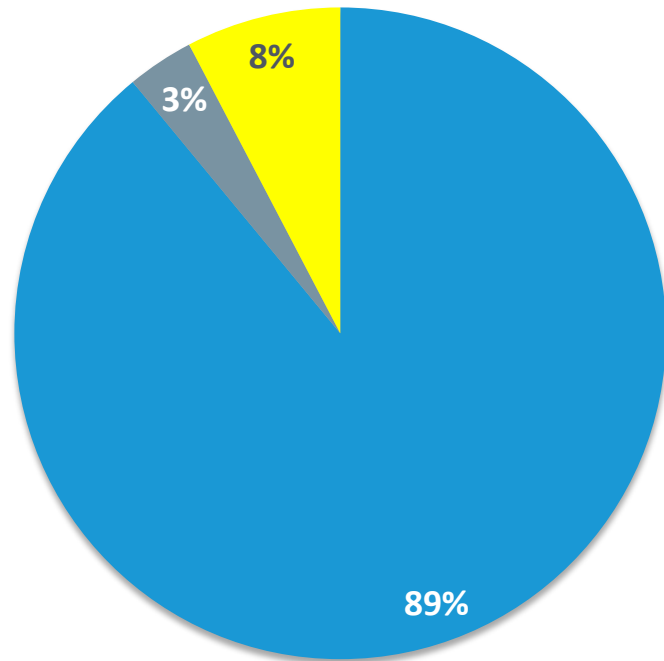




# Identified Needs by Structure

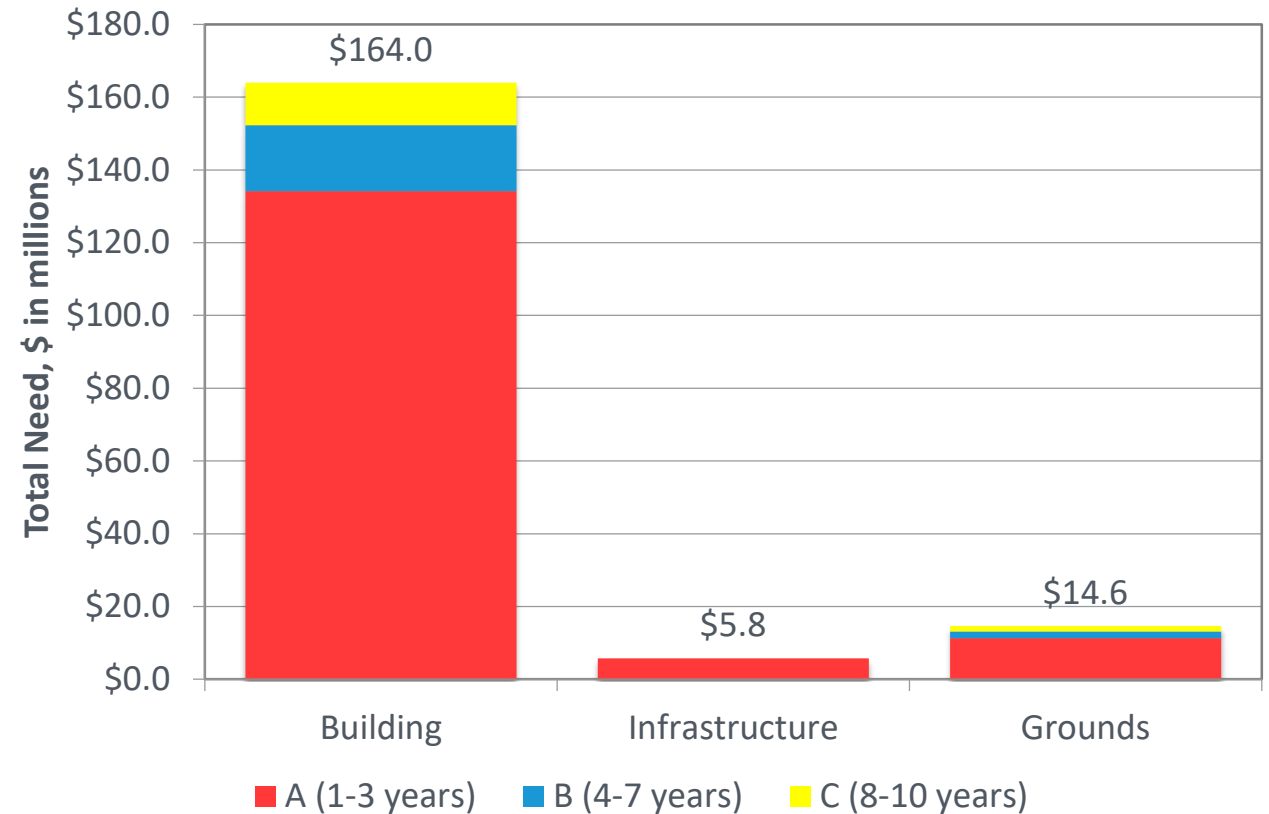
Categorizing the \$185.1M in total campus needs

Total Needs by Structure  
\$ in millions



■ Building Needs ■ Infrastructure ■ Grounds Needs

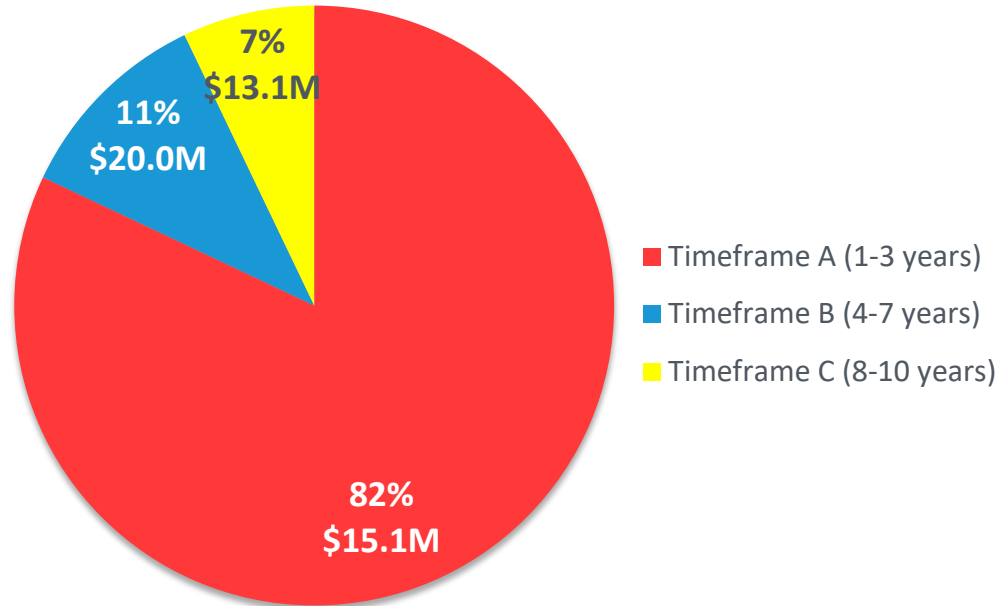
Total Needs by Structure and Timeframe



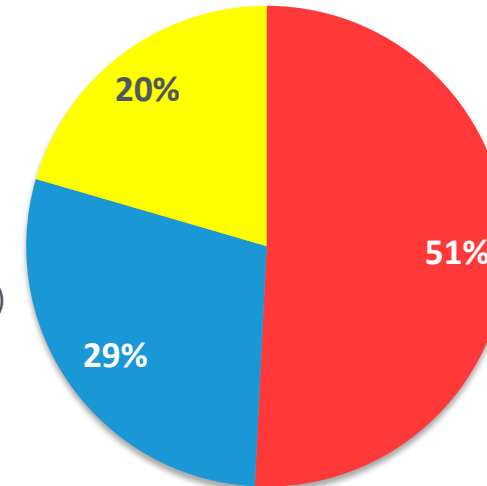
# Identified Needs by Timeframe

82% of Need in 1-3 year timeframe

Identified Needs - \$185.1M



Recent BPS Experience



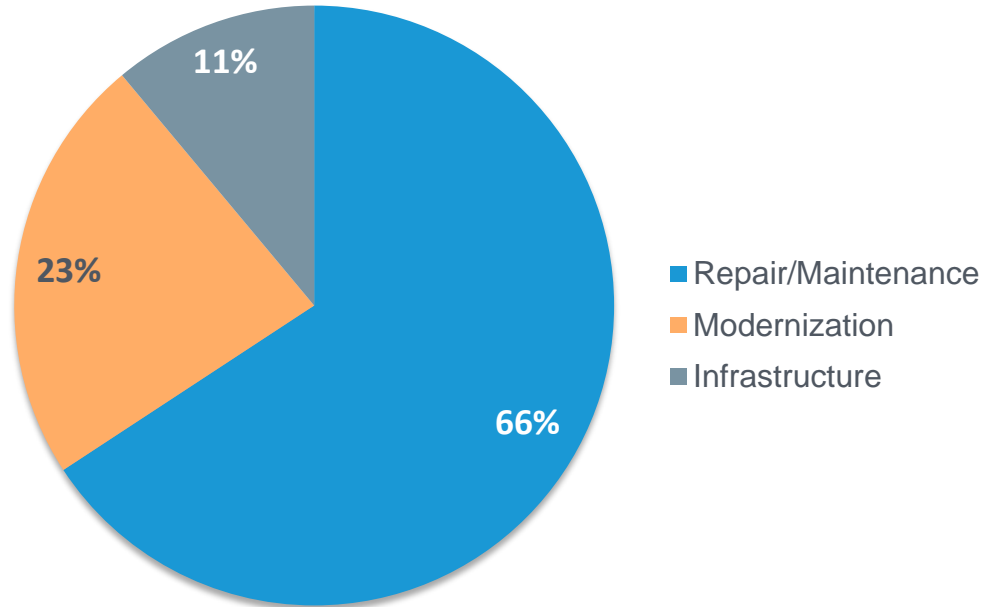
## Timeframes

- **A Timeframe:** Projects due or coming due within the next one to three years
- **B Timeframe:** Projects coming due within the next four to seven years
- **C Timeframe:** Projects coming due within the next eight to ten years. Outside of ten years is considered "X" timeframe and outside of the scope of work for Building Portfolio Solutions

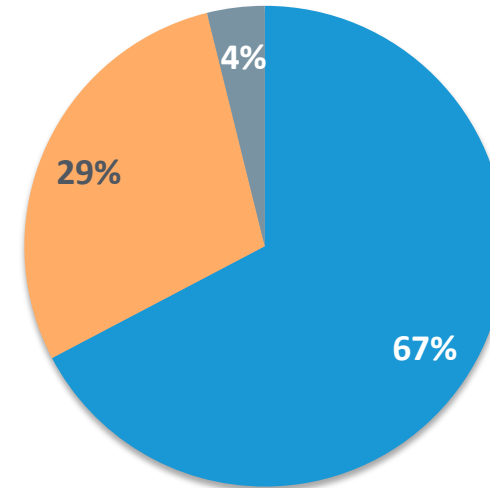
# Identified Needs by Project Category

Similar Repair/Maintenance Profile, higher % of need in Infrastructure

Identified Needs - \$185.1M



Recent BPS Experience



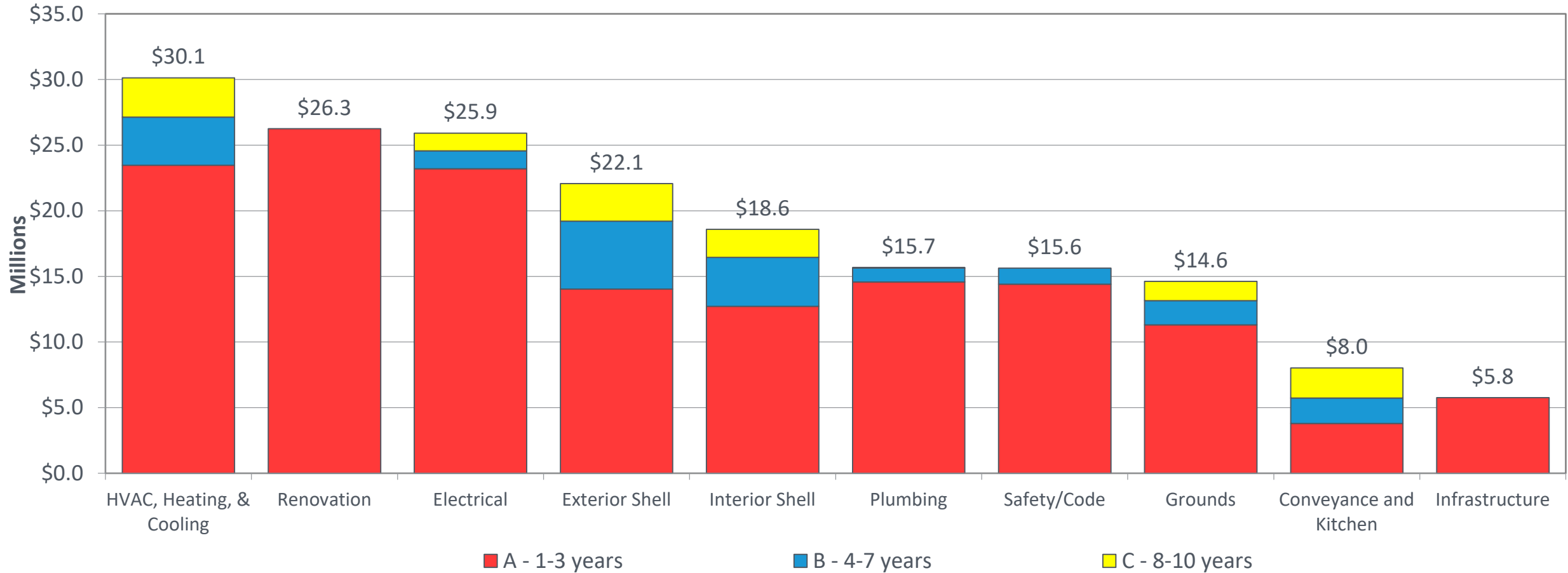
## Project Category

- **Repair/Maintenance:** Replacement of components that have failed or are failing, or planned replacement at the end of a component's life expectancy
- **Modernization:** Replacement of components before the end of their life expectancy
- **Infrastructure:** Replacement of grounds and utility components outside of buildings

# Identified Needs by System

HVAC and Electrical have similar near term needs

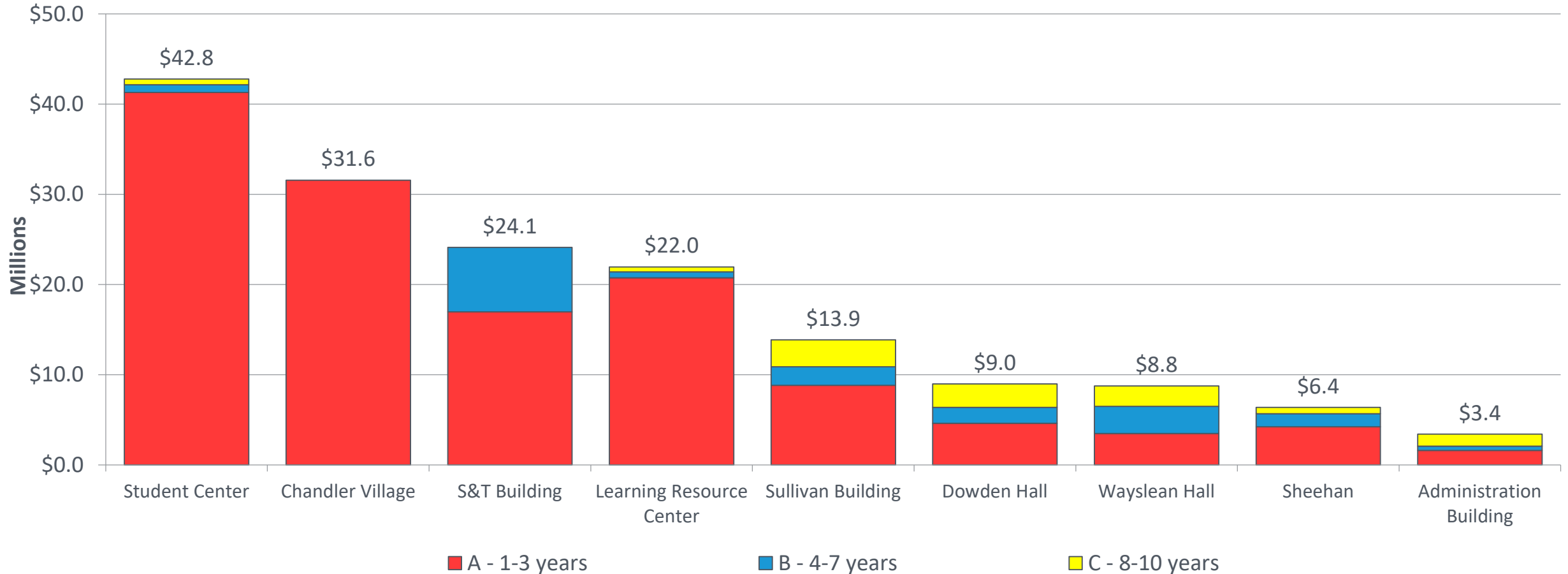
Identified Needs by System, by Timeframe



# Total Needs by Building

Student Center is the highest need building on campus

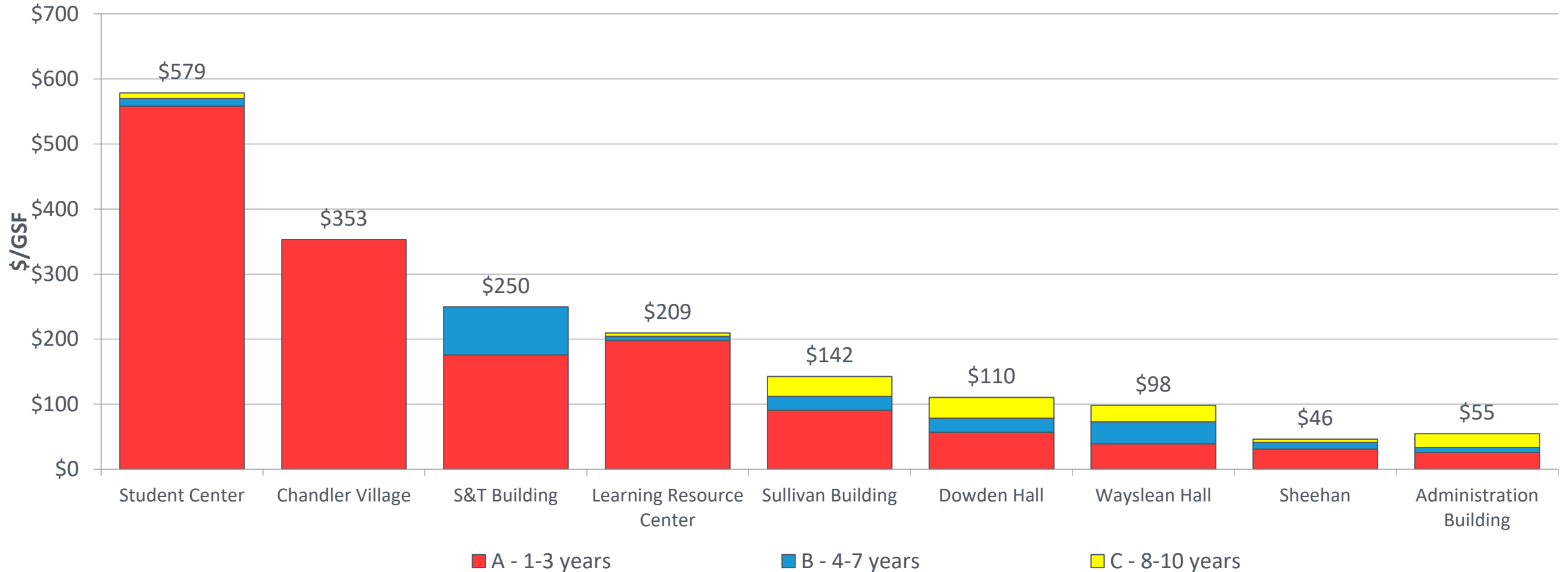
Identified Needs by Building



# \$/GSF Need by Building

Student Center and Chandler Village both above \$350/GSF – candidates for replacement

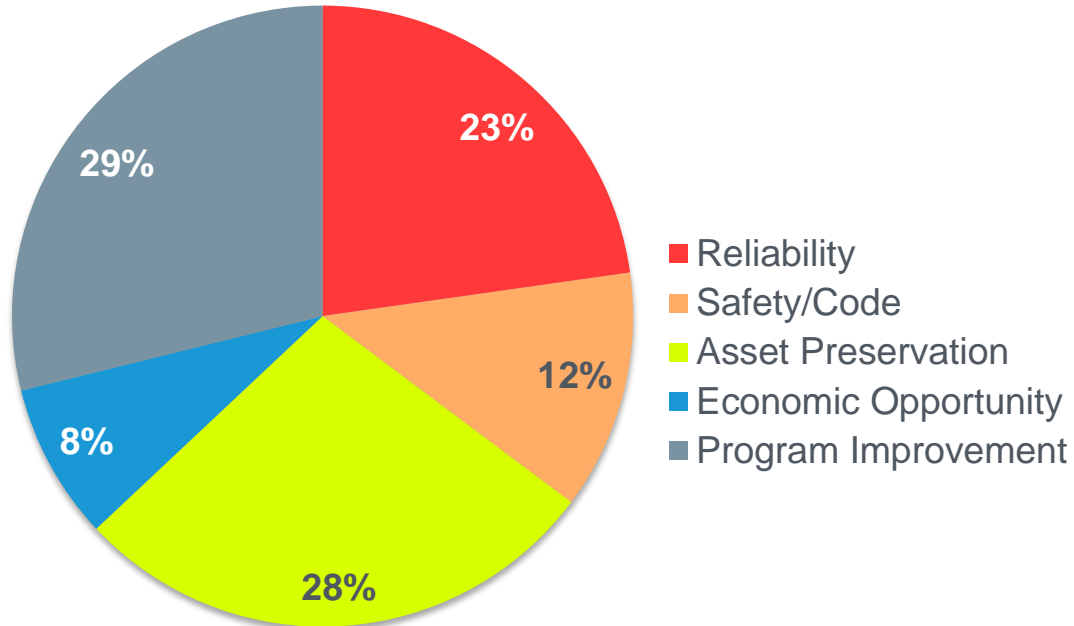
Identified Needs by Building \$/GSF



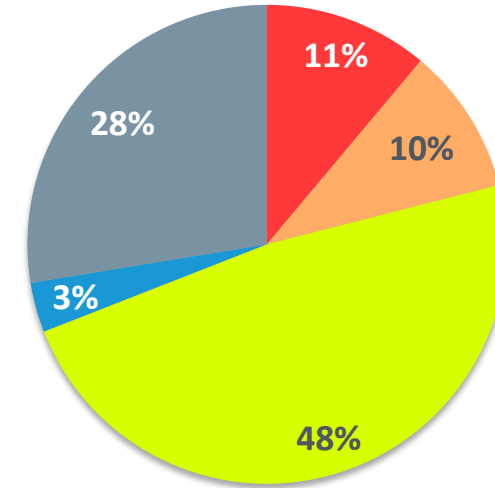
# Identified Needs by Investment Criteria

23% of need in reliability category, mainly in Student Center and LRC

BPS Identified Needs

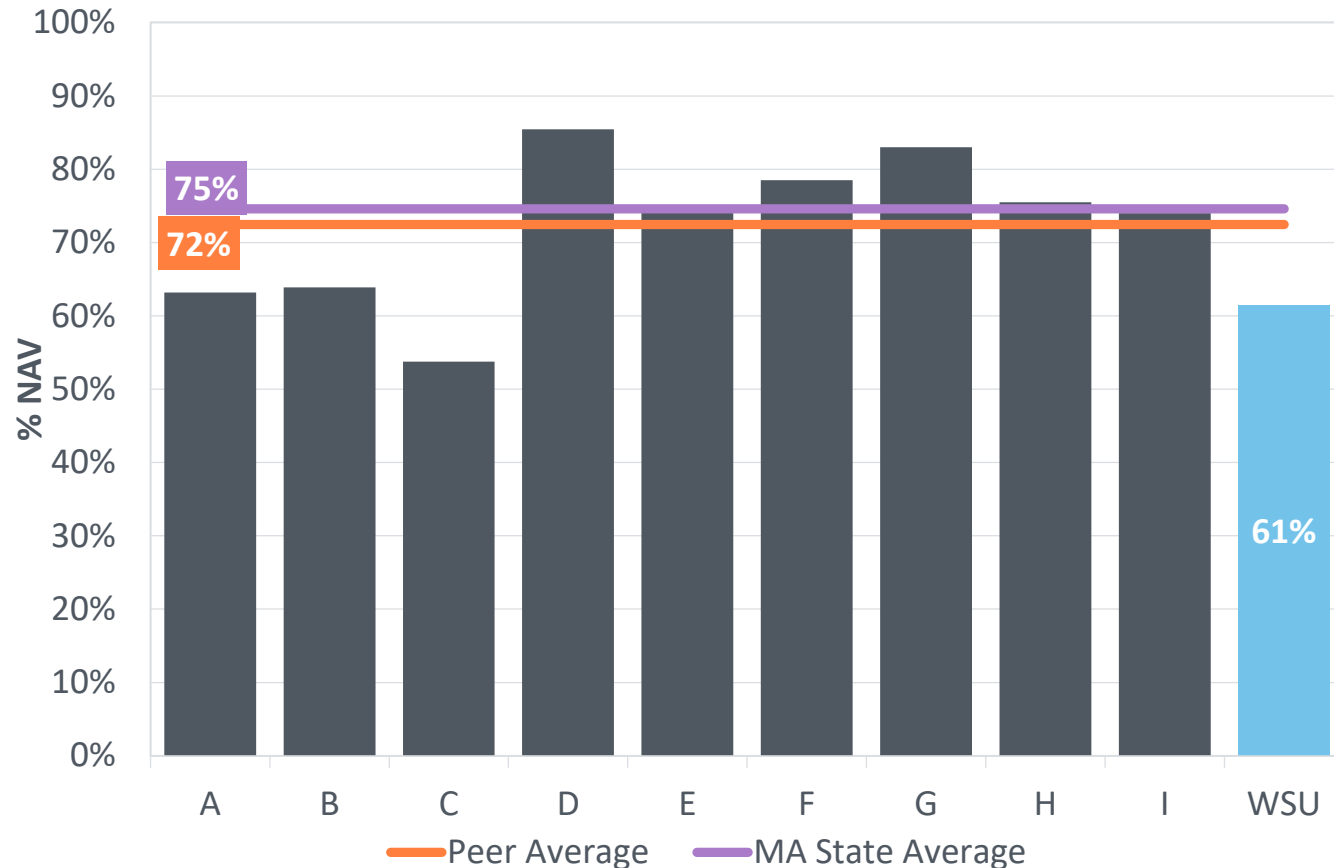


Recent BPS Experience

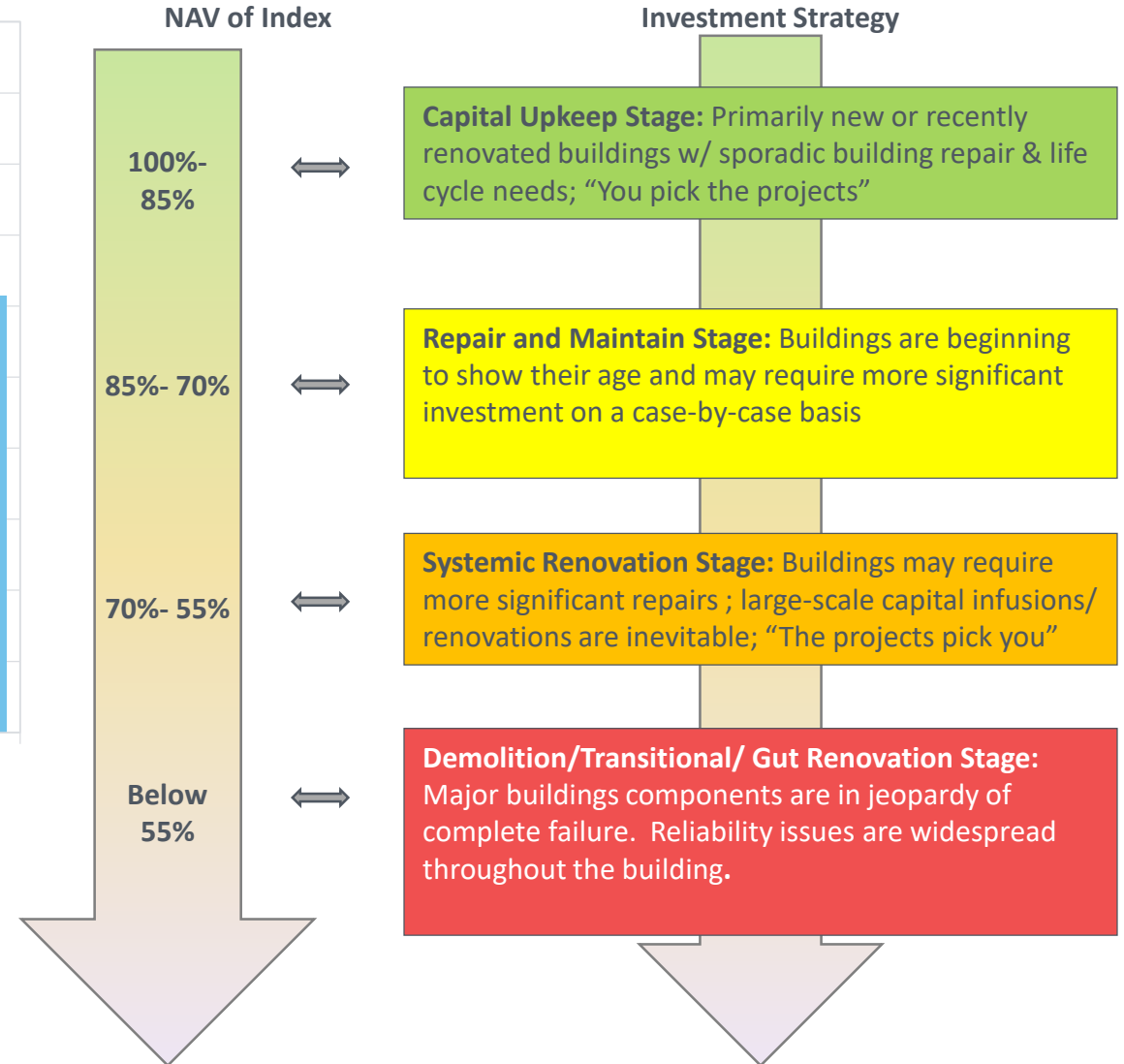


- **Reliability:** Issues of imminent failure or compromise to the system that may result in interruption to program or use of space.
- **Safety/Code:** Code compliance issues and institutional safety priorities or items that are not in conformance with current codes, even though the system is “grandfathered” and exempt from current code.
- **Asset Preservation:** Projects that preserve or enhance the integrity of buildings systems, structure, or campus infrastructure.
- **Economic Opportunity:** Projects that result in a reduction of annual operating costs or capital savings.
- **Program Improvement:** Projects that improve the functionality of space, primarily driven by academic, student life, and athletic programs or departments. These projects are also issues of campus image and impact.

# Understanding Net Asset Value

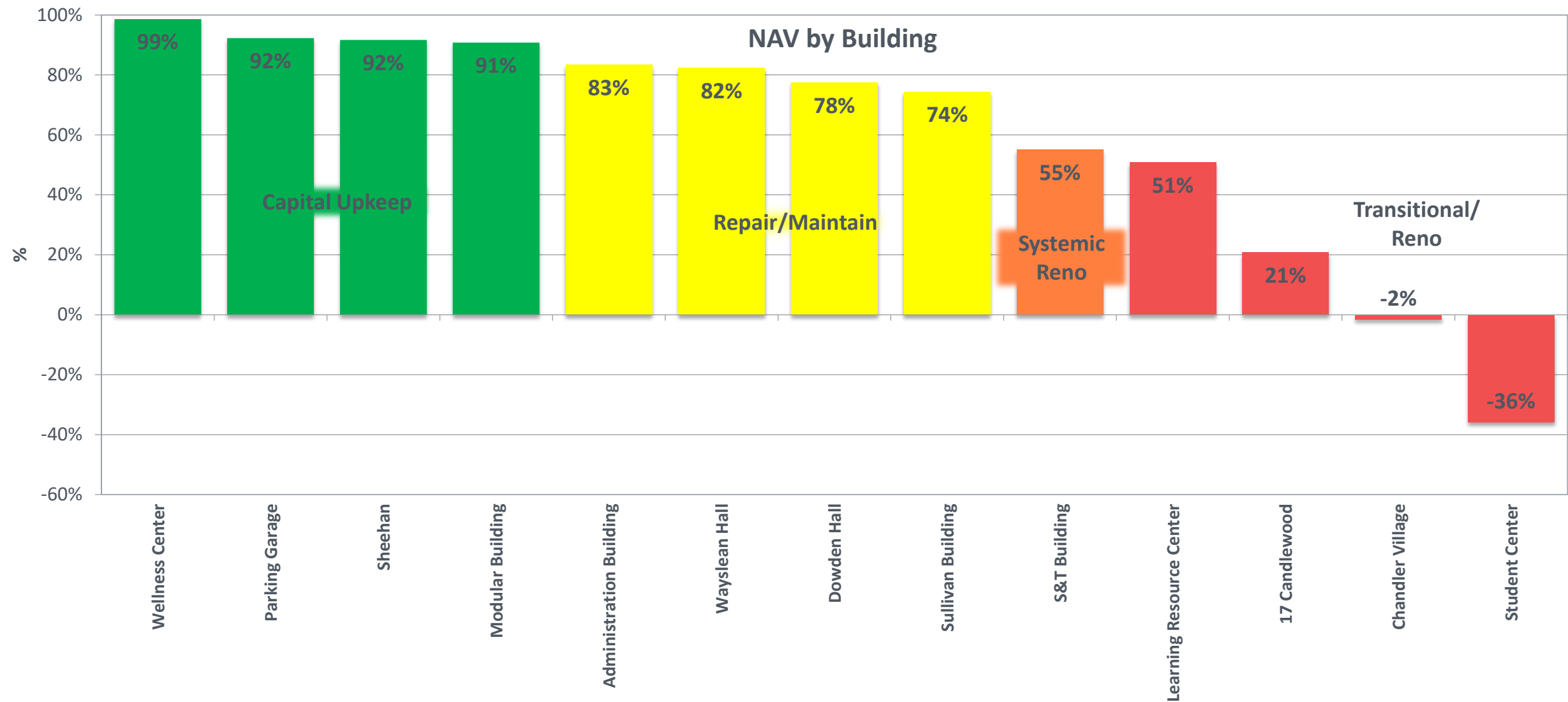


$$\text{NAV Index} = \frac{(\text{Replacement Value} - \text{Building Needs})}{\text{Replacement Value}} \times 100$$





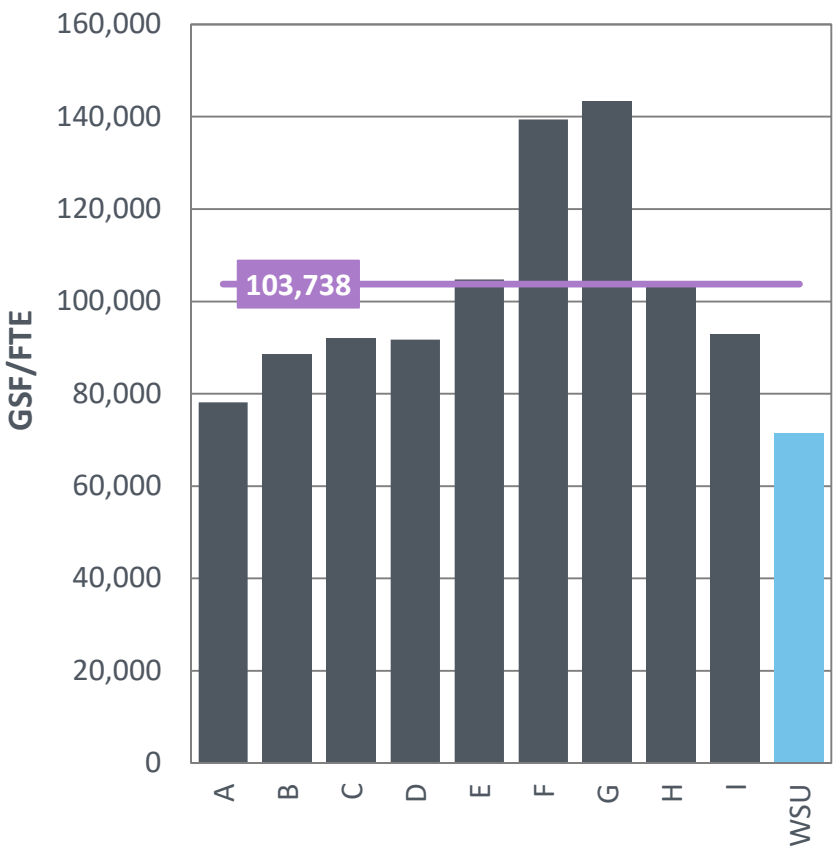
# Four buildings in the “Transitional” NAV stage



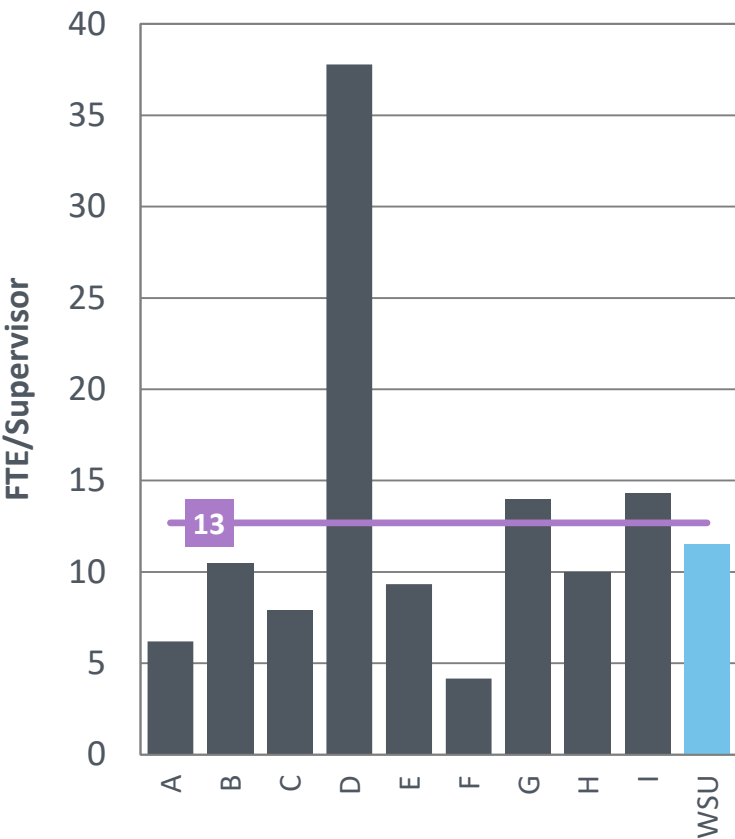
# High Density & Asset Reinvestment Impact Operations

High campus use intensity, coupled with high Asset Reinvestment need leads to tighter coverage and supervision ratios

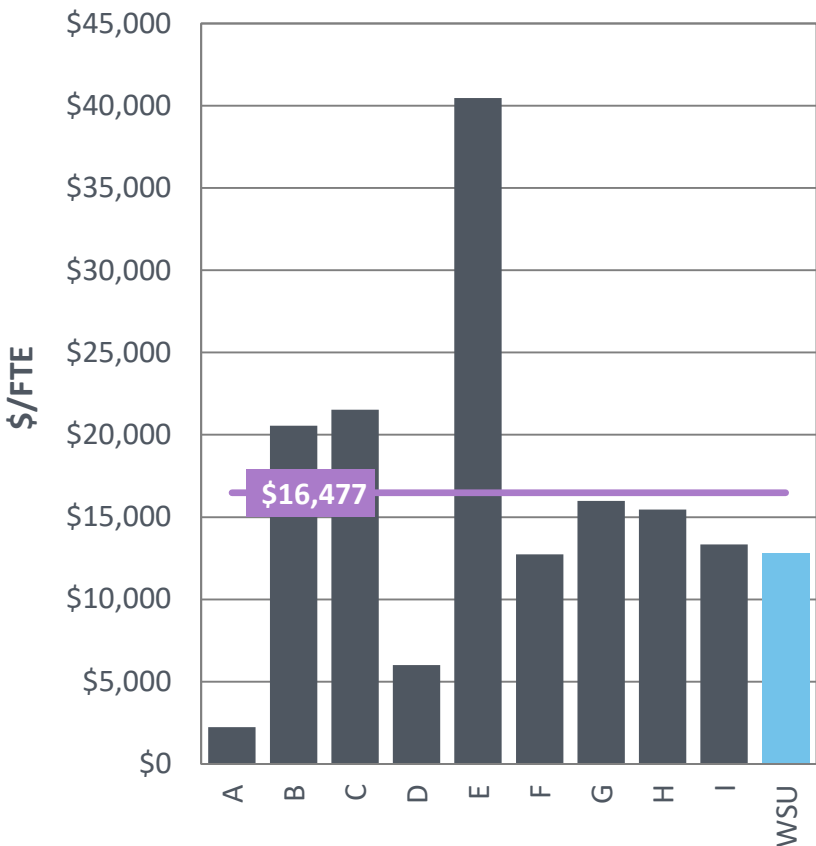
Maintenance Staffing



Maintenance Supervision



Maintenance Materials



Ordered by: Tech Rating

# Key Takeaways

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## **Significant needs despite younger age profile**

70% of space on WSU's is under 25 years of age. Much of the space in the "10-25" age group is beginning to show wear and need for systemic renewal. Spaces over 25 years of age are candidates for renovation or replacement, most notably Chandler Village and Student Center.

## **Existing space investment not meeting target**

The majority of capital funding in the last five years has been directed toward new space. Investment levels have fallen short of stewardship targets for existing campus. Limited investment and higher use intensity of campus have accelerated wear in existing buildings.

## **Investment based on building condition**

Maintain high NAV buildings with PM and Annual Stewardship. Buildings below 70% NAV are candidates for major systemic renewal or gut renovation from one-time funding infusions. High needs in the Student Center, coupled with its unique and obsolete HVAC distribution make it a candidate for demolition and replacement.

## **Asset Reinvestment Need Impacting Operations**

High \$/GSF need and densely populated campus are leading to increased operating costs and coverage ratios of maintenance trades. Many systems are past their useful life and are being repaired rather than replaced, while also seeing accelerated use. Short term investments should focus on reliability needs and projects that replace systems to alleviate operating costs.



## Questions & Discussion

**WORCESTER STATE UNIVERSITY  
BOARD OF TRUSTEES**

**June 5, 2018**

**PRESENT:** Trustee Lisa Colombo  
Trustee Aleta Fazzone  
Trustee Maryanne Hammond, Vice Chair  
Trustee Manasseh Konadu  
Trustee Karen LaFond  
Trustee Stephen Madaus, Acting Chair  
Trustee Dina Nichols  
Trustee Marina Taylor  
Trustee David Tuttle  
President Barry Maloney, Ex-Officio Non-Voting Member  
Ms. Judith St. Amand, Assistant Secretary

**ABSENT:** Trustee Craig Blais  
Trustee Shirley Steele

The provisions of General Laws, Chapter 30A having been complied with, and a quorum present, a meeting of the Worcester State University Board of Trustees met on Tuesday, June 5, 2018 in room 204 of the Wellness Center. In the absence of Chairman Blais, Trustee Madaus served as Chair to conduct the business of the Board. The meeting was called to order at 6:30 p.m.

**APPROVAL OF MINUTES – April 10<sup>th</sup> Academic Affairs/Student Development Committee**

The administration requested that these minutes be approved to bring closure to the document which contains votes relative to promotion and tenure. Trustee Madaus kindly asked members of that committee who were in attendance to please move and second the document.

Upon a second by Trustee LaFond and seconded by Trustee Tuttle, it was

**VOTED:** to approve the minutes of the April 10, 2018 Academic Affairs/Student Development Committee as presented.

Committee members voting in favor: Trustees Colombo, LaFond, Madaus, and Tuttle.

**APPROVAL OF MINUTES – April 10, 2018**

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

**VOTED:** to approve the minutes of April 10, 2018 as submitted.

### **CHAIR OF THE BOARD REPORT**

- Trustee Madaus was very pleased to introduce the newly elected student trustee, Manasseh Konadu.
- He is an accomplished student athlete and leader on campus.
- As a student athlete he played on both the indoor and outdoor varsity Track Team and also played a season for the varsity Men's Soccer Team.
- As a student leader, he served as an events chair for Third World Alliance, a peer mentor for the Office of Multicultural Affairs, and this year, served as a student representative on the Campus Climate Committee.
- Manasseh has been accepted into the new 3+3 agreement between UMass Dartmouth School of Law and Worcester State University and will receive his bachelor's degree from WSU in 2020 after completing his first full year at the law school.
- All joined Trustee Madaus in welcoming Manasseh to the Board.

### **APPROVAL OF 2018-2019 MEETING DATES**

President Maloney mentioned that the January meeting will more than likely be used to host a half-day trustee retreat.

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

**VOTED:        to approve the 2018-2019 Meeting Schedule as presented.**

### **PRESIDENT'S REPORT**

- Thank you to all trustees for their support and attendance at the many end of the year events for graduates – presence means a great deal to the graduates, faculty and staff
- Unfortunately, still no news on the State budget – hopefully something will be accomplished and reported out of Conference Committee in the near future
- Pleased to have Matt Noyes, Director of Board and Trustee Relations for the BHE in attendance this evening. Matt has been extremely helpful in organizing orientation workshops for the trustees and gathering information for trustee appointments. This is just one of his many personal visits to the various campuses.

#### *Enrollment Management Update – Dr. Ryan Forsythe*

- Dr. Forsythe, Assistant Vice President for Enrollment Management reviewed the Undergraduate Admissions Applicant Data Snapshot looking at enrollment goals for total enrollment, first-year enrollment, transfers, on campus residents and out of state
- Reported that applicants selecting to opt-out of SAT had average 3.24 GPA - GPA is still strong indicator of success rate
- New program for international students not advertised in time to see benefits in these numbers – look for future success with program
- As of May 29<sup>th</sup>, received 50 applicants from Mount Ida College, 25 accepts and 11 paid deposits
- The number of commuter applications was 11 or 22% and residential applicants was 39 or 78%
- Number of out-of-state applications was 35 or 70% and in-state was 15 or 30%



- A breakdown of program distribution was provided indicating number one choice being Business and second choice Criminal Justice
- Outlook in general is positive and updated report will be provided

*Latino Education Institute – Dr. Mary Jo Marion*

Dr. Marion, Assistant Vice President for Urban Affairs & Executive Director of the Latino Education Institute, provided a presentation of the history of the Institute highlighting the following:

- Mission: To Improve the Academic Achievement and Well-Being of Latino Students and Their Families
- Latino Composition of Urban School Districts – Worcester 12.11% 5-year growth rate and 42.6% of District
- In Massachusetts, only 20% of Latino males enroll in at least one semester of college within six months of projected high school graduation, but only 13.5% Latino males enroll in at least three semesters– means 67.7% did not make it past the first year
- LEI's Model of Success
  1. Family Engagement – Parent Institutes, One-on-One Conversations with Parents
  2. Program Design – Serving students K-12, 18 schools in Worcester, 3 in Springfield
  3. Research & Policy Initiatives – Published reports with WSU faculty, Partner and Co-facilitator for Worcester's Mayor's Office
  4. University/Community Partnerships – WSU students working at LEI have higher retentions rates
- 65% is External Funding Sources \$712,532 and funding from WSU is \$381,113
- LEI Team consists of 3 full-time employees, 25 WSU Students, 30 part-time professionals and a Community Advisory Board
- Benefits for WSU include:
  - Increases Faculty Research Funding, Increases Student Pipeline and WSU Footprints, Increases Graduation and Retention Rates and positions WSU as a Leader in Urban Education and University/Community Partnerships
- Copy of LEI Brochure and LEI End of Year Report were provided for information

*Redesigning MA State Financial Aid*

Document from BHE Meeting of May 1, 2018 provided for informational purposes

**NOMINATING COMMITTEE REPORT**

Trustee Maryanne Hammond reported to the Board that the Committee met today and nominations were proposed for the slate of officers for 2018-2019. Following a review of the present slate of officers as well as the terms for all trustees, the Committee finalized the following slate of officers and moved approval of the following recommendation:

**2018/2019 Slate of Officers**

Chair	Craig Blais
(2) Vice Chairs	Maryanne Hammond – Stephen Madaus
Secretary	Barry Maloney
Assistant Secretary	Judith St. Amand
(2) Foundation Board	Maryanne Hammond – Stephen Madaus

### **2018-2019 Slate of Officers (cont.)**

Executive Committee	Karen LaFond – *Aleta Fazzone
MA State Colleges	Craig Blais – *Maryanne Hammond and *Stephen Madaus
Presidents/Trustees Association	
*Alternate	

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

**VOTED: to accept the report of the Nominating Committee and approve the 2018-2019 Slate of Officers for the WSU Board of Trustees as presented.**

### **FINANCE & FACILITIES COMMITTEE REPORT**

Trustee Madaus, Chair of the F&F Committee, reported on the actions of the group taken at their meeting held earlier today.

#### ***FY 2019 Comprehensive University Budget***

- Vice President Kathy Eichelroth provided an overview of the budget presented for approval
- The \$111,292,753 budget includes state appropriations and state funded fringe benefits, in addition to eight trust funds
- Annual payroll budget is \$42,043,640 and provides for 583 full-time positions
- Campus is further supported by an \$8,418,922 budget to fund part-time benefitted positions
- Trust Fund revenue generated represents 59% of the total budget, student financial aid represents 8% of the budget, state operating appropriations is 24% and state funded fringe benefits make up the remaining 9%
- The entire budget process was reviewed and all information was thoroughly vetted.
- The comprehensive budget reflects actions taken by the Board in April to fund expected increased costs:
  - General Fee increased by 8% over previous year
  - Annual increase in General Fee of \$629 has been distributed to the Capital and Adaptation and Renewal budget line at annual rate of increase of \$109 per full-time student
  - Remainder of annual General Fee increase of \$520 per full-time student distributed to the Regular Employee (AA) and Staff Benefit Expenses (DD) lines
- State University incentive funds have been proposed as a 1% increase in base appropriation throughout the process
- Should the Commonwealth budget include the incentive funds, an amendment will be presented to the Board for approval at the September Board meeting
- Decision by the Board to offset student fees as a result of an increase in state appropriations was approved during the April 10th meeting, providing the administration the flexibility to reduce student charges prior to the fall semester billing which is expected to occur the week of July 9th
- Continue to be hopeful that the cost of collective bargaining increases that went into effect in the past (FY 2017) and currently paid from campus resources, will eventually be funded in base appropriation – if this past obligation should be funded, a proposal regarding the distribution of these funds will be brought back to the Board in September



- Proposed budget as presented results in the cost of attendance as follows:
  - In-state commuter set at \$10,161 per year
  - In-state resident starts at \$21,959 per year
  - Out-of-state resident student starts at \$28,039 per year
- The trust funds were reviewed as well as the operating and revenue reports

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

**VOTED:**        **to recommend approval of the FY 2019 Comprehensive University Budget as presented.**

***FY 2018 Trust Fund Reports – Quarter 3***

- The trust fund reports for the third quarter were shared for information purposes only and are posted on trustee website as well.

***S & P RATING – Information Only***

- S&P Global Ratings assessed its 'A' long-term rating on the Massachusetts Development Finance Agency's series 2012 bonds, issued for WSU
- Stable outlook reflects the expectation that through the two-year outlook period enrollment will remain stable, financial performance on a cash basis will remain positive, and available resources will likely increase slightly with no new additional debt anticipated

**HUMAN RESOURCES COMMITTEE REPORT**

Trustee Maryanne Hammond, Chair of the HR Committee, reported on the meeting of the group held on May 30, 2018.

***Assistant Vice President for Communications and Marketing***

- President Maloney announced that Rena Lias-Claffey, Assistant to the President for Campus Communications, has submitted her letter of intent to retire effective June 30, 2018 and has agreed to remain on as a consultant and will continue to assist President Maloney with various projects
- President Maloney provided correspondence relative to the position of Assistant to the President for Campus Communications
- A review with outside consultant Linda Campanella of SOS Consulting, was conducted to look at the overall communications and marketing functions at WSU
- The recommendation from the consultant calls for establishing a centralized reporting structure having all staff whose functions relate to communications, marketing and publications report to a newly created Vice President position
- President Maloney's recommendation does not call for establishing a Vice President's position at this time, but preserves the central recommendation of the study, by bringing functions together under one reporting line
- His recommendation is for an Assistant Vice President for Communication and Marketing who will report to the Vice President for Enrollment Management. By so doing, the president avoided the expense of creating a new division at this time

- Following approval by the Board of Trustees, the position will be advertised both on and off campus with the goal of having a person on board by September to be introduced at the September 11th meeting

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

**VOTED: to accept the recommendation of the HR Committee and approve the position of Assistant Vice President of Communication and Marketing.**

### ***President's Evaluation***

- Trustee Hammond reported that the members of the HR Committee conducted the president's annual evaluation of May 30, 2018.
- Chairman Blais charged the HR Committee with conducting the evaluation of the president and preparing all documents for the Board's approval at the June 5th meeting
- This will enable the Board to meet the June 30th deadline for submission of presidential evaluations set by Commissioner Santiago.
- The following documents were provided for use in conducting the evaluation:
  - Correspondence from Commissioner Santiago
  - President's Goals/2017-2019
  - Self-Evaluation
  - President's Report
  - SPRC Report
  - Performance Assessment Form
- The evaluation followed criteria required by the BHE as well as criteria requested by the Board of Trustees:

Graduation Rate and Retention	Administrative Management and Leadership
Academic Management and Leadership	Decision Making and Problem Solving
Assessment	Fundraising
Infrastructure	Internal Relations w/Campus Climate
Fiscal Management and Budgeting	External Relations w/Campus Climate
Communication	
- Trustee Hammond outlined the process for reviewing ratings and comments. An assessment form to rate and provide comments on each area listed will be used. A numeric rating (whole number only) is to be used as follows:  
5 = A      4 = B      3 = C      2 = D      1 = F
- A summary of the comments and ratings was provided to the Board -President Maloney received an overall rating of 4.8
- The Committee agreed that President Maloney continues to serve in a very positive manner
- Since there are no guidelines for presidential compensation at this time, the HR Committee did not make a recommendation for any monetary adjustment. However, the group felt strongly that President Maloney is most deserving of any merit/salary adjustment that may be recommended by the Commissioner at a future date and will recommend to the full Board that they revisit this matter at the appropriate time

- Trustee Hammond agreed to provide a copy of the minutes of this meeting along with a draft "Executive Summary" of the evaluation for Chairman Blais' review and once approved by the Chairman the information will be shared with members of the full Board for any comments

Upon motion by Trustee Fazzone and seconded by Trustee Taylor, it was unanimously

**VOTED: to accept the report of the Human Resources Committee and approve the 2018 Annual Evaluation of President Maloney as presented and to forward to Commissioner Santiago as requested with appropriate documents to meet the June 30th deadline.**

- President Maloney thanked everyone for their continued support and noted special thanks to the members of his competent and outstanding leadership team for their hard work and support.


**OTHER BUSINESS**

- President Maloney formally acknowledged Renae Lias-Clafey's retirement effective June 30, 2018 and thanked her for all that she has done during her tenure as the Assistant to the President of Campus Communications and wished her all the best in her future endeavors
- Chairman Blais on behalf of the Board thanked her as well for her service to the Board and wished her well as she begins this new chapter in her life

Upon a motion by Trustee Tuttle and seconded by Trustee Colombo, it was unanimously

**VOTED: to adjourn the meeting at 7:39 p.m.**

Respectfully submitted,

  
Judith A. St. Amand  
Assistant Secretary



**WORCESTER STATE UNIVERSITY  
BOARD OF TRUSTEES  
2018-2019**

<b>EXECUTIVE COMMITTEE Chair</b>	Craig Blais	
	Vice Chairs	Maryanne Hammond, Stephen Madaus
	Elected Trustee	Karen LaFond, Aleta Fazzone (alternate)
	President	Barry Maloney

<b>FOUNDATION</b>	Maryanne Hammond Stephen Madaus
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**STANDING COMMITTEES**

**ACADEMIC/STUDENT DEVELOPMENT**

Shirley Steele, Chair	Stephen Madaus
Lisa Colombo	David Tuttle
Karen LaFond	Student Trustee (to be appointed)

<b>President's Liaisons:</b>	Dr. Lois Wims	508-929-8038	<a href="mailto:lwims@worchester.edu">lwims@worchester.edu</a>
	Ms. Julie Kazarian	508-929-8077	<a href="mailto:jkazarian@worchester.edu">jkazarian@worchester.edu</a>

**FINANCE & FACILITIES**

Steve Madaus, Chair	Shirley Steele
Aleta Fazzone	Marina Taylor
Dina Nichols	

<b>President's Liaison:</b>	VP Kathy Eichelroth	508-929-8098	<a href="mailto:keichelroth@worchester.edu">keichelroth@worchester.edu</a>
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**HUMAN RESOURCES**

Maryanne Hammond, Chair	Karen LaFond
Dina Nichols	Marina Taylor

<b>President's Liaisons:</b>	VP Kathy Eichelroth	508-929-8098	<a href="mailto:keichelroth@worchester.edu">keichelroth@worchester.edu</a>
	Ms. Stacey Luster	508-929-8022	<a href="mailto:sluster@worchester.edu">sluster@worchester.edu</a>

**PLANNING & DEVELOPMENT**

Maryanne Hammond, Chair	David Tuttle
Lisa Colombo	Student Trustee (to be appointed)

<b>President's Liaisons:</b>	VP Tom McNamara	508-929-8033	<a href="mailto:tmcnamara@worchester.edu">tmcnamara@worchester.edu</a>
	VP Ryan Forsythe	508-929-8498	<a href="mailto:rforsythe@worchester.edu">rforsythe@worchester.edu</a>

<b>Staff Support to all committees is Judy St. Amand</b>	508-929-8089	<a href="mailto:lstamand@worchester.edu">lstamand@worchester.edu</a>
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**NOTE: Chair of the Board is an ex-officio voting member of all committees  
President Maloney is a non-voting member of all committees**

**All trustees are welcome at any meeting**

# President's Update

September 2018

## President's Message



The President's Update, prepared in conjunction with each Board of Trustees meeting, is the main way we communicate progress on Worcester State University's strategic plan. It is intended to inform members of all three University boards how our day-to-day operations relate to our larger, shared goals, as laid out in

out in our plan, "[Scholarship, Partnership, and Leadership for a Changing World,](#)" which will guide us through 2020.

In 2013, I made it clear that our strategic plan would not sit on a shelf gathering dust. In addition to serving as a communication tool, the Update serves to keep University employees engaged in furthering our mission and on advancing our goals and strategic imperatives.

This year, as the plan matures, I am pleased to report that the campus is working together toward these shared goals. Our leadership teams, together with the boards, are ensuring that our finances are healthy, that our academic program is strong, and that we are furthering our mission, as an institution that "champions academic excellence in a diverse, student-centered environment that fosters scholarship, creativity, and global awareness."

The Updates this academic year will highlight institution-wide, cross-divisional initiatives that are essential to advancing the Strategic Plan. Your feedback on this Update, and on strategic plan implementation, as always, is welcome.



## Contents

President's Message .....	1
Learning Outcomes .....	2
Positioning Study .....	3
Course Scheduling .....	4
Academic Advising .....	5
Orientation & Registration .....	6
Campus Climate .....	7
Program Support .....	8
Online Learning .....	9
UA Dashboard .....	10

### PRESIDENT'S OFFICE

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

## Learning Outcomes

**Goal #1. Enhance undergraduate academic programs and expand graduate programs in a community of learning that promotes academic excellence and innovation.**

**Initiative:** The university will develop its first institutional learning outcomes (ILO). These ILOs will provide a foundation for future strategic planning, accreditation self-studies, and integration of university operations and services with Worcester State's overall academic mission.

**Initiative's Lead:** Sarah Strout

### Action Items

1. Create surveys for stakeholders (e.g., Faculty, Staff, Admin, BOT, Students, Alumni)
2. Analyze survey results
3. Present survey results to campus
4. As necessary, begin Governance process to realize specific ILOs

### Assessment

1. Achieve minimum survey response rates for various stakeholder groups:
  - a. Faculty/Admin/Staff: 50%
  - b. Students/Alumni/Trustees: 30%
2. Identify survey items with 50% or more response rates will be considered for inclusion as ILOs
3. Implement ILOs as part of university operations

**Projected Completion: May 2019**



## Positioning Study

**Goal #1. Enhance undergraduate academic programs and expand graduate programs in a community of learning that promotes academic excellence and innovation.**

**Initiative:** The university will use the findings of the Art and Science Positioning Study to examine and retool academic programs.

**Initiative's Lead:** Lois Wims

### Action Items

1. Examine the results of the Study by Provost's direct reports
2. Present the results of the Study to various stakeholders
3. Schedule retreat for chairs and department heads to discuss results

### Assessment

1. Present results to chairs, faculty, staff, and students
2. Schedule retreat for chairs and department heads to discuss results
3. Develop implementation plan for recommendations of Positioning Study

**Projected Completion: 2019 - 2020**



## Course Scheduling

**Goal #2.** 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.

**Initiative:** The university will leverage its course scheduling software to increase efficiency across departments and maximize student scheduling options.

**Initiative's Lead:** Ryan Forsythe

### Action Items

- Meet with course scheduling software team to convey campus priorities and rules relative to course scheduling
- Complete training on registration rules, workflows, etc. with administrative staff
- Complete system training with faculty and other users
- Go live with new system for users Spring 2019

### Assessment

1. Complete communication with software developers to install Worcester State rules into the system
2. Complete training for administrative staff and end-users
3. Go live with the software

**Projected Completion:** March 2019





## Academic Advising

**Goal #3. Attract and enroll a diverse pool of highly motivated students and attach institution-wide priority to promoting their retention and success.**

**Initiative:** The university will strengthen academic advising through assessing current Worcester State practices and researching academic advising best practices.

**Initiative's Lead:** Henry Theriault

### Action Items

1. Develop a comprehensive set of academic advising webpages
2. Develop and post specific content for faculty and student use
3. Develop surveys to determine effectiveness of web content

### Assessment

1. Record at least 25 percent of faculty advisors visit the website at least once per semester
2. Record at least 10 percent of student advisees visit the website at least once per semester
3. Record at least 75 percent of faculty users of the webpages report an overall benefit from use of the webpages
4. Record at least 75 percent of student users of the webpages report an overall benefit from use of the webpages.

**Projected Completion:** June 2019



## Orientation & Registration

**Goal #3. Attract and enroll a diverse pool of highly motivated students and attach institution-wide priority to promoting their retention and success.**

**Initiative:** The university will respond to the changing demographics and needs of incoming students by enhancing orientation and registration processes for families and new students.

**Initiative's Lead:** Ryan Forsythe

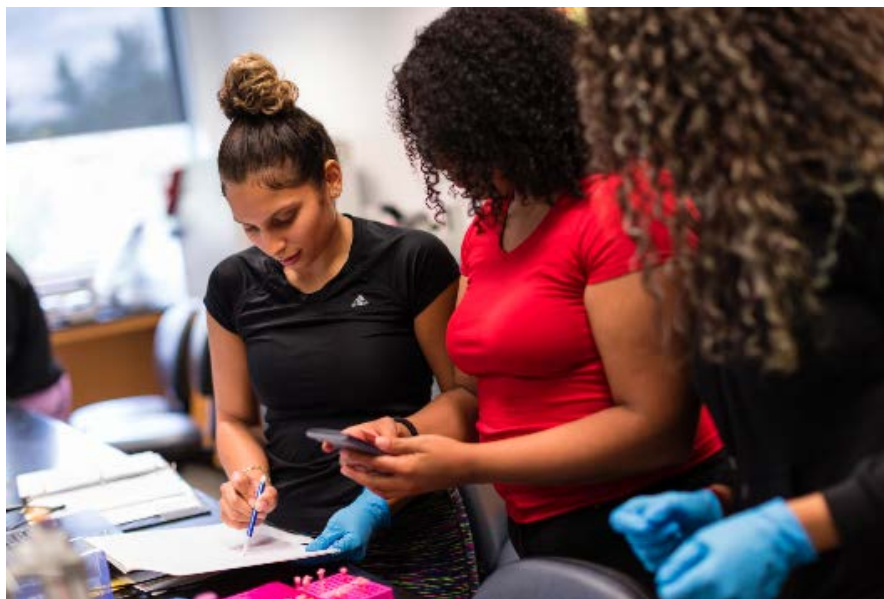
### Action Items

1. Evaluate suggestions made by cross-divisional group of faculty and staff in Spring 2018
2. Determine strategic direction for new orientation and registration processes
3. Evaluate human and/or financial resources and adjust business processes
4. Identify resources necessary to implement future changes
5. Implement changes to prepare for Spring 2019 orientation and registration

### Assessment

1. Evaluate Spring 2019 Student Outcome and Achievement (SOAR) Report
2. Establish plan for necessary SOAR changes
3. Acquire necessary resources and/or reorganize staff

**Projected Completion:** July 2019



## Campus Climate

**Goal #4. Cultivate a vibrant campus life and a collaborative work and learning environment in which all members of the WSU community feel welcomed, included, respected, empowered, and valued.**

**Initiative:** The university will continue implementing suggestions from the Campus Climate Report to determine inequalities that may exist in student academic experiences (e.g., changing majors or failing classes at higher than average rates).

**Initiative's Lead:** Stacey Luster

### Action Items

1. Develop collaborative implementation strategies based upon Campus Climate Committee's recommendations
2. Review faculty survey findings, and develop/implement staff survey
3. Launch Bias Incident Response Team, reestablish Diversity Advisory Committee, and continue Campus Climate Committee

### Assessment

1. Administer surveys of campus community and specific campus constituencies
2. Document constituency engagement with specific program offerings
3. Fully implement Bias Incident Response Team and Diversity Advisory Committee
4. Complete movement study

**Projected Completion: July 2019**



## Program Support

**Goal #5. Promote financial strength and organizational sustainability while continuing to secure and invest the resources required to maintain WSU's reputation for excellence and value.**

**Initiative:** The university will use the results of its analysis of Foundation funds during the 2017-2018 academic year and work directly with the Deans of the two schools to identify alternative or supplemental resources to support various academic and programmatic activities for the year.

**Initiative's Lead:** Karen Sharpe

### Action Items

1. Meet with Deans and Provost at the beginning of each semester to determine needs and priorities of their respective schools
2. Review existing funds within the Foundation that may support existing priorities
3. Identify potential donors, corporate sponsors, grants for priorities for which there is no current funding,
4. Develop communication/request for funding matrix between University Advancement and Dean/Schools to provide a feedback loop that tracks opportunities for funding with existing or proposed needs
5. Develop protocol for departments to access funds (including timelines, rules, restrictions, etc.) and communicate that protocol to deans to be shared with faculty

### Assessment

1. Complete Access to Funds protocols
2. Develop an annualized reporting system
3. Create a "matrix for request for support" document

**Projected Completion: June 2019**

## Online Learning

**Goal #5. Promote financial strength and organizational sustainability while continuing to secure and invest the resources required to maintain WSU's reputation for excellence and value.**

**Initiative:** The university will expand undergraduate and graduate online offerings that will reach underserved and non-traditional student populations.

**Initiative's Lead:** Lois Wims

### Action Items

1. Establish Quality Matters membership (see <https://www.qualitymatters.org> )
2. Offer Quality Matters training for faculty
3. Begin Quality Matters review and certification of online courses
4. Perform data analysis of students in online courses

### Assessment

1. Document number of online courses offered
2. Document number of online courses reviewed and certified by Quality Matters
3. Document number of faculty participating in Quality Matters training

**Projected Completion:** July 2019 (initial review); Spring 2020 (launch graduate programs)





## UA Dashboard

### August Highlights

#### Alumni Engagement

- WSF Golf Tournament: 200 attendees (golfers and volunteers)
- Rhode Island Regional Alumni Event: 40 attendees
- Email Open Rate: 23%

#### Scholarship Update

- 296 individual awards were granted by the Scholarship Committee in June. Students received notification and the awards were placed on the 18/FA bill.
- For the full fiscal year this represents more than a 1/4 of a million dollars in scholarship awards.
- 39 incoming first year students received a recurring, annual scholarship award of \$1000.00 from either the Dr. A. Barbara Pilon and Albert J. Pilon Merit Scholarship or an Adopt-a-Scholar Scholarship (including the 30 new Tri-Board Adopt-a-Scholar scholarships). These scholarships will persist with the student for all four years as long as they remain enrolled full time and in good academic standing.

#### Advancement Update

- 25th Annual Worcester State Foundation Golf tournament saw 203 golfers on two courses on August 13th.
- The Golf Tournament raised more than \$125,000 on a day with weather more like Seattle's but a stellar outing nonetheless!
- Recent major gifts include \$53,000 from long time, generous alumnus and supporter Robert K. O'Brien '58 to support a new endowed scholarship in honor of his son Brendan (the 8th scholarship he has endowed) and a \$75,000 pledge from the Nellie Mae Foundation in support of the Latino Education Institute's Youth Civics Union (LCU) program

#### Annual Giving Update

- Preparing and exciting line-up of FY19 annual giving appeals.
- New this year will be "March Madness Days of Giving" (2 days instead of 1!)
- "Crowdfunding 101" session to be presented to the campus community on Opening Day



**WORCESTER  
STATE  
FOUNDATION**

## UNIVERSITY ADVANCEMENT

# Dashboard

July 1, 2018 - August 21, 2018



#### FOUNDATION FUNDING OF UNIVERSITY PRIORITIES



FY19 Board Giving	Cash and Pledges	Cash	Participation
Trustees	\$ 550	\$ 550	30%
Foundation Board	\$ 150	\$ 150	5.26%
Alumni Association	\$ 570	\$ 570	21.05%
Cabinet	\$1,055	\$1,055	43.33%



## College Partners Agreement for Worcester State University

Worcester State University (WSU) agrees to provide The Hanover Theatre \$25,000 in funding annually beginning July 1, 2018 through June 30, 2023; The Hanover Theatre will provide an invoice annually.

Funds will be deposited in a draw down account for use by the University. Payment for tickets, rental and sponsorship will be made from the draw down account. An accounting of amounts spent by WSU each year, and a statement of balances remaining will be provided by The Hanover Theatre.

WSU shall have a "menu" of option each year, which may include but is not limited to:

- The purchase of blocks of tickets for students, faculty, staff and/or alumni
- Rental of the theatre and /or other building areas for performances, classes, functions or special events
- Sponsorship of one performance at the \$5,000 level

WSU will also receive a complimentary Director Circle Franklin Square Society Membership, benefits include:

- Four Franklin Square Society Membership cards
- Private hotline with first opportunity to reserve seats for most events
- Discounts on tickets for most events
- Free convenient parking adjacent to the theatre
- Access to the Franklin Square Salon with complimentary bar service before and during performances
- 12 guest passes for use of Salon and Myrtle Street parking lot
- Recognition in Broadway Programs and the Annual Report
- E-mail notification of last minute ticket offers and discounts
- 20% discount on rental of Salon and Mezzanine
- Four complimentary tickets to a special performance and reception during the season
- Two complimentary Friend Level Membership gift certificates for family and friends
- Eight silent movie vouchers
- An invitation for two to attend *A Christmas Carol* dress rehearsal
- Discounts at participating restaurants in the theatre's Gourmet Program
- Employee Discount Program

This agreement shall be construed as a Massachusetts contract, and shall be renewable upon mutually agreeable terms and conditions.

Agreed and Accepted,  
WORCESTER  
STATE UNIVERSITY

By

WORCESTER CENTER FOR  
PERFORMING ARTS, INC.

By

Troy Siebels, Executive Director

**POOL**  
**SPEAKERS/AWARD RECIPIENTS**  
**Updated 8/2018**

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

**Ardizzone, Wendy and Rich, H** The Joy of Music Program recently celebrated their 25<sup>th</sup> anniversary of providing music lessons, concerts and outreach work for the community of Worcester, and this couple, Director/founder and Associate Director (respectively) have worked tirelessly to build their non-profit school and spread the gospel of music with an energy and devotion that has changed the lives of multitudes of young and old alike.

**Beah, Ishmael, CS** Author of well-known book, A Long Way Gone; Memoirs of Boy Soldier. The book describes his journey in Sierra Leone throughout the war due to the blood diamond controversy. His childhood was taken away because of a completely unjust war and he was forced into combat.

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

**Carberry, Dr. Gail, H**

Recently retired from the Presidency of Quinsigamond Community College and holds a Certificate in Small Business Management from Springfield Technical Community College, a B.S. from Worcester State University and a Master’s and Doctorate degrees from the University of Massachusetts at Amherst, specializing in organizational development, strategic planning and staff development. She currently serves on numerous local, State and national



Boards including the Massachusetts Clean Energy Center, Latino Education Institute, Bay Path Regional/Vocational High School Foundation, National Association for Community College Entrepreneurship, Worcester Educational Collaborative, Boys & Girls Club of Worcester, Central Mass Workforce Investment Board, Greater Worcester Community Foundation, Worcester Business Development Corporation and the Massachusetts Biomedical Initiatives. She co-chairs the Mayor's Commission for Hispanic Education Excellence and chairs the Early Education Matters Task Force.

**Carrell, Steve, CS** Comedian and actor from Concord, MA. Starred in movies, "Dan in Real Life" and "Evan Almighty." His television hit is "The Office."

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

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

**Garvey, Daniel, CS** Earned a BA from WSU majoring in Sociology. Twelfth President of Prescott College. He was a faculty member at the University of New Hampshire and had a 25-year career as an administrator and educator focused on education reform and improvement.

**Giridharadas, Anand CS, HD**

Anand Giridharadas is an author and columnist, writing about a world in transition as seen through the lens of culture. He writes the "Currents" column for The New York Times and its global edition, the International Herald Tribune, and also writes for The New York Times Magazine. His "Admit One" column, which is dedicated to the New York City arts audience, appears regularly in the Weekend Arts section of The New York Times. He is the author of *India Calling: An Intimate Portrait of a Nation's Remaking*, about returning to the India his parents left.

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

**Green, Ronald Michael, CS** Ronald Michael Green was Professor of Religion and the Eunice and Julian Cohen Professor for the Study of Ethics and Human Values at Dartmouth College. He is a member of the Department of Religion and the Department of Community and Family Medicine at Dartmouth’s Geisel School of Medicine, and he served from 1992-2011 as Director of Dartmouth’s Institute for the Study of Applied and Professional Ethics. A summa cum laude graduate of Brown University, he received his Ph.D. in religious ethics from Harvard University in 1972. In 1996 and 1997, Professor

Green was the founding director of the Office of Genome Ethics at the National Human Genome Research Institute of the National Institutes of Health. Professor Green’s research interests are in genetic ethics, biomedical ethics, and ethics in organizations. Health. Professor Green’s research interests are in genetic ethics, biomedical ethics, and ethics in organizations. He is the author of nine books, editor of four, and author of more than 170 articles in theoretical and applied ethics. His three most recent books are *Babies by Design: The Ethics of Genetic Choice* (Yale University Press in 2007),

*Kant and Kierkegaard on Time and Eternity* (Mercer University Press, 2011), and *Suffering and Bioethics* (co-edited with Nathan Palpant, Oxford University Press 2014).

**Guinier, Lani, CS and HD** Bennett Boskey Professor of Law at Harvard Law School. Research interests include access to higher education, critical perspectives on race, class, and gender, law and social change, responsibilities of public lawyers, etc. The focus of her work is in keeping with WSU’s interest in broadening the diversity perspectives of our students. One of her areas of expertise is Access to Higher Education. Another area of expertise is voting Rights and Democratic Theory. Inspirational speaker.

**Hall, Donald, CS and HD** Poet Laureate for the Library of Congress. Besides numerous awards for his poetry, including nomination for the Pulitzer, he has received several fellowships. He is an engaging speaker, a highly honored artist and visited WSU in the 70s.

**Halloran, Thomas W, CS** President of Voya Financial Advisors, Inc. (VFA), a registered broker-dealer business. The Voya broker-dealer, offers retail financial products, services and support to clients through a network of over 2,200 affiliated representatives across the country. An industry veteran, he has over 28 years of experience with financial advisors in various marketing, product and sales leadership roles. Received a B.S. in business administration

from Worcester State University in 1988 and an M.B.A. from Boston University in 2000. Tom was formerly a member of the Worcester State Foundation Board from 2000-2007.

**Hickman, Homer, CS** American author, Vietnam Veteran and former NASA engineer. His most famous book, *Rocket Boys*, is about his growing up in Coalwood, WV. The popular film, *October Sky* was based on the book and his life.

**Krasinski, John, CS** A 2001 graduate from Brown University. A native of Brighton, MA. A main character in the TV series, "The Office."

**Leary, Dennis, CS or CSA** Native son – started the Leary Firefighters Foundation to support the City of Worcester Fire Department (as well as others) with money and equipment. Graduate of Emerson College and taught at the college for five years. Has had several articles in magazine and worked at stand-up comedy. He has starred in several movies and is active in raising funds for various causes.

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

**Lundberg, Jan Christian, HD** For more than 28 years, Jan has been an advocate for the adoption of a sustainable lifestyle. His earlier background as an oil industry analyst led him to an appreciation of the dangers of peak oil and the overuse of fossil fuels. Jan has also been a tireless opponent of the "plastic plague," and has attempted to heighten public awareness of the dangers posed to the ecosystem by overuse of plastics. Jan was an early proponent of alternative energy systems and has pioneered the Pedal Power Produce, the Alliance for a Paving Moratorium, and the Sail Transport Network. Jan also founded Culture Change, which maintains a website where articles and essays of interest are freely available to those concerned with the future of the ecosystem. He has published numerous articles and has been a featured speaker at conferences and has been interviewed by all forms of the media. Requested additional information.

**Maddox '82, Dr. Debra CSA** Alumna with a long record of community service, academic accomplishments, and is President of Multicultural Wellness Center. She is a licensed mental health counselor in the Commonwealth of Massachusetts and is also a licensed marriage and

family therapist, a licensed rehabilitation counselor, a certified school psychologist and a nationally certified rehabilitation counselor. She received a B.A. in Psychology from WSU, a M.A. in Rehabilitation Counseling from Assumption College and a Psychology Doctorate from Antioch New England Graduate School. Dr.

Maddox has been employed in a wide range of mental health and human services settings. She has worked in social, judicial, education and mental health clinical settings. She worked for Department of Children and Families, conducting investigations of abuse and neglect, with an emphasis on children who were sexually abused. Within the judicial system, she worked as a probation officer and also worked as an independent court investigator for the Massachusetts Trial Court, Juvenile Division. Dr. Maddox has taught undergraduate and graduate level courses and supervised the clinical work of graduate students as a part-time faculty member at QCC and Assumption. She has clinical interest in race, and culture and the impact of culture on adjustment and acculturation.

**McGovern, James, CS** Congressman for the Third Congressional District representing people from Central and Southeastern Massachusetts. He has been a passionate advocate for human rights around the world and is a strong support of education at all levels.

**Moylan, Robert, CSA** Should be recognized for his leadership as the Commissioner of the Department of Public Works and Parks for the City of Worcester. He is considered, by his peers, to be one of the top 10 public works leaders in the nation. Although his accomplishments are numerous, it should be noted that he instituted the recycling program long before “sustainability” was popular. Recently, WSU benefitted from how quickly, and efficiently, the recent crisis involving the water main break was resolved. He is an excellent example of a leader who maintains high standards for his Department which benefits all residents of Worcester.

**O’Brien, Conan, CS** Conan O’Brien was born in Brookline, MA and is most famous for his late night show. He has won 2 primetime Emmy awards. Former writer for “Saturday Night Live” and worked on the “The Simpsons.” Graduate of Harvard.

**Neal, Congressman Richard E., HD**

Congressman Richard E. Neal represents the First Congressional District of Massachusetts in the United States Congress. Richard Neal was born in Worcester, Massachusetts on February 14, 1949 and was raised and educated in the City of Springfield. He is a 1972 graduate of American International College, where he received his Bachelor’s Degree in Political Science and was a member of the National Honor Society. He received his Master’s Degree in Public Administration from the Barney School of Business and Public Administration at the University of Hartford in 1976.

**Palmer, Parker, CS** Writer, teacher and activist known for his work in education, spirituality and social change in institutions including schools, community organizations, primary, secondary and higher education, and business and corporations. His writing earned him numerous awards and citations. His work, *The Courage to Teach*, has provided a touchstone of renewal for thousands of educators at all levels. He is a native of Chicago and a graduate of Carleton College and University of California at Berkeley.

**Palermo, Steven Michael, CS, CSA** Steven Michael Palermo, is a former umpire in Major League Baseball who worked in the American League from 1977 to 1991. Although he attended WSU, he did not finish, as he left to attend the Umpire Development Program. His career includes the 1982 World Series, three American League Championship Series, the 1981 American League Division Series and the 1986 All-Star Game. In 1991, *The Sporting News*, ranked him "Number 1" among American League umpires for overall performance. In 1978 he was serving as the third base umpire that signaled "fair Ball" for the game-winning home run of the Yankees-Red Sox Eastern Division final. His field career ended when he was shot in the back following his intervention in an altercation outside a Dallas Italian restaurant. He wore uniform number 14 when the American League began using uniform numbers for its umpires in 1980, and the number was never re-assigned to another AL umpire until after the AL and NL umpire staffs were unified by MLB in 2000. In 1994, he won the Arthur Ashe Courage Award. In 2003, he began serving as the Honorary Chairman of Assurant Employee Benefits' Will Return Council. The Council annually presents the Shining Star of Perseverance Award to individuals who overcome disabilities. He currently serves as a major league supervisor of umpires and works as a motivational speaker.

**Patrick, Deval, CS** The Honorable Deval Patrick was first elected Governor of Massachusetts in November of 2006. He came from Chicago at the age of 14 and attended Milton academy. He spent a postgraduate year working on a United Nations youth training project in the Darfur region of Sudan. He attended Harvard Law School in the fall of 1979 where he led the Legal Aid Bureau, the nation's' oldest student-run legal services organizations. He served as a law clerk to a federal appellate judge before joining the NAACP Legal Defense and Education Fund. He joined the Boston Law firm of Hill & Barlow and was named partner in 1990. In 1994, President Clinton appointed him Assistant Attorney General for Civil Rights, the nation's top civil rights post. He returned to private practice in 1997 with the Boston firm of Day, Berry & Howard. In 2001, he joined the Coca-Cola Company as Executive Vice President and General Counsel. He was later elected to the role of Corporate Executive Vice President and General Counsel. He was later elected to the role of Corporate Secretary and served as part of the company's senior leadership team as a member of the Executive Committee. Governor Patrick has been the speaker at several of our sister institutions.

**Poehler, Amy, CS** Born and raised in Massachusetts, she graduated from Burlington High School where her mother was a teacher. She went on to Boston College and discovered the art of improvisation. She was part of a group known as the Upright Citizens Brigade which were four special agents and was a Monty Python type of sketch comedy. They started their own theater in New York City and taught classes as well covering both improv and sketch writing. She went on to star in several shows including *Blades of Glory*, *On Broadway*, *Spring Break down* and *Shrek the Third*.

**Polito, James, CS** An alum of WSU has gone far with his Communication degree. He covered stories such as the disappearance of Molly Bish and September 11. He currently works at WTAG where he is known for his wit and humor encouraging people to voice their opinions.

**Porter, Alisan CS** Born to Jewish parents in Worcester, Massachusetts, she is the great-granddaughter of prominent Worcester Rabbi Joseph Klein. Her grandmother ran the Charlotte Klein Dance Center and her father, Ric Porter, was co-founder, lead singer, and songwriter of the Worcester-based band Zonkaraz. She has been singing and performing since age three and at age five, she became the youngest Star Search participant ever to win the competition. She acted in several films as a child and became known for playing the title role in the 1991 movie *Curly Sue* opposite Jim Belushi. She has openly discussed her battles with alcoholism and drug addiction and has been sober since October of 2007. Alisan sang the National Anthem at the 2016 A Capitol Fourth special at the U.S. Capitol West Lawn and also sang the anthem prior to the nationally televised Sunday Night Football game in Oakland, California in November of 2016. On May 24, 2016 she was crowned the season 10 winner of *The Voice*.

**Quick, Matthew, CS** Acclaimed author of, "Silver Lining Playbook: as well as two other books currently in print and soon to be released, "Forgive me, Leonard Peacock." Award winning writer known for writing stories with a powerful message. Work has been translated into more than twenty languages. Native of Holden, Massachusetts.

**Ricciardi, JP, HD** A graduate of WSU and former baseball coach with the 1983 NCAA Baseball Team. Former general manager of the Toronto Blue Jays.

**Shabazz, Ilyasah CS** Third daughter of Malcom X and Betty Shabazz. She is an author, most notably of a memoir, *Growing Up X*, a community organizer, social activist and motivational speaker. She was two years old and present with her mother and sisters at the assassination of her father. She says she has no memory of the event and to learn about her father, she read his autobiography as a college student, and enrolled in a class to learn more.

She is a graduate of the State University of New York at New Paltz and received a master's degree in Education and Human Resource Development from Fordham University.

**Shipley '74, Sharon CSA** Alumna with a career in industry and a record of charity work. Worked for Unilever for most of her career in the military section. She was instrumental in developing programs to enhance the quality of life for military families through promotions that funded scholarships for military children through the Fisher House Foundation and collaborated with Unilever's laundry team to build or refurbish 20 ball fields on military installations. She refers to WSU as the most amazing place and encouraged her two nieces to attend. She is an avid donor.

**Solomon, Andrew, CS** A writer on politics, culture and psychology who recently published the book, *Far From the Tree*, a study of the lives of parents whose children have differing abilities. He lives in New York and London. He has written for The New York Times, The New Yorker, Artforum, Travel and Leisure, and other publications on a range of subjects. His book, *The Noonday Demon: An Atlas of Depression* won the 2001 National Book Award, and was a finalist for the 2002 Pulitzer Prize. He is a brilliant speaker and inspiring individual.

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

**Vega, Alexis, CS** 2006 graduate of WSU majoring in Communication. Born and raised in Boston as the third child of five. Surrounded by drugs and violence becoming a part of the DSS system at the age of 7 and was bounced around from home to home for 10 years. As a junior in high school, 25 year old sister was able to get custody of him and he began to do better in school. He attended a Bottom Line information session at the Roxbury Public Library and they were there for him through his senior year. Because of his low GPA for the first 3 years of high school, his 3.8 GPA for his senior year could not



make the grade to go to a four-year college. Attended Mass Bay Community College and finally transferred to WSU after 3 years. Bottom Line was there to help him all the way providing assistance with financial aid, loans, and scholarship and job opportunities. They informed him of a job at Acosta Sales and Marketing in the Leadership Development Program. He was selected and has been teaming since June 2006. Proud to now be a member of Bottom Line's Alumni Board.

**Warren, Elizabeth, CS** Elizabeth Warren is from Massachusetts and took office on January 3, 2013 as the Massachusetts US Senator. She has been assigned to three important committees: Health, Education, Labor – Pensions (HELP) and Banking and Aging. She was a former professor at Harvard Law School.

**West, Cornell, CS** One of America's most provocative public intellectuals. Has been a champion for racial justice since childhood. His writing, speaking and teaching weave together the traditions of the black Baptist Church. Class of 1943 Professor at Princeton University noted for his bestselling book, Race Matters, a searing analysis of racism in American democracy.

**Williams, Darnell, HD, CSA**

He is President and CEO of the Urban League of Eastern Massachusetts, a non-profit organization providing services and programs in education, career and personal development and employment for African-Americans and other residents of color. Mr. Williams is well known to and often assists other culturally diverse organizations beyond African Americans.

**Winfrey, Oprah, CS** Creator of a multinational business. Known for her entrepreneurial skill and caring ear for those in need.

**Yancey '00, Patricia CSA** Chapter President of local NAACP with a service record in the religious community. Active in the Faith in Worcester Day of Prayer (September 2016) with leaders from diverse communities of faith to include all cultures because that is what Worcester looks like. Married to Dr. George Yancey, first vice president of the local chapter of the NAACP the response was overwhelming.

**KEY TO POOL**

<b>CSA</b>	<b>COMMUNITY SERVICE AWARD</b>
<b>CS</b>	<b>COMMENCEMENT SPEAKER</b>
<b>HD</b>	<b>HONORARY DEGREE</b>



## Honorary Degree Recipients

1969	Reverend Robert Drinan, U.S. Congressman	Doctor of Law
1974	Edward W. Brooke U.S. Senator Eugene A. Sullivan, Former President, WSC	Doctor of Humanities Doctor of Public Services
1977	Marguerite C. McKelligett, Former Dean of Women, WSC James P. McShery Haskell R. Gorden, Co-owner of the Fair Shopping Center	Doctor of Humane Letters Doctor of Business Administration Doctor of Laws
1978	Vera Dowden, First WSC Dean of Students Sister Josephina Concannon, Former Professor of Early Childhood Education William E. Aubuchon, President, W.E. Aubuchon Company Joseph D. Early, U.S. Congressman	Doctor of Humane Letters Doctor of Humane Letters  Doctor of Business Administration Doctor of Laws
1979	Governor Edward J. King William J. Hebert, Executive Director and Treasurer of Mass. Teachers Association Madelin Wilmarth, Retired WSC Professor Ruth D. Wells, Founder and Trustee of Old Sturbridge Village	Doctor of Public Administration Doctor of Laws  Doctor of Humane Letters Doctor of Humane Letters
1980	Olive I. Borgatti, President, Sags Supply Inc. Stanley Kunitz, Poet and Pulitzer Prize recipient Paul Szep, Political Cartoonist for Boston Globe	Doctor of Business Administration Doctor of Humane Letters Doctor of Fine Arts
1981	William F. Keough, Former Iranian Hostage John M. Cataldo, Owner of National Freight Traffic Services Moxie Goll, Retired Army Lt. Colonel	Doctor of Humane Letters Doctor of Public Administration Doctor of Business Administration
1982	Joshua Rubenstein, New England Coordinator of Amnesty Intl. Dennis Brutus, Renowned Poet and Human Rights Activist	Doctor of Humane Letters Doctor of Humane Letters
1983	Commodore Grace Hopper, USN, Pioneer of Computer Language COBOL Jacob Hiatt, Industrialist and Philanthropist Most Rev. Bernard J. Flanagan, Retired Bishop of Worcester Diocese Alex Haley, Pulitzer Prize Author	Doctor of Science  Doctor of Humane Letters Doctor of Humane Letters Doctor of Humane Letters
1985	Nicholas J. Fimuara, M.D., M.P.H., Director of Communicable And Veneral Diseases for the MA Dept. of Public Health Senator Paul Tsongas, United States Senator Dr. Thomas Noguchi	Doctor of Science  Doctor of Humane Letters Doctor of Science
1986	Mahlon Hoagland M.D., Former President and Scientific Director of Worcester Foundation for Experimental Biology Helen Shaughnessy, Former Acting Executive VP, WSC Robert C. Achorn, President/ Publisher, Worcester T & G Arthur Garrity	Doctor of Science  Doctor of Education Doctor of Humane Letters Doctor of Humane Letters
1987	Helen Bowditch, Member of School Committee (16 years) Robert Bowditch, Esquire Elizabeth Walker, Co-anchor WBZ-TV News	Doctor of Humane Letters Doctor of Laws Doctor of Humane Letters
1988	The Honorable Luis Perez, Judge, Juvenile Court	Doctor of Laws

## Honorary Degree Recipients - 2

1989	Dr. Pamela Moraldo, Exec. Director, National League for Nursing Dr. Thoru Pederson, President and Scientific Director of the Worcester Foundation for Experimental Biology Michael S. Dukakis, Governor	Doctor of Humane Letters Doctor of Science  Doctor of Public Administration
1990	Dr. M.C. Chang, Worcester Foundation for Experimental Biology Yue-Sai Kan, Broadcaster, Discovery Channel	Doctor of Science Doctor of Humane Letters
1991	Robert Anastas, Founder and Executive Director of SADD Students against Drunk Driving	Doctor of Humane Letters
1992	Daniel Farber, Photographer George Gerbner, Dean, Annenberg School of Communication Reverend Dean N. Paleologos, St. Spyridon Greek Orthodox Church	Doctor of Fine Arts Doctor of Humane Letters Doctor of Divinity
1993	John Durkin, Superintendent, Worcester Public Schools Joseph E. Lemenager, Superintendent, Worcester Vocational Schools Senator John F. Kerry, U.S. Senate	Doctor of Education Doctor of Education Doctor of Laws
1994	Dr. Rushworth M. Kidders, President, Institute for Global Ethics Dr. James B. Appleberry, President, AASCU Judy Norsigian	Doctor of Literature Doctor of Education Doctor of Humane Letters
1995	Jack Williams, Co-Ancor, WBZ-TV News Jordan Levy, President, Parker Affiliated Companies	Doctor of Humane Letters Doctor of Public Administration
1996	Henri A. Termeer, President, Genzyme Corporation William M. Bulger, Former President, UMass Aaron Feuerstein	Doctor of Business Administration Doctor of Public Administration Doctor of Humane Letters
1997	Albert Sacco, Jr., Astronaut Milton Meltzer, Biographer and Historian	Doctor of Science Doctor of Humane Letters
1998	Bobby P. Jindal Harriette Chandler, Senator and former Representative	Doctor of Public Administration Doctor of Public Administration
1999	David W. Breneman, Dean Curry School of Education, University of Virginia John L. Dufresne, Author Lillian Goodman, Dean, Graduate School of Nursing, UMass Adam Yarmolinsky, Esquire	Doctor of Education  Dean of Literature Dean of Public Health Dean of Humane Letters
2000	Danny Glover, Acclaimed Actor and Human Rights Activist Dr. Augusto Boal, Brazilian Theatre Artist and Social Activist Winston Hugh Njongonkulu Ndungane	Dean of Humane Letters Doctor of Humane Letters Doctor of Humane Letters
2001	Jamie Escalante, National Hispanic-American Educator Richard E. Greene	Doctor of Education Doctor of Education
2002	Robert Freeland Ronald Chand Beverly Donofrio	Doctor of Humane Letters Doctor of Humane Letters Doctor of Literature

## Honorary Degree Recipients - 3

2003 NO DEGREES ADWARDED

2004	Nicholas Gage Dr. Jane Fitzpatrick	Doctor of Humane Letters Doctor of Humane Letters
2005	Blenda J. Wilson Charlotte Klein	Doctor of Humane Letters Doctor of Humane Letters
2006	Dr. Lucy M. Candib, M.D.	Doctor of Humane Letters
2007	Gene DeFeudis Susan (Shanee) Stepakoff	Doctor of Humane Letters Doctor of Humane Letters
2008	Lt. Governor Timothy Murray	Doctor of Public Administration
2009	Dorothy (Dottie) J. Manning Annette A. Rafferty	Doctor of Humane Letters Doctor of Humane Letters
2010	Colonel Marian J. McGovern Lt. General Kevin T. Campbell	Doctor of Humane Letters Doctor of Humane Letters
2011	Dr. John J. Connolly	Doctor of Humane Letters
2012	Dr. Imoigele P. Aisiku	Doctor of Science
2013	Colonel Thomas J. Foley Dr. Mary K. Alexander Dr. Frederick Woodward	Doctor of Humane Letters Doctor of Public Health Doctor of Humane Letters
2014	Rep. John J. Binienda, Sr. Mr. James T. Brett Dr. Robert E. Mullin Dr. John L. Sullivan	Doctor of Public Administration Doctor of Humane Letters Doctor of Humane Letters Doctor of Science
2015	Jean M. Campaniello, WSU Professor Emerita Edwin B. Coghlin, Jr. James W. Coghlin, Jr. Dr. Sheila Harrity Daniel C. Kenary, Co-Founder and CEO, Harpoon Brewery	Doctor of Public Health Doctor of Humane Letters Doctor of Humane Letters Doctor of Humane Letters Doctor of Humane Letters
2016	Lt. Governor Karyn Polito	Doctor of Public Administration
2017	Mark W. & Janice L. Fuller Lt. Col. James F. Sheehan Philip M. Wasylean II	Doctor of Humane Letters Doctor of Humane Letters Doctor of Humane Letter
2018	The Honorable Charles D. Baker Jr. Robert K. O'Brien '58 Darnell L. Williams	Doctor of Public Administration Doctor of Humane Letters Doctor of Humane Letters

### Community Service Award Recipients

1977	Mrs. Jacob Hiatt
1978	Joseph T. Benedict, President and Chairman of the Board, Freedom Federal Savings and Loan Association
1979	Julie Chase Fuller, Executive Director of the Worcester County Mechanics Association
1980	Francis J. McGrath, Worcester City Manager for 29 years
1981	Senator Daniel J. Foley, Senate Majority Leader
1982	Robert C. Maher, Worcester Realtor
1983	Eleanor Hawley, Executive Director, Human Rights Commission, City of Worcester
1984	William Short, Executive Director, Greater Worcester Chamber of Commerce
1985	Anthony A. Borgatti, Jr., and Olive I. Borgatti, husband and wife team in operation of Spag's Supply Inc.
1986	Leonard J. Morse, M.D.
1987	J. Richard Bullock, former President of Wyman Gordon Company
1988	Nicholas P. Manzello, Sports Writer, Worcester Telegram & Gazette
1989	Corinne C. Turner, President, Alvin Products
1990	Harry Levenson, Conductor of the Central Massachusetts Symphony Orchestra
1991	Abraham Haddad, Worcester Periodontist
1992	Larry McVey, CEO, Thom McAn Shoe Company
1993	Annette A. Rafferty, Founder, Abby's House
1994	Macey J. Goldman, J.D.
1995	David P. Forsberg, Chief Economic Development Officer, City of Worcester
1996	Reverend Paul D. Kennedy, Retired Pastor, Trinity Lutheran Church
1997	Barbara C. Kohin
1998	Joseph Carter
1999	Kenneth Schoen, Professor Emeritus, WSC
2000	Worcester Fire Department
2001	Russell Fuller
2002	Paul L. Hart, M.D.
2003	Nathaniel Mencow
2004	Martha and Fairman Cowan
2005	Edwin B. Coghlin, Jr.
2006	Gordon P. Hargrove
2007	Linda A. Cavaoli
2008	Dr. Arthur & Dr. Martha Pappas
2009	Melvin S. Cutler
2010	Paul LaCava
2011	Dr. William F. O'Neil
2012	No Recipient
2013	Allen W. Fletcher
2014	Thea Aschkenase
2015	Matilde Castiel, M.D.
2016	John J. Conte
2017	Joseph Andruzzi



# WORCESTER STATE UNIVERSITY

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## MEMO

**TO:** Dr. Adam Zahler

Chair, All University Committee

**From:** Denise R. Foley, D.Ed.

Chair, Speakers and Awards Committee

**RE:** *Committee recommendations for Commencement Speaker and Honorary Degree and Community Service Award recipients*

**Date:** December 21, 2017

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On 12/05/17, the Speakers and Award committee met with Sierra Trudel, Tim Antonelli, Tom McNamara, Telese Forbes and myself present. Monica Bhakhri had an unexpected obligation but provided her initial thoughts electronically. I took the minutes. We evaluated the voted on several candidates. After gathering more information on the remaining candidates, we voted electronically on 12/7 and 12/14/17. The results are as follows. Thank you for your attention. Please do not hesitate to contact with comments or questions.

### **SACHA PFEIFFER- RECOMMENDED FOR COMMENCEMENT SPEAKER 2018.**

VOTE COUNT 6-0 IN FAVOR

*Please note: Though nominated as Commencement Speaker, the Committee also voted 6-0 in favor to recommend Ms. Pfeiffer for a Community Service Award.*

Ms. Pfeiffer is a Pulitzer-prize award winning journalist who works for the Spotlight investigative team at the Boston Globe. She has had a long and important career as a journalist the continues today. She is also a commentator for NPR. She was part of the Spotlight team that uncovered the Catholic Church sex abuse scandal. Moreover, she has be a dedicated journalist working for the common good of Boston and beyond for years. Her incredible professionalism, work ethic, and her commitment to speaking truth to power are attributes we want our students to emulate as they step into the next phase of their lives. Moreover, she lives locally and has deep area connections.



## **DEVIN MCCOURTY – RECOMMENDED FOR COMMUNITY SERVICE AWARD**

### **VOTE COUNT 6-0 IN FAVOR**

Mr. McCourty is a graduate of Rutgers University. He joined the New England Patriots in 2010 and has been named the team's defensive captain seven years in a row (2011-2017). Mr. McCourty and his twin brother, Jason, sought to partner with a non-profit that supports children and families battling Sickle Cell Anemia and have supported The Embrace Kids Foundation.

Mr. McCourty was quoted as saying,

Sickle Cell disease affected us at a young age because my father carried the trait. I remember we took blood test at 5yrs old to see if we carried the trait as well and it was a relief when we learned we didn't. That didn't end the journey with Sickle Cell because both our aunt and uncle had the disease.

He is further quoted as saying,

Growing up we were very close to our aunt Winifred and she battles with the disease daily going through many trials and tribulations. Her passion to keep fighting through everything that comes her way has driven us to try to make a difference and draw awareness to the terrible disease.

Mr. McCourty makes regular visits to area schools to inspire students. He is an articulate athlete, as demonstrated in a recent interview with the Boston Herald regarding athlete's kneeling during the national anthem. His work for Embrace Kids Foundation, his on-going community engagement on and off the field, and his admiration by many members of the WSU community make him an excellent candidate for the WSU Community Service Award.

Mr. McCourty was nominated by Dr. Mark Wagner of the Binienda Center for Civic Engagement. Dr. Wagner wrote that he does have a personal connection to Mr. McCourty, as they are alumni of the same high school, met and have stay connected. Dr. Wagner has offered to be a resource if WSU decides to reach out to Mr. McCourty.

# Sacha Pfeiffer

**Sacha Pfeiffer** (born September 7, 1971) is an American Pulitzer Prize-winning investigative journalist and radio host. She is known for her work with the Spotlight team run by *The Boston Globe*.<sup>[2]</sup> She was a member of the group of reporters whose work in exposing the Roman Catholic church's cover-up of clergy sex abuse earned the newspaper the 2003 Pulitzer Prize for Public Service.<sup>[3]</sup>

## Personal life and career

Pfeiffer was born in Columbus, Ohio, the daughter of Janet (née Preskenis) and Richard Pfeiffer.<sup>[4]</sup> She has a younger sister, Sonya, and a younger brother, Seth. Her father, a former state senator, is currently the city attorney for Columbus, Ohio, and her mother is a retired teacher. Her mother is of Lithuanian descent. Her grandmother was Alice Preskenis, a devout Catholic,<sup>[5]</sup> and a lifelong resident of South Boston who spent 40 years working at Pober's Clothing Store,<sup>[6]</sup> and specialized in dressing children.<sup>[7]</sup> Her uncle was Ken Preskenis, a well-known figure in South Boston through his involvement in community outreach.<sup>[8]</sup>

She left Ohio for college, moving to Boston. She graduated with a B.A. and M.A. from Boston University.<sup>[9]</sup> In 2005, she was named a John S. Knight Journalism Fellow at Stanford University.<sup>[10]</sup> She started her journalism career at the *Dedham Times* in Dedham, Massachusetts.<sup>[11]</sup> Pfeiffer originally joined *The Boston Globe* as a reporter in 1995, left in 2008 to work for WBUR-FM in Boston and NPR, returning to *The Boston Globe* in 2014.<sup>[12][13]</sup> During her nearly seven years in public radio, Pfeiffer was a local host of *All Things Considered* and *Radio Boston* at WBUR, as well as a guest host of NPR's nationally syndicated *On Point* and *Here & Now*.<sup>[14][15]</sup> Her on-air work received a National Edward R. Murrow Award for broadcast reporting, as well as numerous other awards.<sup>[16]</sup>

Pfeiffer currently writes at *The Boston Globe* about wealth, philanthropy, and nonprofits,<sup>[17]</sup> and has also covered travel,<sup>[18]</sup> legal affairs, and the Massachusetts state courts.

She volunteers as an English-as-second-language teacher.<sup>[19]</sup>

After the Spotlight team published its work, the team created a book about the events. Pfeiffer is a co-author of *Betrayal: The Crisis in the Catholic Church*.<sup>[20]</sup>

Pfeiffer has also worked as an adjunct communications and journalism professor.

## Portrayal in media

In the 2015 film *Spotlight*, Pfeiffer is portrayed by Canadian actress Rachel McAdams. McAdams was nominated for the Academy Award for Best Supporting Actress for her performance.

### Sacha Pfeiffer

<b>Born</b>	September 7, 1971 <div>Columbus, Ohio, U.S.</div>
<b>Alma<span> </span>mater</b>	Boston University <div>(B.A., M.A.)</div>
<b>Occupation</b>	Newspaper reporter, former public radio reporter
<b>Spouse(s)</b>	Hansi Kalkofen <sup>[1]</sup>
<b>Parent(s)</b>	Richard Pfeiffer <div>Janet Preskenis</div>
<b>Awards</b>	Goldsmith Prize for Investigative Reporting <div>Worth Bingham Prize Investigative Reporters and Editors Award</div> <div>Edward R. Murrow Award</div>



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