

WORCESTER STATE UNIVERSITY

BOARD OF TRUSTEES MEETING

Tuesday, April 7, 2020

5:30 - 7:00 PM

REMOTE PARTICIPATION

Join Zoom Meeting

<https://worchester.zoom.us/j/504514442>

Meeting ID: 504 514 442

Meeting Called By: Craig Blais (Chair)

Minutes: Nikki Kapurch

Board Members: Craig Blais (Chair); Lisa Colombo; Aleta Fazzone; Maryanne Hammond (Vice-Chair); Karen Lafond; Stephen Madaus (Vice-Chair); William Mosley; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle

WSU Staff: Barry Maloney; Nikki Kapurch; Carl Herrin; Patrick Hare; Kathy Eichelroth; Tom McNamara; Sarah Strout; Lois Wims

All documents considered to be **drafts** until discussed and/or approved by the Board

AGENDA

ITEM	RESPONSIBLE	ACTION
1. <i>Administrative Business</i> A. Call to Order B. Minutes: Full Board - March 10, 2020* C. Minutes: Finance & Facilities - March 10, 2020*	Craig Blais, Chair	B. Vote required C. Vote required
3. <i>Academic & Student Development Committee Report</i>	Karen LaFond	3. Informational and 4 votes required
4. <i>Administrative Updates</i> A. Report of the Chairman 1. Appointment of the Nominating Committee 2. Next meeting: June 2, 2020 B. Report of the President 1. President's Update* C. Other Business	Craig Blais Barry Maloney	1. Informational 2. Informational 1. Informational
5. <i>Adjournment</i>	Craig Blais	5. Vote required

*Attachments

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
Meeting Minutes

CHAIR:	Mr. Craig Blais (Chair)	DATE:	March 10, 2020
LOCATION:	Wellness Center	MINUTES BY:	Nikki Kapurch
TIME:	6:30 PM		
MEMBERS PRESENT:	Craig Blais (Chair); Lisa Colombo (via remote access); Maryanne Hammond (Vice-Chair); Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle		
MEMBERS ABSENT:	Aleta Fazzone; Stephen Madaus (Vice-Chair); William Mosley		
WSU STAFF:	Barry Maloney; Patrick Hare; Carl Herrin; Nikki Kapurch; Sarah Strout		

The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Board of Trustees was held on Tuesday, March 10, 2020, in-room 204 of the Wellness Center. Chairman Blais called the meeting to order at 6:30 p.m. The Chairman reported that Trustee Colombo will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business:

APPROVAL OF THE MINUTES - January 7, 2020

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

VOTED: To approve the January 7, 2020, minutes of the full Board meeting as presented.

ROLL CALL VOTE: 8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle

Discussion:

STRATEGIC PLAN UPDATE

- President Maloney introduced Linda S. Campanella, Consultant, SOS Consulting Group LLC, and Sarah Strout, Assistant Vice President, Office of Assessment and Planning, who gave an update to the board as to where we are in the process and gave a midway check-in.
- Plenty of opportunities were available to the campus to participate in the planning process, and it was an inclusive one. A lot of effort has been made to engage as many stakeholders as possible through surveys, meetings, forums, etc.
- The objective of today's meeting was to discuss the two documents that were included in the packet. A draft "envisioned future state" document articulates, in one place, how WSU stakeholders (faculty,

staff, students, alumni, trustees), based on the extensive outreach done in the fall, hope the University will be better, different, or stronger in five years. Second, a diagram that identifies eight vision-supporting goals reflecting areas of greatest concern to the WSU community, based on what was learned during the extensive and inclusive diagnostics phase of the planning process.

- Working groups have been convened around eight emergent themes or goals, four of them mission-central and four of them mission-supporting.
- The timeline is to have the draft plan fully developed and, just as importantly, more widely vetted on campus with our key stakeholders, in April.
- Given our commitment to inclusiveness as part of our process and our desire to have strong buy-in for the plan by the time it is approved, this vetting is an important step.
- I would like to have the opportunity to update the board of trustees on the emerging plan in early June and have the board endorse the draft plan before presenting it to the BHE's SPC (Strategic Planning Committee) for review and feedback at the June Touchpoint II meeting.
- Once we receive SPC feedback on the draft, we will, as planned, work over the summer to refine the draft and prepare it for presentation to the board for approval in September, with our Touchpoint III meeting to follow after that.
- Trustee Blais mentioned the trustees' disconnect regarding the climate of the faculty and, even more so, the students.
 - We are committed to diversity and inclusion through all of the goals, and each working group will be expected to engage directly in dialogue about how our strategies and desired outcomes will advance equity on our campus and support the BHE's Equity Agenda.

ACADEMIC & STUDENT DEVELOPMENT COMMITTEE REPORT

- Trustee Lafond, chair for the committee, told the board that the committee met earlier today to discuss the proposals of three Bachelor's Degree Letter of Intent submissions proposed for this spring's BHE degree approval process: **Bachelor of Arts in Theatre, Bachelor of Arts in Art, and Bachelor of Arts in Political Science.**
- These proposals represent the work of two different academic departments in the School of Humanities and Social Sciences at Worcester State University.
- Trustee LaFond discussed the process of getting a newly approved program approved by the Board of Higher Education and explained that it requires that the University's Board of Trustees vote accompany any submission of a Letter of Intent to be presented to the BHE.
- The materials that were provided in the packet represent a thorough review of the academic governance process at WSU.
- First, each department developed its proposal and moved the proposal forward upon receipt of the department's approval. Secondly, the All-University Committee (AUC) sends curricular proposals to the University-wide Curriculum Committee (CC.) Upon a vote from the Curriculum Committee, the AUC also reviews and votes, sending the results to the President for his review, and, if approved, signature.
- Members of the departments of Visual and Performing Arts and History and Political Science were in attendance at the subcommittee meeting, accompanied by their dean, Russ Pottle, and were available to respond to any questions we had.
- Trustee LaFond commended the members for their hard work in preparing the proposals.
- The proposed programs share focus with the current strategic plan of the University and will provide cost-effective alternatives to degree programs at area private and public universities.

- Faculty are currently in place and are already teaching classes that make up the proposed new programs.
- Some of the courses could be offered online.

Upon a motion made by Trustee Hammond and seconded by Trustee Reyes-Ponce, it was unanimously

VOTED: To accept the recommendation of the Academic and Student Development Committee and approve the Letter of Intent and Application to the Massachusetts Board of Higher Education for a Bachelor of Arts in Political Science as presented.

ROLL CALL VOTE: 8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle

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

VOTED: To accept the recommendation of the Academic and Student Development Committee and approve the Letter of Intent and Application to the Massachusetts Board of Higher Education for a Bachelor of Arts in Theater as presented.

ROLL CALL VOTE: 8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle

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

VOTED: To accept the recommendation of the Academic and Student Development Committee and approve the Letter of Intent and Application to the Massachusetts Board of Higher Education for a Bachelor of Arts in Art as presented.

ROLL CALL VOTE: 8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle

FINANCE AND FACILITIES COMMITTEE REPORT

- Chairman Blais announced that in the absence of Trustee Madaus, chair of the Finance and Facilities Committee, that Trustee Taylor will report out on his behalf.
- Trustee Taylor reported that the committee convened on March 5, 2020, for a meeting and reviewed thoroughly the information provided in the board packet.
- Reported that the WSU Audit Report complies with compliance requirements for the year ended 2019, and recommended to the full Board the approval of the FY 2019 Federal Funds Draft Audit Report.
- FY 2020 Budget Amendment #2 memo from VP Eichelroth was included in the packet. The supplemental appropriation provides \$250,000 of additional operating appropriations to WSU for FY

2019 in response to a request made by the administration seeking assistance with costs associated with the May Street Building. The administration intends to apply the funds to costs associated with temporarily relocating the cell tower on-site and/or the cost of maintenance and repairs to the facility in order that we may continue to occupy the facility while developing long-range plans for the site.

- The committee recommended to the full board the approval of the FY 2020 budget Amendment #2.
- Discussed the Financial Ratio Trend Analysis and gave a five-year review.
- Reviewed the Debt Management Policy and the guidelines the University uses to finance capital projects that enable the University to fulfill its mission and achieve strategic objectives.
- Had a very in-depth conversation on the FY 2019 Waived Tuition And Fees.
- A request was made to provide more Information regarding the count of waivers in each category and the criteria for fee waiving.

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

VOTED: **To accept the recommendation of the Finance and Facilities Committee and approve the FY 2019 Federal Funds Draft Audit Report as presented.**

ROLL CALL VOTE: **8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle**

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

VOTED: **To accept the recommendation of the Finance and Facilities Committee and approve Amendment #2 to the FY 2020 budget as presented.**

ROLL CALL VOTE: **8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle**

Administrative Updates:

REPORT OF THE CHAIRMAN

New Law Requiring Trustee Training

- Chairman Blais discussed a New Law Requiring Trustee Training.
- A provision of the recently enacted Act to Support Improved Financial Stability in Higher Education requires the trustees to complete a BHE training in financial metrics and fiduciary responsibilities.
- The training requirement is for all current and future trustees.
- The intention is to take the annual orientation and turn into a mandatory training day.

BOT Subcommittee on Diversity and Inclusion

- Chairman Blais would like to start an active board role regarding our campus climate, and diversity and inclusion, and to create a new subcommittee.
- This would become a standing committee with the potential to appoint Trustee William Mosley as the chair.
- The Bylaws will need to be amended and voted on.
- Expand the subcommittee beyond the trustees and add faculty and students.
- This subcommittee will receive annual updates from four University committees for informational purposes, and would make recommendations to the President.
- Work on getting a more comprehensive report to the Board for the fall. Define the objective from a

policy perspective.

- The subcommittee structure will be worked through with the Board.
- Included in the packet was a memorandum from the President providing an overview of the University's concerted and multipronged efforts to provide a welcoming, safe, and inclusive climate for the academic success of our students and an affirming community for our faculty and staff consistent with our mission as a public university in Massachusetts. Also in the packet were four documents that outline the University's commitment, planning, and data about diversity and inclusivity. Collectively, these materials provide a rich information source to inform Board discussions on this topic.
- Next meeting: Tuesday, April 7, 2020.

REPORT OF THE PRESIDENT

- President will provide a COVID-19 update for the Board at each upcoming meeting. Between meetings, the President pledged to keep Chair Blais up-to-date regarding any steps taken to curb the impact of COVID-19 on campus.
- President's Update report was provided in the packet.
- Trustee Nichols inquired about the role of student internships and apprenticeships at WSU. Data on what we are doing for student internships at WSU was included in the President's Update.
- The President provided a memorandum in the packet seeking approval to award Billy Starr an honorary degree. Billy Starr will serve as our 2020 Commencement Speaker at our undergraduate Commencement. Mr. Starr's speaker nomination was vetted through the Speaker/Awards Committee and approved by the All-University Committee.
- Also included in the packet was the Pool for Commencement Speakers and Award Recipients

Upon a motion made by Trustee LaFond and seconded by Trustee Reyes-Ponce, it was unanimously

VOTED:

To approve the awarding of the following honorary degree:

Billy Starr, Doctor of Humane Letters, *Honoris Causa*, at Undergraduate Commencement on May 16, 2020.

ROLL CALL VOTE:

8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle

Office of the State Auditor Engagement Letter

- The President received a letter from the State Auditor's Office notifying the University that it will be conducting an audit of Worcester State University's MassTransfer programs for the period of July 1, 2017, through December 31, 2019.

CESO FY20 P/L Report - Q2

- Conference and Event Services Office (CESO) FY20 P/L Statement reflecting financial activity through the end of quarter two. Provided in the packet as information only.

OTHER BUSINESS:

- Student Trustee Reyes-Ponce provided an overview of a student government matter.
- On February 27, two students presented on behalf of their proposed student organization, TPUSA

- Worcester, a student chapter of Turning Point USA to the Student Government Association (SGA).
- Turning Point is a national nonprofit conservative group with which this student club charter could be affiliated.
 - At the conclusion of the questioning, the SGA entered into an executive session and voted no to the chapter request.
 - The group wants to appeal the decision. SGA does not have an appeals process and made a recommendation to reapply next semester.

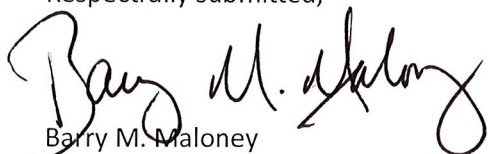
With there being no further business, the WSU Board of Trustees meeting was adjourned

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

VOTED: **To adjourn the meeting at 8:35 p.m.**

ROLL CALL VOTE: **8 approved. Craig Blais; Lisa Colombo (via remote access); Maryanne Hammond; Karen Lafond; Dina Nichols; Manuel Reyes-Ponce; Marina Taylor; David Tuttle**

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Barry M. Maloney". The signature is fluid and cursive, with the first name "Barry" being more prominent.

Barry M. Maloney
Secretary, Board of Trustees

**WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
FINANCE FACILITIES COMMITTEE MEETING
MEETING MINUTES - March 5, 2020**

CHAIR:	Stephen Madaus (Chair)	DATE:	March 5, 2020
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LOCATION:	President's Conference Room, Room 255	MINUTES BY:	Nikki Kapurch
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TIME:	3:30 p.m.
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COMMITTEE MEMBERS PRESENT:	Craig Blais (Chair, ex-officio); Lisa Colombo; Aleta Fazzone; Stephen Madaus (Vice-Chair); Dina Nichols; Marina Taylor
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BOARD MEMBERS PRESENT:	Maryanne Hammond (Vice-Chair)
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WSU STAFF:	Barry Maloney; Nikki Kapurch; Carl Herrin; Patrick Hare; Kathy Eichelroth
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The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Board of Trustees was held on Thursday, March 5, 2020, in room 255 of the Administration Building. Chairman Madaus called the meeting to order at 3:33 p.m and reported that Trustee Blais will participate by remote access and announced that all votes will be recorded by roll call.

Administrative Business:

APPROVAL OF THE MINUTES

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

VOTED: To approve the January 7, 2020, minutes of the Finance and Facilities Committee meeting as presented.

ROLL CALL VOTE: 6 approved. Craig Blais (via remote access); Lisa Colombo; Aleta Fazzone; Stephen Madaus, Dina Nichols; Marina Taylor

FINANCE & FACILITIES COMMITTEE REPORT

FEDERAL AUDIT REPORT

- VP Kathy Eichelroth joined Jim Johnston from Bollus Lynch for an overview of the Federal Financial Aid Audit Report being presented for approval.
- The Federal Financial Aid Audit Report from pages 3 through 48 has the same information as the General Audit Report of the University and Foundation that was presented and approved in the fall.
- Because WSU receives in excess of \$750,000 in federal funding, it is considered to be a Type A program and a separate audit report must be conducted.
- The audit was conducted for the purpose of forming an opinion on the financial statements as a whole.

- No findings and no prior findings
- In their opinion, WSU complies with the compliance requirements for year ended 2019.
- Favorable report

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

VOTED: **To recommend to the full Board the approval of the FY 2019 Federal Funds Draft Audit Report as presented.**

ROLL CALL VOTE: **6 approved. Craig Blais (via remote access); Lisa Colombo; Aleta Fazzone; Stephen Madaus, Dina Nichols; Marina Taylor**

FY 2020 BUDGET AMENDMENT #2

- VP Kathy Eichelroth discussed the attached budget amendment.
- The amendment is necessary to recognize state appropriations allotted to Worcester State University as a result of an FY 2019 Supplemental Budget approved by the state legislature on December 11, 2019.
- The supplemental appropriation provides \$250,000 of additional operating appropriations to WSU for FY 2019 in response to a request made by the administration seeking assistance with costs associated with the May Street Building.
- The administration intends to apply the funds to costs associated with temporarily relocating the cell tower on-site and/or the cost of maintenance and repairs to the facility in order that we may continue to occupy the facility while developing long-range plans for the site.
- The question was asked as to where the \$250,000 number comes from?
 - We asked for 7 million presented through the supplement bill process and we received \$250,000.
- Chairman Bias was no longer on the call, so no roll call vote was needed.

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

VOTED: **To recommend to the full Board approval of Amendment #2 to the FY 2020 budget as presented.**

FINANCIAL PLANNING UPDATE

- VP Kathy Eichelroth went over the attached PowerPoint that was in the packet as information only.
- Discussed the Financial Ratio Trend Analysis and gave a five-year review.
- Went through the Debt Management Policy and the guidelines the University uses to finance capital projects that enable the University to fulfill its mission and achieve strategic objectives.
 - The University will only borrow funds for those projects that support the vision, mission of the university.
- Discussed Moody's Higher Education Rating Methodology. The question was asked if we put on the main website general financial statements? Do we disclose that information?
 - The administration will work on getting our Moody rating posted on the website.

FY 2019 WAIVED TUITION AND FEES

- VP Kathy Eichelroth went through the analysis of waived tuition and fees during the fiscal year 2019.
- A summary of the value of the waivers by approving authority and revenue category.
- Currently looking into the senior citizen WSU-approved waivers.
- A question was asked what is the benefit of waiving the cost of two million in waivers and does it justify the benefit?
- Kathy will provide at the March 10 meeting information regarding the count of waivers in each category.

FY 2020 TRUST FUND REPORTS – QUARTER 2

- The Trust Fund Report for the second quarter was shared for informational purposes and will be posted on the Trustee Website. No action taken.

OTHER BUSINESS:

- President provided an update on the coronavirus and how the University is working on a plan.
- We will continue to monitor domestic trips and sports teams.

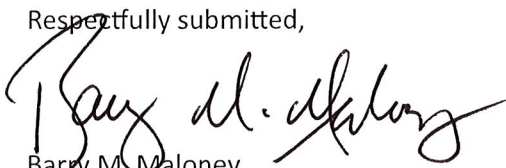
With there being no further business, the WSU Board of Trustees meeting was adjourned

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

VOTED:

To adjourn at 4:57 p.m.

Respectfully submitted,



Barry M. Maloney
Secretary, Board of Trustees

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
Academic and Student Development Meeting

Tuesday, April 7, 2020

4:00 PM

REMOTE PARTICIPATION

Join Zoom Meeting

<https://worchester.zoom.us/j/504514442>

Meeting ID: 504 514 442

Meeting Called By: Karen LaFond (Chair)

Minutes: Nikki Kapurch

Board Members: Karen LaFond (Chair); Lisa Colombo; Stephen Madaus; William Mosley; Manuel Reyes-Ponce; David Tuttle

WSU Staff: Barry Maloney; Nikki Kapurch; Carl Herrin; Patrick Hare, Lois Wims

All documents considered to be **drafts** until discussed and/or approved by the Board

AGENDA		
ITEM	RESPONSIBLE	ACTION
1. <i>Administrative Business</i> a. Call to Order b. Approval of the Minutes - March 10, 2020*	Karen LaFond	b. Vote Required
2. <i>Academic and Student Development Committee Report</i> A. Discussion Regarding Tenure and Promotion a. President Maloney Memo to Trustees* b. Provost Wims Memo to President Maloney* c. Powerpoint Presentation*	Karen LaFond Lois Wims	Recommendation to the Full Board - 4 Votes Required a. Informational b. Informational c. Informational
3. <i>Administrative Updates</i> A. Other Business	Karen LaFond	
4. <i>Adjournment</i>	Karen LaFond	4. Vote Required

*Attachments

WORCESTER STATE UNIVERSITY
ACADEMIC AND STUDENT DEVELOPMENT MEETING
Meeting Minutes

CHAIR:	Ms. Karen LaFond (Chair)	DATE:	March 10, 2020
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LOCATION:	Wellness Center, Room 204	MINUTES BY:	Nikki Kapurch
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TIME:	4:30 PM
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COMMITTEE MEMBERS PRESENT:	Craig Blais (Chair); Lisa Colombo (via remote access); Karen Lafond; William Mosley (via remote access); Manuel Reyes-Ponce; David Tuttle
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BOARD MEMBERS PRESENT:	Maryanne Hammond (Vice-Chair)
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MEMBERS ABSENT:	Stephen Madaus (Vice-Chair)
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WSU STAFF:	Barry Maloney; Patrick Hare; Nikki Kapurch; Lois Wims
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The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Academic and Student Development Committee was held on Tuesday, March 10, 2020, in room 204 of the Wellness Center. Chair LaFond called the meeting to order at 4:30 p.m. Trustee LaFond reported that Trustee Colombo and Trustee Mosley will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business:

Academic & Student Development Committee Report

- Trustee Lafond, chair of the committee, introduced Provost Wims.
- Provost Wims presented three Bachelor's Degree Letter of Intent submissions proposed for this spring's BHE degree approval process: **Bachelor of Arts in Theatre, Bachelor of Arts in Art, and Bachelor of Arts in Political Science.**
- These proposals represent the work of two different academic departments in the School of Humanities and Social Sciences at Worcester State University.
- The newly approved program review process from the Board of Higher Education requires that the University's Board of Trustees vote accompanies any submission of a Letter of Intent to be presented to the BHE.
- The materials that were provided in the packet represent a thorough review of the academic governance process at WSU.
- First, each department developed its proposal and moved the proposal forward upon receipt of the department's approval. Secondly, the All-University Committee (AUC) sends curricular proposals to the University-wide Curriculum Committee (UCC.) Upon a vote from the Curriculum Committee, the AUC then reviews and votes, sending the results to the President for his review and signature, if he approves.
- Members of the departments of Visual and Performing Arts and History and Political Science are here in attendance, accompanied by their Dean Russ Pottle and are available to respond to any questions you may have.

- The proposed programs share focus with the current strategic plan of the University and will provide cost-effective alternatives to degree programs at area private and public universities.
- Faculty are currently in place and are already teaching classes that would make up course offerings in these programs.
- Some of the courses could be offered online.
- The new programs will be helpful in the recruitment of new students.

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

VOTED: To approve the Letter of Intent and Application to the Massachusetts Board of Higher Education for a Bachelor of Arts in Political Science as presented.

ROLL CALL VOTE: 6 approved. Craig Blais; Lisa Colombo (via remote access); Karen Lafond; William Mosley (via remote access); Manuel Reyes-Ponce; David Tuttle

Upon a motion made by Trustee Tuttle and seconded by Trustee Reyes-Ponce, it was unanimously

VOTED: To approve the Letter of Intent and Application to the Massachusetts Board of Higher Education for a Bachelor of Arts in Theater as presented.

ROLL CALL VOTE: 6 approved. Craig Blais; Lisa Colombo (via remote access); Karen Lafond; William Mosley (via remote access); Manuel Reyes-Ponce; David Tuttle

Upon a motion made by Trustee Reyes-Ponce and seconded by Trustee Tuttle, it was unanimously

VOTED: To approve the Letter of Intent and Application to the Massachusetts Board of Higher Education for a Bachelor of Arts in Art as presented.

ROLL CALL VOTE: 5 approved. Lisa Colombo (via remote access); Karen Lafond; William Mosley (via remote access); Manuel Reyes-Ponce; David Tuttle

Upon a motion made by Trustee Tuttle and seconded by Trustee Reyes-Ponce, it was unanimously

VOTED: To adjourn the meeting at 5:10 pm

ROLL CALL VOTE: 6 approved. Craig Blais; Lisa Colombo (via remote access); Karen Lafond; William Mosley (via remote access); Manuel Reyes-Ponce; David Tuttle

Respectfully submitted,


Barry M. Maloney
Secretary, Board of Trustees



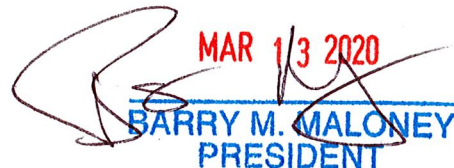
WORCESTER
S T A T E
UNIVERSITY

Office of Academic Affairs
Phone: 508-929-8038 and 8938
Fax: 508-929-8187

APPROVED

March 13, 2020

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
RE: Recommendations for Tenure


MAR 13 2020
BARRY M. MALONEY
PRESIDENT

The following tenure track faculty are recommended for **tenure**:

Melissa Duprey	Nursing
Roger Greenwell	Biology
Antonio Guijarro-Donados	World Languages
Jason Hardin	Mathematics
Colleen Karow	Communication Sciences and Disorders
Kathleen Murphy	Chemistry
Nicole Rosa	Psychology
Cleve Wiese	English

CC: Stacey Luster
Don Bullens



WORCESTER
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UNIVERSITY

Office of Academic Affairs
Phone: 508-929-8038 and 8938
Fax: 508-929-8187

March 13, 2020

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
RE: Recommendations for Promotion

APPROVED

MAR 13 2020

BARRY M. MALONEY
PRESIDENT

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

Douglas Dawson	Education
Tona Hangen	History and Political Science
Jennifer Hood-Degrenier	Biology
Robert Smith	History and Political Science

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

Alex Briesacher	Sociology
Antonio Guijarro-Donados	World Languages
Jason Hardin	Mathematics
Kathleen Murphy	Chemistry
Timothy Murphy	Urban Studies
Nicole Rosa	Psychology
James Silver	Criminal Justice
Cleve Wiese	English

The following tenure track faculty are recommended for promotion to **Librarian**:

William Lundmark	Library
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CC: Stacey Luster

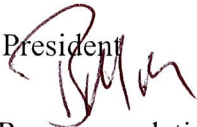
Don Bullens



WORCESTER S T A T E UNIVERSITY

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

TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney, President 

RE: Tenure/Promotion Recommendations

DATE: March 24, 2020

Following the recommendation of Dr. Lois Wims, Provost and Vice President for Academic Affairs, I am pleased to submit for your consideration and approval of the following faculty members to be promoted and/or awarded tenure, effective September 1, 2020:

The following tenure track faculty are recommended for **tenure**:

Melissa Duprey	Nursing
Roger Greenwell	Biology
Antonio Guijarro-Donados	World Languages
Jason Hardin	Mathematics
Colleen Karow	Communication Sciences and Disorders
Kathleen Murphy	Chemistry
Nicole Rosa	Psychology
Cleve Wiese	English

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

Douglas Dawson	Education
Tona Hangan	History and Political Science
Jennifer Hood-Degrenier	Biology
Robert Smith	History and Political Science

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

Alex Briesacher	Sociology
Antonio Guijarro-Donados	World Languages
Jason Hardin	Mathematics
Kathleen Murphy	Chemistry

Timothy Murphy

Urban Studies

Nicole Rosa

Psychology

James Silver

Criminal Justice

Cleve Wiese

English

The following tenure track faculty are recommended for promotion to **Librarian**:

William Lundmark

Library

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

cc: L. Wims

D. Bullens

S. Luster

S. Moore



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Tenure & Promotion Process

2019-2020

Tenure Process at WSU

- Each tenure-track faculty member is evaluated every year.
- Process is governed by the MSCA Contract and includes:
 - Classroom Observation
 - Peer Evaluation
 - Chair Evaluation
 - Dean Evaluation and Recommendation
 - Provost Recommendation
 - President Recommendation and Approval
- At each of the first 5 years, a recommendation is made regarding reappointment to the next year.

Tenure Process at WSU

- During the sixth year, candidates must come up for tenure.
- Each tenure candidate produces an extensive portfolio of accomplishments in:
 - Teaching Excellence
 - Scholarship / Creative Activity
 - Professional Service
 - Alternative Assignments
 - Classroom Observation
 - Peer Evaluation (Department)
 - Chair Evaluation
 - University-wide Tenure Committee Vote
 - Includes an Interview
 - Dean Evaluation and Recommendation
 - Provost Recommendation
 - President Recommendation
 - Board of Trustees Decision

Tenure Process at WSU

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

Faculty Members for Tenure

Faculty Member	Degree	Degree Field
Melissa Duprey	Ph.D.	Nursing
Roger Greenwell	Ph.D.	Biology
Antonio Guijarro-Donados	Ph.D.	World Languages
Jason Hardin	Ph.D.	Mathematics
Colleen Karow	Ph.D.	Communication Sciences & Disorders
Kathleen Murphy	Ph.D.	Chemistry
Nicole Rosa	Ph.D.	Psychology
Cleve Wiese	Ph.D.	English

Faculty Member for Tenure: Melissa Duprey

- Department of Nursing
- Coordinator of Master's Program for Accelerated Online Programming
- Designed the "Remind" Application for students
- Editorial Board of Currents
- National Nursing League

Faculty Member for Tenure: Roger Greenwell

- Department of Biology
- Co Authored Book Chapter and multiple peer reviewed articles in preparation
- Advisor to Biotechnology Program, created first advisory board
- Small World Initiative crowdsourcing project regarding discovery of new antibiotics
- American Society of Microbiology and Northeast Association for Clinical Microbiology

Faculty Member for Tenure: Antonio Guijarro-Donados

- Department of World Languages
- Peer reviewed journal article, published translations of 3 poems
- 18 regional, national, and international peer reviewed conferences
- Authored program review
- Created Ramiro Lagos Poetry Prize
- Strong teaching evaluations

Faculty Member for Tenure: Jason Hardin

- Department of Mathematics
- Talks and poster sessions at national, regional, and state conferences/meetings
- Teachers' guides for elementary educational Mathematics textbooks
- Developed Math Placement pilot for entering students
- Board of Directors of the Association of Teachers in Mathematics

Faculty Member for Tenure: Colleen Karow

- Department of Communication Sciences and Disorders
- Three conference papers
- Co-author of book due in 2020
- Developed simulations for diagnostic evaluations
- Editorial consultant for national journals

Faculty Member for Tenure: Kathleen Murphy

- Department of Chemistry
- Co-authored article in the Journal of Chemical Educations
- Paper presentations at ACS national and local meetings
- Coordinator of Central Massachusetts Advanced Placement Chemistry Teachers
- Summer program in STEM for high school students

Faculty Member for Tenure:

Nicole Rosa

- Department of Psychology
- 8 peer reviewed journals as co-author
- 13 presentations in international, national, regional venues
- Grant success
- Commonwealth Honors Society Advisory Board
- Evidence of strong teaching

Faculty Member for Tenure: Cleve Wiese

- Department of English
- Co-edited volume with a university press and peer reviewed article
- National and international presentation
- Editorial Board of Currents in Teaching and Learning
- Extraordinary Dedication Award winner for WSU
- Assistant Director of the Sheehan Honors Program



Promotion Process at WSU

- All hires who have the terminal degree in their field are appointed at the Assistant Professor rank
- After a contractual time period, Assistant Professors may apply for promotion
 - April 1st of prior year notification
 - Candidates may request consideration for promotion early.
- Associate Professors, after a contractual time period, may apply for promotion to Professor.
- Promotion to Professor requires a higher level of merit

Promotion Process at WSU

- The promotion process requires:
 - Classroom Observation
 - Peer Evaluation (Department)
 - Chair Evaluation
 - University-wide Promotion Committee Vote
 - Dean Evaluation and Recommendation
 - Provost Recommendation
 - President Recommendation
 - Board of Trustees Decision

Promotion Process at WSU

- Each promotion* increases the base salary by academic rank by whichever is the greater amount equal to 5% of the current salary or to the corresponding rate below:

Annual Cost for FY 21 of promotions = \$61,801

Faculty Members Recommended for Promotion to Full Professor

Faculty Member	Degree	Degree Field
Douglas Dawson	Ph.D.	Education
Tona Hangen	Ph.D.	History and Political Science
Jennifer Hood-Degrenier	Ph.D.	Biology
Robert Smith	Ph.D.	History and Political Science

Faculty Member for Promotion to Full Professor: Douglas Dawson

- Department of Education
- Paper in Mensa Bulletin
- Book Chapter, submitted article for Journal of College Reading
- Multiple local and national conferences
- Noyce Grant from NSF to encourage STEM students and teaching of STEM as a career
- Board of Directors Massachusetts Association of Science Teachers
- Worcester Public School outreach and DESE program review

Faculty Member for Promotion to Full Professor: Tona Hangen

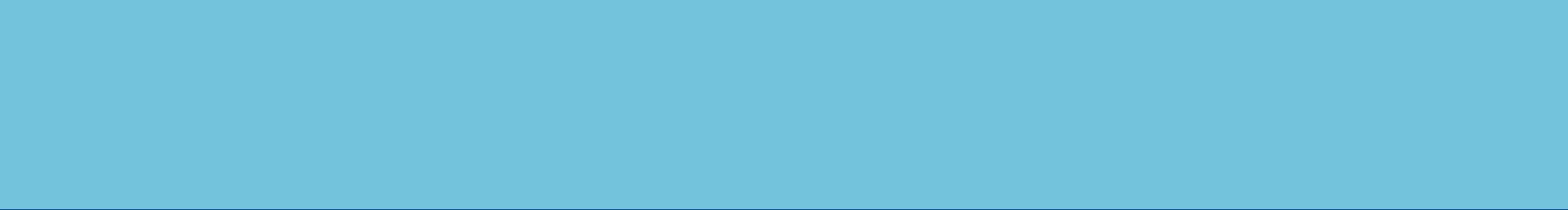
- Department of History and Political Science
- Three book chapters, scholarly essays and film reviews
- Seven national and regional conferences
- Advises masters' theses and presented multiple CTL workshops
- Digital humanities projects
- Executive Board of New England Historical Association
- External Program Reviewer for Eastern Connecticut State University

Faculty Member for Promotion to Full Professor: Jennifer Hood-Degrenier

- Department of Biology
- Several presentations at local, regional, and national conferences
- Co-authored article in press and textbook revision project
- Multiple honor and professional associations
- Co-author of Program Review and Advisor to Biology Honors Society
- Research into cell Biology and cancer

Faculty Member for Promotion to Full Professor: Robert Smith

- Department of History and Political Science
- Five articles in peer reviewed journals
- Contributing editor to a revised guide on US Foreign Relations
- Book Reviewer for peer reviewed journals
- Multiple academic conferences
- Regional and National Learned Societies
- Peer reviewer and manuscript reviewer for a university press



Faculty Members Recommended for Promotion to Associate Professor

Faculty Member	Degree	Degree Field
Alex Briesacher	Ph.D.	Sociology
Antonio Guijarro-Donados	Ph.D.	World Languages
Jason Hardin	Ph.D.	Mathematics
Kathleen Murphy	Ph.D.	Chemistry
Timothy Murphy	Ph.D.	Urban Studies
Nicole Rosa	Ph.D.	Psychology
James Silver	Ph.D.	Criminal Justice
Cleve Wiese	Ph.D.	English

Faculty Member for Promotion to Associate Professor: Alex Briesacher

- Department of Sociology
- Two regional conference presentations and co-authored submission to a journal
- Applied research for Campus Climate initiative at WSU
- Interdisciplinary work regarding race and equity and Worcester Public Schools
- George I. Alden Teaching Award
- Co-Chair of Campus Climate Committee and Panel Chair at academic conferences

Faculty Member for Promotion to Associate Professor: Timothy Murphy

- Department of Urban Studies
- Book published
- Report of CityLab
- National conferences
- Advisor to the Pride Alliance
- Advisory Boards for FYE, Health Sciences, Office of International Programs
- Favela Partnership Project and Global Action Fair

Faculty Member for Promotion to Associate Professor: James Silver

- Department of Criminal Justice
- Recognized international expert in violence and terrorism studies
- Five peer reviewed articles
- Two DOJ reports
- Academic Policy Committee
- Peer reviewer for academic journals

Faculty Members for Promotion to Librarian

Faculty Member	Degree	Degree Field
William Lundmark		

Faculty Member for Promotion to Librarian: William Lundmark

- University Library
- Multiple conference presentations
- Elected officer for the New England Chapter of the Association for Information and Sciences Technology
- Book Review for Technical Services Quarterly
- Library representative for the MSCA
- Two scholarship awards



Questions?



President's Update

April 2020

SPECIAL EDITION

Worcester State University Responds to COVID-19 National Emergency



President's Message

It has been a month like no other in the history of my tenure at Worcester State, in my lifetime, and, quite possibly, in the history of our country. Today - two weeks out from our April board meeting - there is significant uncertainty regarding the future, as the COVID-19 public health pandemic escalates. What I am certain about, though,

is that our community is capable of responding with alacrity and always will put the best interests of our students first.

We could not have foreseen the drastic actions we have taken this past month. By early March, we had canceled all university-sponsored Spring Break trips; by Tuesday, March 17, most of our staff had shifted from in-office to at-home work; by Wednesday, March 25, all but a few residence hall rooms had been vacated for the semester; and on Monday, March 30, we will have launched distance learning course delivery, allowing our students to continue their studies with very little time lost. I sent a video message to our community, detailing these moves. (You may access it [here](#).)

This President's Update was compiled as a special COVID-19 edition, for obvious reasons. In these pages, you will read about the Response Team we've activated and crisis-related changes underway in each division.

As I say at the end of the video message, I've found that a typical Worcester State colleague's first response to the crisis has been, "How will this affect our students?" rather than "How will this affect me?" It gives me hope that, together, we can and will work through the challenges ahead.



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PRESIDENT'S OFFICE

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COVID-19 Response Team

Shortly before Governor Charlie Baker declared a state of emergency on March 10, President Maloney convened a COVID-19 Response Team (CRT) consisting of 26 employees representing every division. The CRT is co-chaired by President's Office Chief of Staff, Carl Herrin and Dean of Students, Julie Kazarian.

The full team meets twice each week and an executive sub-group meets daily. The CRT's charge is to assess and prepare for various contingencies as the outbreak continues to evolve. The campus community receives updates at approximately 11 a.m. via a "WSU Daily COVID 19 Briefing" email. Those communiques are archived on a [COVID-19 website](#) that includes additional critical information.

The CRT has enabled the university to respond rapidly to executive orders and advisories from both state and federal officials, as its members are empowered to make decisions and take actions. President Maloney participates as his time allows.

Through timely and often after-hours virtual gatherings, the CRT has navigated issues ranging from organizing in a matter of days a week's worth of distance learning training for faculty, to determining a process for mail pickup and distribution in a telework environment.

Academic Affairs

Moving to Remote Learning Platforms

In the matter of about two weeks, Worcester State faculty have been trained and are prepared to offer all their coursework via remote learning platforms, beginning Monday, March 30. It is an unprecedented undertaking, one that was marked by exceptional unity and collaboration among individual faculty members, the Center for Teaching and Learning, Information Technology staff, and Academic Affairs administrators.

Academic Support

Two major surveys, one for faculty and one for students, have received prompt and thorough responses to help the university gauge needs for technology and training support. Information Technology staff have deployed approximately 150 laptops to faculty and staff in preparation for remote work.

Faculty participated in teaching and learning sessions sponsored by the Center for Teaching and Learning and the Instructional Design team of the Information Technology Department. Faculty with experience in multiple methods of course delivery have volunteered to mentor other faculty and have provided low-, medium-, and high-tech solutions for course delivery. All faculty are cognizant of stress levels associated with the COVID-19 situation and are working together to support students. Faculty have participated in open sessions and are using a listserv to share questions, answers, and helpful hints. Video-recorded sessions are posted on the [COVID-19 website](#).

Governance

Academic governance processes will continue remotely with the cooperation of the faculty's collective bargaining unit, the MSCA. Three proposals in response to the COVID-19 situation regarding withdrawal deadlines, preregistration, and advising for the coming fall semester, and pass/fail options for students for Spring 2020, have been submitted for expedited review.

Tenure, promotion, and post-tenure review processes have not been impacted beyond electronic signatures being allowed on forms.

Academic Programming and Events

The Celebration of Scholarship and Creativity and the Academic Achievement Awards events will move online to recognize the students' achievements and connection to donors.

Originally scheduled for late March, Worcester State has delayed the start of its Accelerated Online Programs in Education to mid-May. The university's online program management provider, Academic Partnerships, has offered some resources for remote pedagogy and support for some Zoom licenses.

Administration and Finance

Student Accounts

Student refunds for out-of-pocket costs in connection with Spring Break study abroad trips are being processed. Prorated refunds are being credited to resident student accounts for spring semester housing and board plan charges. Student refunds, when applicable, will be processed electronically.

Operations have moved to remote processing, with mail forwarded for processing and deposits handled by staff at a local branch of Santander Bank. Student calls are routed to employees at remote locations.

Procurement/Accounts Payable

Procurement is working to recover refunds and/or credits for travel bookings managed through the university. Staff also continue to assist employees who committed personal resources for authorized travel that has been cancelled.

Purchase orders and payments have been converted to electronic processes through the university's enterprise management system. Processes have been documented and reviewed to ensure adequate internal controls.

Budget and Finance

All financial transactions occurring as a result of COVID-19 are being recorded in a stand-alone series of accounts in the general ledger. The transactions include refunds, credits to previously billed student accounts, reimbursements, and emergency expenditures.

The State Auditors' engagement to examine Massachusetts transfer activities has been suspended. An evaluation as to the resumption of this engagement will be made after April 7.

Employees and Remote Work

All benefited employees remain on the payroll. Approximately 94% of benefited employees are working remotely. Many 03 contract employees also are working remotely, including a small number of student employees. 03 contractors whose hours were reduced or eliminated due to the COVID-19 were provided an unemployment brochure to guide them through the process to file for benefits.

Human Resources worked with division leaders to develop staffing plans for remote work, which included coordinating with Information Technology to deploy laptops and forward office phones to outside locations. Employees are utilizing tools such as Zoom, Google Hangouts, conference calls, emails, and Google Chat to communicate from their remote environments. All essential business functions are being performed. Human Resources has provided employees with a guide to remote working, which includes tips and helpful quick links.

Human Resources continues to update employees and maintain contact with department supervisors and union leadership to monitor these alternative work environments. The Employee Assistance Programs are available to provide additional, confidential support to employees and their families.

Buildings and Grounds

Some employees, including those from Information Technology, Facilities, and University Police (24/7), must continue to work on campus and are required to adhere to social distancing protocols. Other employees have been approved to come to campus to check the mail, print checks, and perform other essential functions. Faculty maintain access to their offices via their OneCard. Any employee who visits campus must inform University Police.

Facilities staff completed a deep clean and disinfecting of all buildings on campus. Staff continue to clean and disinfect frequently surfaces that are used on a daily basis. The Mail Center and Central Receiving continue to collect, process, and distribute mail and packages on a daily basis. The Stockroom continues to fulfill requests for supplies, which are directly shipped to employees who are working remotely. Work on deferred maintenance projects and planning for future projects continues with staff represented on site, as necessary.

Facilities staff responsible for oversight of the residence halls coordinated with Residence Life and Housing staff for the move out and potential storage of resident student belongings. Once residence hall rooms have been surveyed, plans for deep cleaning and disinfecting all spaces will be executed.

Searches

Five faculty search processes are continuing through the use of remote tools. Campus interviews, including virtual teaching demonstrations, are successfully underway. Staff searches currently are on hold.

Enrollment Management

The university is maintaining enrollment management processes and has an immediate goal of establishing innovative strategies for new student enrollment and current student persistence in a dramatically different environment. Offices are expanding online and telephone resources for admissions and financial aid counseling, enrollment yield activities, and retention efforts.

Recruitment

Regularly available virtual thirty-minute information sessions via Zoom will begin immediately and continue through April for prospective students. Led by an admissions counselor, these small-group sessions will provide a Worcester State recruitment presentation that offers a virtual campus tour and interaction with prospective students.

Yield

Virtual information sessions via Zoom for small groups of accepted students will begin in April, which is traditionally the yield season. These sessions will aim to provide accepted students with opportunities to learn about campus before making their admission deposit. The typical May 1 admission deposit deadline has been moved to June 1 this year.

Congratulations Day, the highest yielding event for new students, had to be completely re-envisioned due to the COVID-19 pandemic. The on-campus April 4 event has been canceled. We are preparing to offer three virtual congratulations events for accepted students, on Saturday, April 4 at 9 a.m.; Tuesday, April 14 at 6 p.m.; and Thursday, April 23, at 4 p.m. These Zoom-enabled events will share characteristics with Congratulations Day, including remarks from university leaders, the accepted student video, academic success information, a virtual campus tour/photo slideshow, housing information, cost and financial aid information, and more. The ultimate goal – as it always is with Congratulations Day – is to convince students and their families that Worcester State is their best choice for the coming fall.

"Meet a WSU Faculty" events will take place via Zoom for accepted students. These will connect small groups of students with a faculty member to discuss academic life at Worcester State. A virtual "Meet and Greet" for prospective honors students via Zoom is tentatively planned for early April.

Prior to the crisis, WSU hosted its first ever Admitted Student Luncheon on February 21, which included 40 admitted students and their families. Additional new student yield events will be held in numerous online formats

Financial Aid and Retention

The Financial Aid office is hosting regular online office hours for financial counseling purposes, in addition to normal financial aid assistance provided via phone and email. In conjunction with the Admission events, the Financial Aid Office also will host at least two Financial Aid Virtual Information Sessions.

The Retention Office staff are working remotely and mirroring persistence and retention support services normally offered to students on-campus. Outreach to at-risk students, mitigation of retention impediments, and data analysis to inform retention efforts are some of the services that continue for current students.

Student Affairs

Residence Life

Resident students were required to move out of the halls no later than March 30, and Residence Life staff have followed social distancing guidelines in moving out more than 1,500 of them. There are 22 students staying in the halls for the remainder of the semester. These students have extraordinary circumstances. Chartwells will provide food service to these students.

Counseling Center and Health Services

Mental health issues will continue and likely will heighten during this time. The Counseling Center is working with students remotely through confidential teletherapy. Current clients can arrange appointments directly through their counselors. Counseling services will respond to requests for new appointments within 24 hours.

Health Services will operate on a limited basis, Monday - Friday, 8 a.m. - 4 p.m. For any health-related questions, students have been instructed to call Health Services at 508-929-8875. Walk-in appointments cannot be accepted without first calling Health Services.

During this crisis, it is important that our students have a sense of normalcy in their lives. The goal of Student Affairs is to continue to provide high-quality engagement activities and support services for our students, but in new ways. Offices are creating online platforms to support daily updates, virtual club meetings, spiritual groups, and fitness activities.

Student Emergency Fund

The WSU Student Emergency Fund will continue to accept applications. Students may fill out the application at <https://www.worcester.edu/Student-Emergency-Fund/>. Applications are being reviewed on a daily basis.

University Advancement

Operations Continuity

During this crisis, the university continues its work to raise funds to support its students. Key to this effort is donor relations and stewardship. Keeping donors and friends informed of the university is an important way to make sure they continue to support our mission.

University Advancement has transitioned to a fully remote operation, with all members checking in daily with their supervisors and a weekly divisional meeting takes place via Zoom on Thursdays. All office lines have been forwarded offsite.

Development & Fundraising

The key priority of University Advancement during the first week of remote operation was to connect individually with key donors and check to see how they are managing. These contacts took a variety of forms, including 1,700 personalized video thank-yous to all donors who made a gift to the Chandler's Challenge Days of Giving event. **In total, 2,095 individual contacts were made by staff to donors, alumni, and friends through personalized thank you-videos, notes, phone calls, and emails.**

A crowdsourcing initiative to support the Student Emergency Fund was launched with an initial campaign goal of \$10,000. This initiative is part of University Advancement's primary focus for the remainder of this academic year, which is the support of our students. You can visit the crowd funding campaign at <https://www.givecampus.com/ni99ue>

Donor Stewardship Efforts

- 30 campaign thank-you videos created for Chandler's Challenge gift campaigns
- 1,713 thank you videos sent to Chandler's Challenge donors
- Developed a Chandler's Challenge storyboard video
- Plan developed for VP COVID-19 letter to be mailed to donors for the week of March 30
- Produced video in support of [COVID-19 Student Emergency Fund](#)

Chandler's Challenge

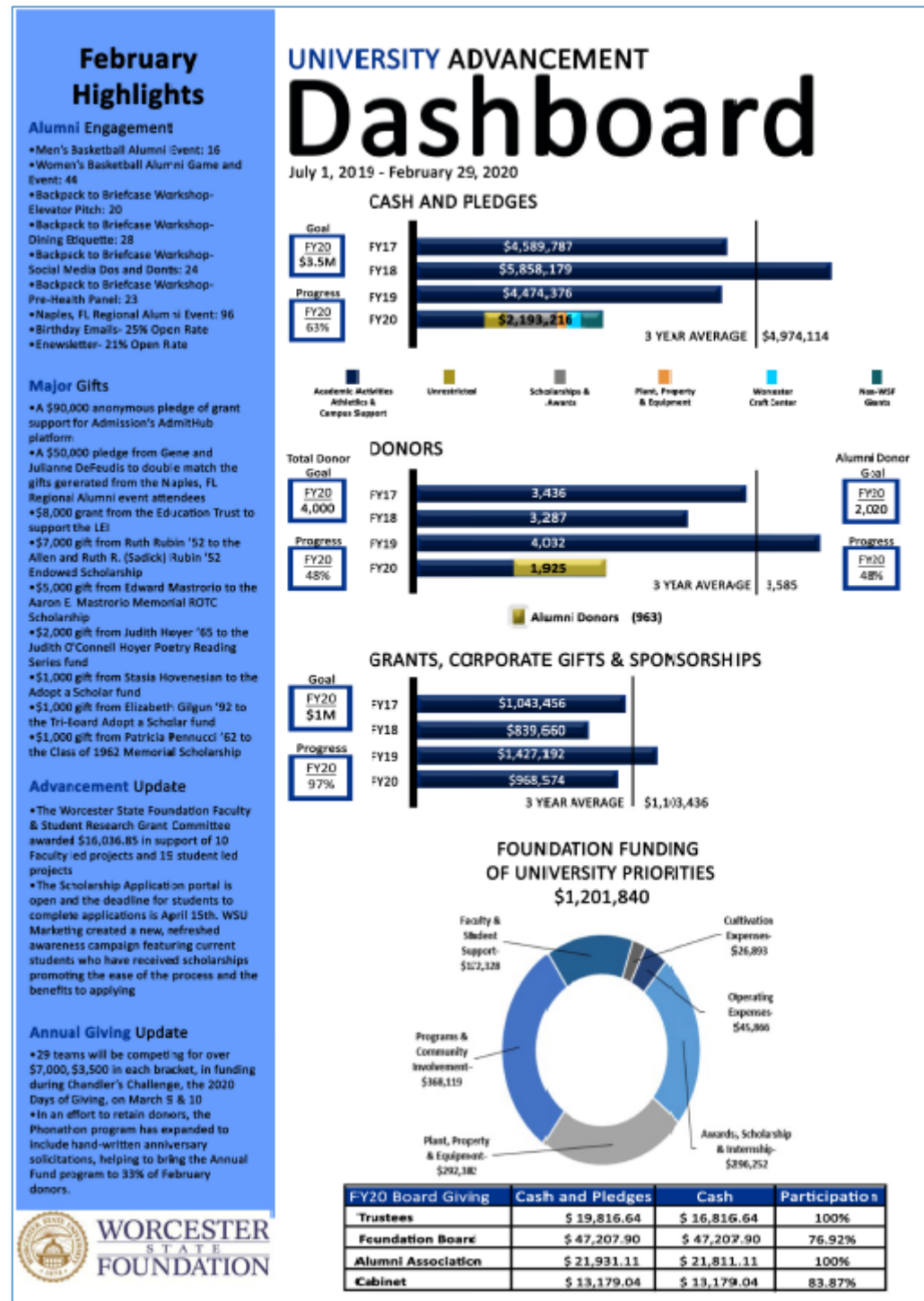
On March 9 and March 10, the university saw its annual "Chandler's Challenge" days of giving competition. During that effort, \$46,707 was raised over the course of the event from 1,521 individual donors.

Of the 1,726 gifts through Give Campus, 1,100 already have been vetted against university records. For those vetted during the week of March 16, 637 new constituents were added; 226 constituents were updated; and 850 gifts were processed.

Data and Reports

University Advancement's February's 2020 Dashboard

([click here to download](#))



WORCESTER STATE FOUNDATION