

WORCESTER STATE UNIVERSITY

BOARD OF TRUSTEES MEETING

Tuesday, November 16, 2021

5:30 PM

REMOTE PARTICIPATION

Join Zoom Meeting

[https://worcester.zoom.us/j/75](https://worcester.zoom.us/j/7540181608)

[40181608](https://worcester.zoom.us/j/7540181608)

Meeting ID: 754 018 1608

Meeting Called By: Stephen Madaus (Chair)

Minutes: Nikki Kapurch

Board Members: Lisa Colombo; Aleta Fazzone; Maryanne Hammond (Vice-Chair); Anna Johnson; Karen Lafond; Stephen Madaus (Chair); William Mosley; Dina Nichols; Marina Taylor (Vice-Chair); David Tuttle; Lawrence Sasso

WSU Staff: Barry Maloney; Carl Herrin; Kathy Eichelroth; Stacey Luster; Catherine Sweeney

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: i. Human Resources Committee -October 19, 2021* ii. Finance & Facilities Committee - October 21, 2021* iii. Full Board Meeting- October 21, 2021*	Stephen Madaus	 i. vote required ii. vote required iii. vote required
2. <i>Presentation - 15 minutes w/ Q&A</i> A. Seizing the opportunity: Expanding WSU's Role in Community and Public Health*	Lois Wims Mariana Calle	A. Informational
3. <i>Equity, Diversity and Inclusion Presentation - 15 minutes w/ Q&A</i> A. Student Accessibility Services and Office of AA/EO*	Maria Gariepy Fran Manocchio	A. Informational
4. <i>Academic & Student Development Committee Report</i> A. November 15 Academic & Student Development Committing Meeting Packet* B. Approval of AY 2022-2024 Sabbatical Leave Proposals	Karen LaFond	A. Informational B. vote required
5. <i>Administrative Updates</i> A. Report of the Chairman I. Next meeting: January 11, 2022 (remotely) B. Report of the Student Trustee C. Report of the President I. Men's Cross Country Team II. President's Update* III. Q1 2022 Trust Fund Report*	Stephen Madaus Anna Johnson Barry Maloney	 I. Recognize II. Informational III. Informational
6. <i>Adjournment</i>	Stephen Madaus	6. vote required

*Attachments

WORCESTER STATE UNIVERSITY
HUMAN RESOURCES COMMITTEE MEETING
Meeting Minutes

CHAIR:	Ms. Maryanne Hammond (Chair)	DATE:	October 19, 2021
LOCATION:	Remote Participation	MINUTES BY:	Nikki Kapurch
TIME:	10:30 AM		
COMMITTEE MEMBERS PRESENT:	Maryanne Hammond (Vice-Chair); Karen LaFond; Dina Nichols; Marina Taylor		
WSU STAFF:	Barry Maloney; Ryan Forsythe; Maureen Stokes; Stacey Luster; Lois Wlms		

The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Human Resources Committee was held on Tuesday, October 19, 2021, through a Zoom remote call. Chair Hammond called the meeting to order at 10:31 am. Trustee Hammond reported that all Trustees will participate by remote access and announced that all votes will be by recorded roll call.

Human Resources Committee Report

- Trustee Hammond reported that today's meeting is being held to review and discuss the presidential salary Increases for FY21 and FY22.
- Minutes of the June 15 Human Resources Committee and a memo from Commissioner Santiago are included in the packet.
- Commissioner Santiago has approved salary adjustments for eligible presidents of 2.5% and 2% for FY21 and FY22 respectively. A one-time payment equivalent to 1.5% of their salary has also been approved.
- These increases are subject to our review and approval.
- Below are the terms of these well-deserved adjustments in compensation.
 - FY21 Increase: Effective July 5, 2020, eligible presidents will receive a 2.5% across the board increase, including retroactive pay.
 - FY22 Increase: Effective July 4, 2021, eligible presidents will receive a 2% across the board increase, including retroactive pay.
 - One-time payment: Eligible presidents will receive a one-time payment equivalent to 1.5% of their salary or \$1,000, whichever is greater.
- Historically the overall salary increase from the Commissioner over President Maloney's 10 years has never gone above 3%. Averages around 2%.
- The Commissioner has authorized the same increase percentages for the NUP staff as well.
- Trustee Hammond mentioned that President Maloney's overall average rating for all areas used as part of his evaluation was 58.5 out of a total possible of 60.
- Trustees commended President Maloney on his leadership over the past 2 years, especially during the pandemic.
- President Maloney stated that his increases and non-unit members' increases will not be implemented until unit members' collective bargaining processes are completed. They will be deferred until after

bargaining unit member contracts are settled.

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

VOTED: **to recommend to the full board the approval of the following salary adjustments, for President Barry M. Maloney:**

Effective July 5, 2020	2.5%
Effective July 4, 2021	2%
Effective September 16, 2021	One-time payment equivalent to 1.5% of the President's salary

ROLL CALL VOTE: 4 approved. Karen LaFond; Maryanne Hammond; Dina Nichols; Marina Taylor

Other Business:

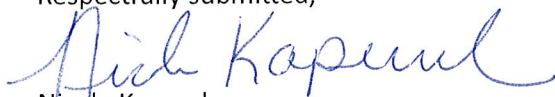
With there being no further business, the WSU Board of Trustees meeting was adjourned.

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

VOTED: **to adjourn the meeting at 10:41 a.m.**

ROLL CALL VOTE: 4 approved. Karen LaFond; Maryanne Hammond; Dina Nichols; Marina Taylor

Respectfully submitted,



Nicole Kapurch
Assistant Secretary, Board of Trustees

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
Finance & Facilities Committee Meeting
MINUTES - October 21, 2021

CHAIR:	Marina Taylor (Chair)	DATE:	October 21, 2021
LOCATION:	Remote Participation	MINUTES BY:	Nikki Kapurch
TIME:	4:00 PM		
COMMITTEE MEMBERS PRESENT:	Lisa Colombo; Aleta Fazzone; Dina Nichols; Marina Taylor; Lawrence Sasso		
NON COMMITTEE MEMBERS PRESENT:	Maryanne Hammond		
WSU STAFF:	Barry Maloney; Kathy Eichelroth; Carl Herrin; Nikki Kapurch; Stacey Luster; Tom McNamara; Sue Moore; Ryan Forsythe; Julie Kazarian; Maureen Stokes; Catherine Sweeney; Lois Wims		

The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Finance and Facilities Committee was held on Thursday, October 21, 2021, through a Zoom remote call. Chair Taylor called the meeting to order at 4:01 pm. Trustee Taylor reported that all Trustees will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business

APPROVAL OF THE MINUTES - September 14, 2021

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

VOTED: **To approve the September 14, 2021 minutes of the Finance and Facilities Committee meeting as presented.**

ROLL CALL VOTE: **4 approved. Lisa Colombo; Aleta Fazzone; Marina Taylor; Lawrence Sasso**

FINANCE & FACILITIES COMMITTEE REPORT

FY 2021 DRAFT FINANCIAL STATEMENT AUDIT REPORT

- Trustee Taylor called upon VP Kathy Eichelroth, who introduced Jim Johnston and Laura Pizzimenti from Bollus Lynch, LLP, to summarize the report.
- Chair Taylor reported that she discussed the report in detail with both President Maloney and VP Eichelroth.
- Bollus Lynch, LLP, also audits the Worcester State Foundation's financial statements, and the report is included with this WSU audit.
- Management is responsible for preparing the financial statements, and the auditor's responsibility is to express opinions on the financial statements based on the audit.

- The University presents net position statements, revenues, expenses, and changes in net position and cash flows.
- State appropriations are a significant source of funding for the University. Under GASB 35, appropriations are considered non-operating revenue.
- At the end of the current fiscal year, Worcester State University reports a positive balance in restricted reserves, a positive balance in unrestricted reserves from operations, and accumulated net negative obligations for the allocated share of the Commonwealth of Massachusetts pension and OPEB plans.
- The financial statements and related footnotes are presented separately from Management Discussion and Analysis.
- Ms. Pizzimenti displayed a letter to the Finance and Facilities Committee informing them of significant matters related to the conduct of the audit and a summary of various matters that must be communicated under auditing standards generally accepted in the United States.

The audit was thoroughly vetted by the Finance and Facilities Committee, and upon a motion made by Trustee Fazzone and seconded by Trustee LaFond, it was unanimously

VOTED: **To recommend to the full Board the approval of Worcester State University's Draft FY 2021 Audited Financial Statements as prepared by Bollus Lynch.**

ROLL CALL VOTE: **5 approved. Lisa Colombo; Aleta Fazzone; Dina Nichols; Marina Taylor; Lawrence Sasso**

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 Fazzone, it was unanimously

VOTED: **To adjourn the meeting at 4:57 p.m.**

ROLL CALL VOTE: **5 approved. Lisa Colombo; Aleta Fazzone; Dina Nichols; Marina Taylor; Lawrence Sasso**

Respectfully submitted,



Barry M. Maloney
Secretary, Board of Trustees

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
Meeting Minutes

CHAIR:	Stephen Madaus (Chair)	DATE:	October 21, 2021
LOCATION:	Remote Participation	MINUTES BY:	Nikki Kapurch
TIME:	5:30 PM		
MEMBERS PRESENT:	Lisa Colombo; Aleta Fazzone; Maryanne Hammond (Vice-Chair); Anna Johnson; Karen Lafond; Stephen Madaus (Chair); William Mosley; Dina Nichols; Marina Taylor (Vice-Chair); David Tuttle; Lawrence Sasso		
WSU STAFF:	Barry Maloney; Kathy Eichelroth; Carl Herrin; Nikki Kapurch; Stacey Luster; Tom McNamara; Sue Moore; Ryan Forsythe; Julie Kazarian; Maureen Stokes; Catherine Sweeney; Lois Wims		

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, October 21, through a Zoom remote call. Chair Madaus called the meeting to order at 5:34 p.m. Trustee Madaus reported that all Trustees will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business:

APPROVAL OF THE MINUTES - Full Board Meeting - September 14, 2021

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

VOTED: **to approve the September 14, 2021 minutes of the full Board meeting as presented.**

ROLL CALL VOTE: **11 approved. Lisa Colombo; Aleta Fazzone; Maryanne Hammond; Anna Johnson; Karen LaFond; Stephen Madaus; William Mosley; Dina Nichols; Marina Taylor; David Tuttle; Lawrence Sasso.**

Other Business

- Trustee Madaus was providing Professor O'Connell time on the agenda to speak on behalf of the MSCA at this week's Board of Trustees meeting. This matter has been resolved and the request is no longer necessary.

Presentation

Elaine Vescio, Director of Entrepreneurship, WSU

- President Maloney introduced Professor Vescio who presented the new work that WSU is doing around entrepreneurship.
- The entrepreneurship program began nine years ago with a donation from Alumnus Robert K. O'Brien to fund a student entrepreneurship contest, the Robert K. O'Brien '58 Next Big Idea Contest. Led to the

establishment of the Center for Entrepreneurship in the Department of Business & Economics, and the creation of several entrepreneurship courses and the concentration in entrepreneurship for Business majors.

- Professor Vescio walked the Board through the Developing Our Entrepreneurial Mindset PowerPoint that was provided in the packet.
- The vision is to become the premier university for entrepreneurship in Massachusetts.
- Piloting six-week upskilling programs this fall: “Preparing for Your Wholesale Permit” and “Leveraging Social Media to Build Your Food Business”.
- Ways for the Board of Trustees to get involved: volunteer as a mentor or subject matter expert; connect us with your network in the business community; connect us with potential donors.

EQUITY, DIVERSITY, AND INCLUSION PRESENTATION

- Maria Gariepy, Director of Affirmative Action & Equal Opportunity, introduced Jacquelyn Wolf, Director, Office of Military Affairs/Veteran Services, and Laura Murphy, Associate Dean for Health and Wellness.
- Jacquelyn Wolf presented the Military Affairs/Veteran Services PowerPoint that was included in the packet.
 - Collaborates with many departments on campus.
 - The vision of the future would be to create a Military/Veteran Task Force at WSU, a Green Zone Training, and a Veterans Resource Center.
- Laura Murphy presented the Mental Health Counseling PowerPoint that was included in the packet.
 - WSU is a JED Campus that promotes a comprehensive public health approach to emotional well-being.
 - Discussed the current trends on campus associated with coming back to campus.

Finance & Facilities Committee Report

Trustee Marina Taylor, chair of the Finance and Facilities Committee, reported that the group convened today at 4 p.m. to receive the DRAFT FY 2021 Independent Auditors Report and Financial Statements. Trustee Taylor reported that the Audit Report was thoroughly vetted by the Committee and that Jim Johnston and Laura Pizzimenti from Bollus Lynch, LLP, reported that during the audit they did not identify any deficiencies in internal controls that they consider to be material weaknesses. No major shake-ups or changes. Applauded the WSU Administration and Finance team for their hard work.

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

VOTED: **to accept the recommendation of the Finance and Facilities Committee and approve the University's FY 2021 Audited Financial Statements as prepared by Bollus Lynch.**

ROLL CALL VOTE: **11 approved. Lisa Colombo; Aleta Fazzone; Maryanne Hammond; Anna Johnson; Karen LaFond; Stephen Madaus; William Mosley; Dina Nichols; Marina Taylor; David Tuttle; Lawrence Sasso.**

Human Resources Committee Report

- Trustee Hammond reported that the committee met on Tuesday, October 19, 2021, to review and discuss the presidential salary adjustments for FY21 and FY22.
- Trustee Hammond mentioned that President Maloney's overall average rating for all areas used as part of his evaluation was 58.5 out of a total possible of 60.
- Trustees commended President Maloney on his leadership over the past 2 years, especially during the pandemic.
- President Maloney stated that his increases and non-unit members' increases will not be implemented until unit members' collective bargaining processes are completed. They will be deferred until after bargaining unit member contracts are settled.

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

VOTED: **to accept the recommendation of the Human Resources Committee and approve the following salary adjustments for President Barry M. Maloney:**

Effective July 5, 2020 2.5%

Effective July 4, 2021 2%

Effective September 16, 2021 One-time payment equivalent to 1.5% of President's salary

ROLL CALL VOTE: **11 approved. Lisa Colombo; Aleta Fazzone; Maryanne Hammond; Anna Johnson; Karen LaFond; Stephen Madaus; William Mosley; Dina Nichols; Marina Taylor; David Tuttle; Lawrence Sasso.**

REPORT OF THE CHAIR

- Next meeting: Tuesday, November 16, 2021 (via Zoom)
- The Statewide Trustee Conference convening, Wednesday, October 27, 2021. This year's event will be held online via zoom.

REPORT OF THE STUDENT TRUSTEE

- No updates.

PRESIDENT'S REPORT

- President's Update was provided in the packet.
- 2021 Jeanne Clery Report was provided in the packet. If any of the trustees have questions regarding the report, the President will answer them at the November board meeting.
- Close to reaching contract agreements with all the unions.
- Vice President Kazarian will be sending a message out to the community with the modified testing protocol plan for the campus.

- Vice President Forsythe provided an Enrollment Update.
 - The question was asked as to where we stand against other sister public institutions?
 - Some had declined, some had growth. WSU was in the middle of the group.
- WSU is now part of the Common Application.

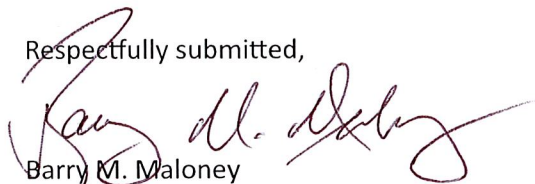
With there being no further business, the WSU Board of Trustees meeting was adjourned.

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

VOTED: **to adjourn the meeting at 7:27p.m.**

ROLL CALL VOTE: **11 approved. Lisa Colombo; Aleta Fazzone; Maryanne Hammond; Anna Johnson; Karen LaFond; Stephen Madaus; William Mosley; Dina Nichols; Marina Taylor; David Tuttle; Lawrence Sasso.**

Respectfully submitted,



Barry M. Maloney
Secretary, Board of Trustees

Seizing the Opportunity: Expanding WSU's Role in Community and Public Health

Presented by Dr. Mariana Calle
Chair, Health Sciences Department
Worcester State University



WORCESTER
STATE
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Does your cell phone cause cancer?



Does social media use cause depression?



Is the salad you are eating safe?



Do mask policies slow the spread of disease?



What is Public Health?



Outline

- Define public health
- Describe the current state of public health and discuss future projections
- Discuss ways the Health Sciences Department at Worcester State University can help meet the public health needs of the community

What is Public Health?



Actions that society takes collectively to ensure the conditions in which people can be healthy

What is Public Health?



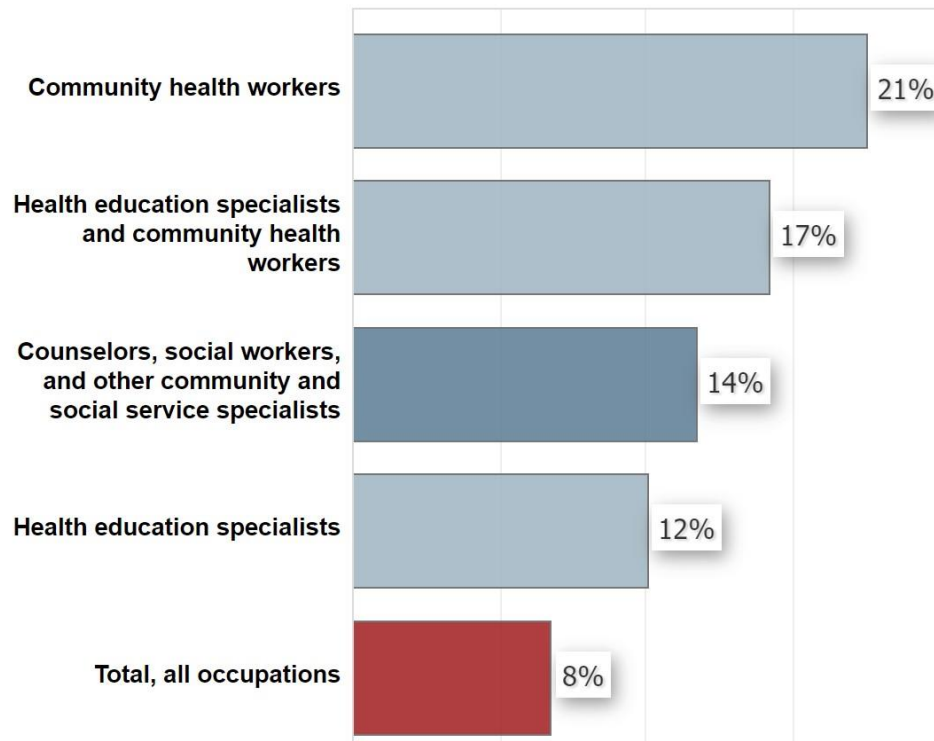
Why is Public Health important?

Prevent diseases



Health Education Specialists and Community Health Workers

Percent change in employment, projected 2020-30



Note: All Occupations includes all occupations in the U.S. Economy.

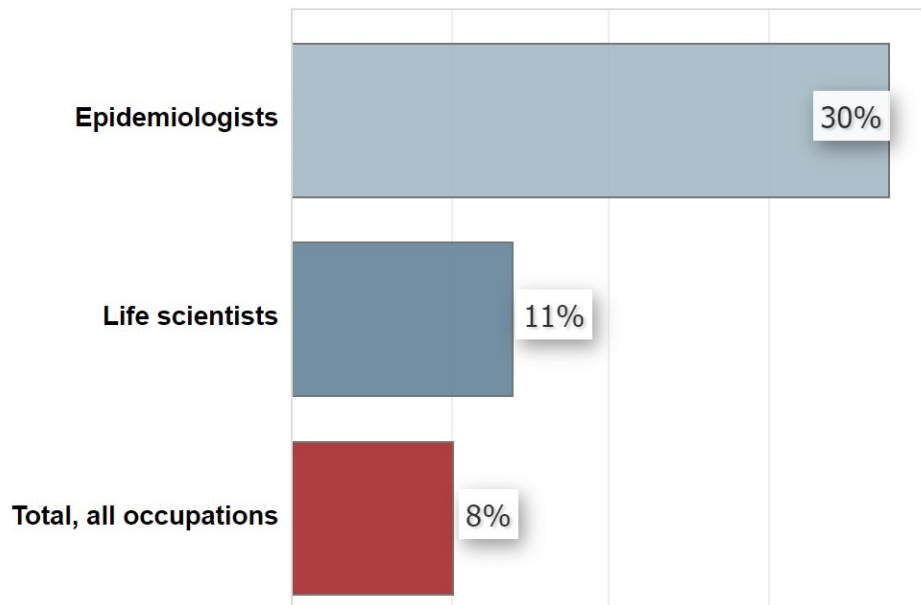
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Public Health Job Outlook

2020-2030 % growth Projection

Epidemiologists

Percent change in employment, projected 2020-30



Public Health Job Outlook

**2020-2030 % growth
Projection**

Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Employment Projections program

How many % more people died in U.S.
in 2020 compared to previous years?



Healthy People 2030

U.S. Department of Health and Human Services

Healthy People identifies public health priorities to help individuals, organizations, and communities across the United States improve health and well-being.



ODPHP

 Healthy People 2030



When we address social determinants of health, we reduce health disparities and work toward health equity! And that's a key focus of **Healthy People 2030**.

Healthy People 2030

U.S. Department of Health and Human Services

- 1) Expand pipeline programs that include service learning or experiential learning components in public health settings

Public Health Practicum

HORIZONS for Homeless Children



[Expand public health pipeline programs that include service or experiential learning](#)



Worcester Department of Public Health

Elderly Facility Worcester



Framingham Board of Health



Local and International Programs our Faculty are Involved



GLOBAL SERVICE LEARNING- EL SALVADOR
<http://www.asaprosar.org>



US Department of Health and Human Services Objectives

HEALTHY People 2030

2) Increase the number of state health departments that report using social marketing in health promotion and disease prevention programs

- **Health Communication class**

3) Increase the number of individuals trained globally to prevent, detect, or respond to public health threats

- **Epidemiology of Infectious Diseases**
- **Intro to Global Health**
- **Health Policy**
- **Obesity Epidemic**

Expand public health pipeline programs that include service or experiential learning — PHI-R02

Increase the number of state health departments that use social marketing in health promotion programs — HC/HIT-D01

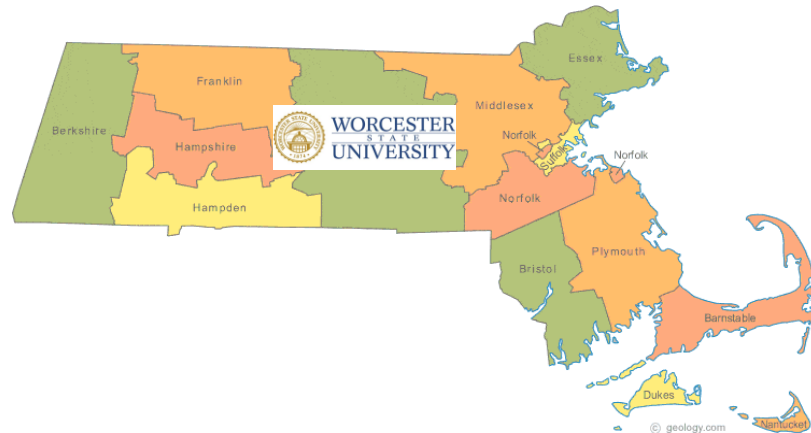
The Opportunity

- Respond to the public's (Worcester) need and expand WSU's role in community and public health

Worcester State University is the **ONLY** one offering a
Bachelor's Degree in Public Health!



Our Vision is to become the premiere public health institution in Central Massachusetts



Meeting our vision will help WSU...

- Increase opportunities for research grants.
- Increase visibility and opportunities for students.
- Increase return on investment.
- Increase sustainability.
- Create students who are better-prepared for employment and graduate school.
- Earn a reputation for strong academic preparation.





WORCESTER
STATE
UNIVERSITY



Health Sciences Department

Mariana Calle Ph.D., MS. RDN

Syamak Moattari, MD, Dr.PH

Elinor Fondell, Ph.D.

Andrew Piazza, Ph.D., MCHES[□], CSCS

Jaime Vallejos MD, MPH



WORCESTER
STATE
UNIVERSITY

Worcester State University

November 2021

Offices of Diversity, Inclusion, Affirmative Action and Equal Opportunity

Student Accessibility Services

Maria Isabel Gariepy

She/her/hers/ellas

Fran Manocchio



Office of Diversity, Inclusion, Affirmative Action & Equal Opportunity

WHAT WE DO

We lead activities, programs, and services that foster and promote a warm and safe environment for all at the university by:

- Coordinating on-campus Diversity, Inclusion & Equal Opportunity committees:
 - **Campus Climate Committee**
 - **Bias Incident Response Team (BIRT)**
 - **Advisory Committee for Equal Opportunity, Diversity & Affirmative Action**
 - **LGBTQ+ Advisory Group**
- Investigating all claims of discrimination as defined by federal and state law
- Monitoring Worcester State's employee recruitment and hiring procedures
- Partnering with the campus community for training and other opportunities
- Collaborating with student organizations, offices and academic departments to sponsor campus events about different cultures, ethnic groups, racial justice and social change
- Conducting community outreach by working with community centers, agencies, and others in the large Worcester community as a Worcester State University representative.

STAFF



Marla Isabel Garlepy, MBA
Director
mgarlepy1@worchester.edu



Stacey DeBolsé Luster, Esq
General Counsel and Assistant to the President
sluster@worchester.edu

DEI Campus Definitions



DIVERSITY

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.



EQUITY

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.



INCLUSION

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

For full definitions please visit [worcester.edu/diversity](https://www.worcester.edu/diversity)

DEI Committees

- Bias Incident Response Team
- Campus Climate Committee
- Equal Opportunity, Diversity & Affirmative Action Advisory Board
- LGBTQ+ Advisory Group



Equal Opportunity, Diversity and Affirmative Action Plan @ WSU

- By the Massachusetts Board of Higher Education.
- Investigate all claims of discrimination as defined under federal and state law, and outside Title IX.
- The Plan outlines:
 - Protected Categories
 - Discrimination
 - Disparate Treatment/ Impact
 - Hostile Environment
 - Retaliation
 - Investigation Process (Formal and Informal)
- Policy Awareness and Dissemination

Ongoing FT Searches Fall 2021

- **23 tenure-track Faculty positions**
- **12 Administrators**
- **9 Staff**
- **Monitoring WSU hiring and recruitment procedures, as outlined in the EO, Diversity and AA Plan.**

Racial Equity and Justice Institute

- <https://www.bridgew.edu/the-university/racial-equity-justice-institute>
- Voluntary collaboration of institutions committed to racial educational equity.
- Member campuses work to identify data-informed strategies intended to close racial educational equity gaps on our campuses and across higher education.
- Monthly campus meetings to complete the REJI facilitator-created curriculum intended to increase our abilities to deepen our work for racial educational equity.
- The entire consortium meets together virtually monthly in educational equity workshops, racial affinity caucuses and twice yearly day-long summits in order to build our skills in achieving educational equity and justice.

Racial Equity and Justice Institute

- On Campus: Equity-minded Student Service Provision Action Planning Workshops conducted September & October, 2021.
- Faculty sessions
January 2022
- *Centralizing Racial Equity in Inquiry and Action Planning*



Other Campus Collaborations

- Athletics, DEI working group and leadership development to all athletes
- FYS collaborations, as requested
- Campus Police
- Guest speaker for classes, as requested
- Board of Trustees Updates
- All Campus Updates

QUESTIONS?

Student Accessibility Services: WSU Policy

Policies for Reasonable Accommodations for Persons with Disabilities

The University is committed to providing equal access to otherwise qualified persons with disabilities. The University recognizes that individuals with disabilities may need reasonable accommodations to have equally effective opportunities to participate in or benefit from educational programs, services, activities and employment.

Student Accessibility Services: Legal Obligations

WSU must comply with federal and state civil rights legislation and regulations, including:

- Americans with Disabilities Act, 1990 as amended
- Section 504 of the Rehabilitation Act of 1973
- Massachusetts Fair Education Practices Act

Student Accessibility Services: Mission

Collaborates with and empowers students with disabilities to coordinate services and programs that enable equitable access to education and university life.

Student Accessibility Services is committed to:

- establishing a welcoming, respectful, supportive and engaging environment in SAS and on the campus community
- assisting students with disabilities to increase self-advocacy
- supporting students with disabilities to achieve their postsecondary education goals
- collaborating with faculty to provide equitable access and the appropriate reasonable accommodations within courses and programs for students with disabilities
- promoting disability as an aspect of diversity

Student Accessibility Services: History

Total Number of Students Served

AY 1993 – 1994	29 students
AY 1997 – 1998	101 students
AY 2010 – 2011	240 students
AY 2011 – 2012	313 student
AY 2014 – 2015	449 students
AY 2015 – 2016	514 students
AY 2016 - 2017	602 students
AY 2020 – 2021	656 students

Student Accessibility Services: History

Staffing FTE and Location

1 FTE, Student Center

2.8 FTE, Administration Building

4 FTE, OT Grad students, student workers,
Administration Building, Sullivan computer lab

4 FTE, Grad students, student proctors,
Administration Building, Sullivan computer lab

Student Accessibility Services: Scope of Work

WHO: any student enrolled in one or more course, includes dual enrollment, matriculated and non-matriculated undergraduate student, graduate students

HOW: prospective or current student, or parent/guardian contact SAS in person, by phone, or email

WHAT: student requests accommodations, provides documentation, interactive meeting to evaluate and determine eligibility for reasonable accommodations

Student Accessibility Services: Types of Accommodations

Academic

- Extended time for testing, reduced distraction testing location

Audio-capture of Lectures

Classroom Accommodations

- Accessible furniture and locations

Housing Accommodations, including Assistance Animals

Communication Access

Food allergies and Dietary

QUESTIONS?

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
Academic and Student Development Meeting
Monday, November 15, 2021
10:00 A.M.
Join Zoom Meeting
<https://worchester.zoom.us/j/7540181608>
Meeting ID: 754 018 1608

Meeting Called By: Karen LaFond (Chair)

Minutes: Nikki Kapurch

Board Members: Karen LaFond (Chair); Lisa Colombo; Anna Johnson; William Mosley; David Tuttle

WSU Staff: Barry Maloney; Carl Herrin; Nikki Kapurch; Stacey Luster; 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	Karen LaFond	
2. <i>Academic and Student Development Committee Report</i> A. President memo to BOT* B. Provost memo to President* C. Sabbatical Summary and Proposal Summaries powerpoint* D. Approval of AY 2022-2024 Sabbatical Leave Proposals	Karen LaFond Lois Wims	A. Informational B. Informational C. Informational D. (2) votes required
3. <i>Administrative Updates</i> A. Other Business	Karen LaFond	
4. <i>Adjournment</i>	Karen LaFond	4. vote required

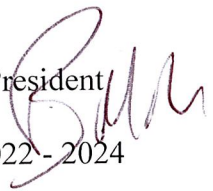
*Attachments



WORCESTER
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UNIVERSITY

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

TO: Karen Lafond, Chair, Academic and Student Development Subcommittee
Board of Trustees

FROM: Barry M. Maloney, President 

RE: Sabbatical Leaves 2022 - 2024

DATE: November 1, 2021

I am pleased to concur with the recommendation to approve faculty sabbatical leaves as proposed by Provost Lois Wims (see attached). Please note that the deferral of some sabbaticals to a future date does not impact an individual faculty member's eligibility or rights under the MSCA Collective Bargaining Agreement (CBA).

I strongly support the use of sabbaticals, as approved under the CBA, as an essential element of the academic enterprise. Sabbaticals enable faculty to contribute to their field and deepen their knowledge. Students benefit when they then pass that knowledge along upon their return to the classroom.

Enclosed is a copy of Dr. Wims' recommendation and a brief summary of the proposed sabbatical projects.



WORCESTER STATE UNIVERSITY

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

PRESIDENT'S OFFICE

OCT 29 2021

WORCESTER STATE UNIVERSITY

TO: Barry M. Maloney, President
FROM: Lois A. Wims, Provost
DATE: October 29, 2021
SUBJECT: Provost Recommendation of Sabbaticals

Twenty-one (21) new sabbatical leave applications were submitted by the deadline to my office with their respective chairperson's support. Of those, three (3) are not eligible due to period of time employed or period of time elapsed since the last sabbatical awarded. The proposals join the eleven (11) awarded by Trustee action in resolution of a grievance and memo of understanding at their meeting of January 2021. The proposals include four (4) remaining proposals submitted last year that were also subject of a grievance settled by memo of understanding requiring my recommendation for the 22/23 Academic Year and are listed below.

Anticipated costs of all sabbaticals for 22/23 should the Board approve would be approximately \$350,000.

It is my recommendation that the following Sabbaticals are approved for the 22/23 Academic Year:

Julian Berrian	Fall 2022	Communication
Suzanne Gainer	Spring 2023	Communication
Elizabeth Wark	Fall 2022	Business
Janice Yee	Spring 2023	Business
Timothy Antonelli	Fall 2022 – Spring 2023 (Half Support)	Mathematics
Alexander Tarr	Fall 2022 – Spring 2023 (Half Support)	Earth, Environment, & Physics

It is my recommendation that the below sixteen (16) sabbaticals be approved for the 23/24 Academic Year. Anticipated costs of all sabbaticals for 23/24 should the Board approve would be approximately \$390,000.

Laurie Dahlin	Fall 2023	Business
Shiko Gathuo	Fall 2023	Urban Studies
Maria Fung	Fall 2023	Mathematics
Judith Jeon-Chapman	Fall 2023	World Languages
Margaret Kerr	Fall 2023	Chemistry
Christina Santana	Fall 2023	English
Hardeep Sidhu	Fall 2023	English



WORCESTER S T A T E UNIVERSITY

Office of Academic Affairs

Phone: 508-929-8038 and 8938

Fax: 508-929-8187

Noah Daleo	Spring 2024	Mathematics
Timothy Murphy	Spring 2024	Urban Studies
Francis Olive	Spring 2024	Criminal Justice
Bonnie Orcutt	Spring 2024	Business
Elizabeth Osborne	Spring 2024	World Languages
Naida Saavedra	Spring 2024	World Languages
Adam Saltsman	Spring 2024	Urban Studies
Marc Wagoner	Spring 2024	Psychology
Adam Zahler	Spring 2024	Visual & Performing Arts



SABBATICAL LEAVES

2022-2024

SABBATICAL PROCESS AT WSU

- Sabbatical leave provides an opportunity for a period of study and research for full-time faculty after every six full years of faculty service to WSU.
- Sabbaticals serve as an important component of faculty professional development, ensuring that faculty members stay current in their fields and advance their scholarship, enhancing their contribution to the students and the university.
- Eligibility for sabbatical leave is explained in the collective bargaining agreement (Article XV, A-F.)
- Sabbatical proposals are submitted by eligible faculty members to their department chairs each October 1st. Those who are department chairs submit directly to the Provost.
- Chairs forward their recommendation to the Provost. The Provost then reviews the proposals and recommends approval or denial to the President, who submits those recommended to the Board of Trustees for approval at the November Board meeting.
- If approved, faculty may also choose to defer to a later semester by notifying the President in writing of their intention to defer. Deferral is possible for six semesters from the award.

REVIEW OF SABBATICAL APPLICATIONS

- 21 new proposals were received, joining the 11 awarded for 2022/23 by action of the Board in January 21.
- 3 were ineligible for consideration
- 6 are recommended by President Barry Maloney to the Board for approval for the 22/23 Academic Year.
- 16 are recommended by the President for 23/24 Academic Year.

REVIEW OF SABBATICAL APPLICATIONS

- Faculty on sabbatical leave for one semester receive their full salary during the period of the leave.
- Those on full year sabbatical leave, receive one-half salary for the full year.
- The cost to the institution for awarding sabbatical leave is for hiring part time, adjunct faculty to teach some of the courses that the faculty member on leave would have taught. Typically, not every course that would have been taught is offered during the sabbatical semester because some elective type courses can be postponed and taught during a later semester. Chairs are asked to certify that the department can sustain the courses needed in the absence of the faculty member.
- Recipients of a sabbatical commit in writing to return to the institution for an academic year following the sabbatical and will be responsible to reimburse the university should they not return for the required timeframe.
- Recipients also must report on the sabbatical activities upon their return.

ESTIMATED COST FOR 2022-2023

- Approximately 65 course sections will need to be covered by adjuncts for the sabbaticals.
- Sections are offered based on student demand, not on faculty availability, and the number of courses offered each spring are lower than fall semesters with approximately a 2 to 5% drop in the need for adjunct coverage in the spring. Given that more than half of the proposed sabbaticals are for the spring semester, the cost may be less than estimated.
- Average cost of \$6,000 per section, this equals \$350,000 for these.
- Funds to cover this expense will be included in the adjunct line of the FY 23 budget.

ESTIMATED COST FOR 2023-2024

- Approximately 65 course sections will need to be covered by adjuncts for the sabbaticals.
- Sections are offered based on student demand, not on faculty availability, and the number of courses offered each spring are lower than fall semesters with approximately a 2 to 5% drop in the need for adjunct coverage in the spring. Given that more than half of the proposed sabbaticals are for the spring semester, the cost may be less than estimated.
- Average cost of \$6,000 per section, this equals \$350,000 for these.
- Funds to cover this expense will be included in the adjunct line of the FY 24 budget.

OVERVIEW OF SABBATICAL PROPOSALS RECOMMENDED TO THE BOARD OF TRUSTEES

FULL YEAR 2022-2023

SEMESTER	FACULTY MEMBER	DEPARTMENT
Fall 2022 and Spring 2023	Timothy Antonelli, Ph.D.	Mathematics
Fall 2022 and Spring 2023	Alexander Tarr, Ph.D.	Earth, Environment, & Physics

FALL 2022 & SPRING 2023
TIMOTHY ANTONELLI, PH.D.
MATHEMATICS DEPARTMENT

*“Furthering Research on Invasion Thresholds in Gene Drives
and completion of E-Text: Mathematical Modeling in the Life,
Physical, and Social Sciences”*

FALL 2022 & SPRING 2023
ALEXANDER TARR, PH.D.
EARTH, ENVIRONMENT & PHYSICS DEPARTMENT

*“Cows to Newcastle: Rethinking Rural-Urban Dynamics of
Localized Food Systems in Temperate Climates”*

OVERVIEW OF SABBATICAL PROPOSALS RECOMMENDED TO THE BOARD OF TRUSTEES

FALL 2022

SEMESTER	FACULTY MEMBER	DEPARTMENT
Fall 2022	Julian Berrian, M.F.A.	Communication
Fall 2022	Elizabeth Wark, Ph.D.	Business Administration & Economics

FALL 2022
JULIAN BERRIAN, M.F.A.
COMMUNICATION DEPARTMENT

*“Urban Revitalization and African American Enclaves
in Worcester”*

FALL 2022
ELIZABETH WARK, PH.D.
BUSINESS ADMINISTRATION & ECONOMICS DEPARTMENT

“Economic Development of the New England Wine Industry”

OVERVIEW OF SABBATICAL PROPOSALS RECOMMENDED TO THE BOARD OF TRUSTEES

SPRING 2023

SEMESTER	FACULTY MEMBER	DEPARTMENT
Spring 2023	Suzanne Gainer, Ph.D.	Communication
Spring 2023	Janice Yee, Ph.D.	Business Administration & Economics

SPRING 2023
SUZANNE GAINER, PH.D.
COMMUNICATION DEPARTMENT

“Visual Representations of Climate Migration”

SPRING 2023
JANICE YEE, PH.D.
BUSINESS ADMINISTRATION & ECONOMICS DEPARTMENT

“The Effectiveness of Education on Economic Decision-Making”

OVERVIEW OF SABBATICAL PROPOSALS RECOMMENDED TO THE BOARD OF TRUSTEES

FALL 2023 AND SPRING 2024

SEMESTER	FACULTY MEMBER	DEPARTMENT
Fall 2023 and Spring 2024	Maria Fung, Ph.D.	Mathematics

FALL 2023 AND SPRING 2024
MARIA FUNG, PH.D.
MATHEMATICS DEPARTMENT

“Exploring Mindfulness Tools for Reducing Math Anxiety”

OVERVIEW OF SABBATICAL PROPOSALS RECOMMENDED TO THE BOARD OF TRUSTEES

FALL 2023

SEMESTER	FACULTY MEMBER	DEPARTMENT
Fall 2023	Laurie Dahlin, Ph.D.	Business Administration & Economics
Fall 2023	Shiko Gathuo, Ph.D.	Urban Studies
Fall 2023	Judith Jeon-Chapman, Ph.D.	World Languages
Fall 2023	Margaret Kerr, Ph.D.	Chemistry
Fall 2023	Christina Santana, Ph.D.	English
Fall 2023	Hardeep Sidhu, Ph.D.	English

FALL 2023

LAURIE DAHLIN, PH.D.

BUSINESS ADMINISTRATION & ECONOMICS DEPARTMENT

*“Unethical and Illegal Decision Making and Choices Made by
Professional Accountants”*

FALL 2023
SHIKO GATHUO, PH.D.
URBAN STUDIES DEPARTMENT

“Navigating Autism Services: Parents’ Views”

FALL 2023
JUDITH JEON-CHAPMAN, PH.D.
WORLD LANGUAGES DEPARTMENT

*“Miracle of Thread: A Bilingual Edition Henri de Régnier’s
Lace Poems Laced with Samples by Members of New England
Lace Group”*

FALL 2023
MARGARET KERR, PH.D.
CHEMISTRY DEPARTMENT

*“Development of Antibacterial Agents: Synthesis and
Bioactivity of Imine and Metal-Imine Complexes”*

FALL 2023
CHRISTINA SANTANA, PH.D.
ENGLISH DEPARTMENT

“Collaborative Writing Research Project”

FALL 2023
HARDEEP SIDHU, PH.D.
ENGLISH DEPARTMENT

“Racial Logic in the Writings of Bhagat Singh Thind”

OVERVIEW OF SABBATICAL PROPOSALS RECOMMENDED TO THE BOARD OF TRUSTEES

SPRING 2024

SEMESTER	FACULTY MEMBER	DEPARTMENT
Spring 2024	Noah Daleo, Ph.D.	Mathematics
Spring 2024	Timothy Murphy, Ph.D.	Urban Studies
Spring 2024	Francis Olive, Ph.D.	Criminal Justice
Spring 2024	Bonnie Orcutt, Ph.D.	Business Administration & Economics
Spring 2024	Elizabeth Osborne, Ph.D.	World Languages
Spring 2024	Naida Saavedra, Ph.D.	World Languages
Spring 2024	Adam Saltsman, Ph.D.	Urban Studies
Spring 2024	Marc Wagoner, Ph.D.	Psychology
Spring 2024	Adam Zahler, M.F.A.	Visual & Performing Arts

SPRING 2024
NOAH DALEO, PH.D.
MATHEMATICS DEPARTMENT

“Efficient Matrix Multiplication”

SPRING 2024
TIMOTHY MURPHY, PH.D.
URBAN STUDIES DEPARTMENT

*“A Digital Ethnography of Dexter Training Ground Park:
An Urban Curriculum Development Project”*

SPRING 2024
FRANCIS OLIVE, PH.D.
CRIMINAL JUSTICE DEPARTMENT

*“Springfield Community Gang Assessment and Uniform
Citation Data Analysis and Report”*

SPRING 2024
BONNIE ORCUTT, PH.D.
BUSINESS ADMINISTRATION & ECONOMICS DEPARTMENT

*“Addressing Diversity in the Classroom: The Path to
Inclusivity, Student Engagement, and Student Success”*

SPRING 2024
ELIZABETH OSBORNE, PH.D.
WORLD LANGUAGES DEPARTMENT

*“Male Domestic Labor and Care Work in Latin American
Cinema”*

SPRING 2024
NAIDA SAAVEDRA, PH.D.
WORLD LANGUAGES DEPARTMENT

“A Latinx Novel”

SPRING 2024
ADAM SALTSMAN, PH.D.
URBAN STUDIES DEPARTMENT

“Making Worcester Home”

SPRING 2024
MARC WAGONER, PH.D.
PSYCHOLOGY DEPARTMENT

*“Forgiveness Within the Black Community in a
Sociocultural Context”*

SPRING 2024
ADAM ZAHLER, M.F.A.
VISUAL & PERFORMING ARTS DEPARTMENT

“19th Century Theater Artifacts”

QUESTIONS?

President's Update

November 2021



President's Message

One of the best things about working in higher education is being surrounded by many intelligent and thoughtful people who are passionate about their fields of study. I am, of course, referring to our faculty. Every November, when sabbatical proposals come before us, Trustees and I get a glimpse into

into the latest currents of thought in academia. Sabbatical leaves are an essential element of the academic enterprise, permitting faculty time to deepen their knowledge, which enriches classroom instruction upon their return.

So many have returned to our classrooms this fall after a year of mostly remote instruction. I am pleased with the smooth transition. At this point, all our faculty collective bargaining agreements are in place, and nearly all in our community are vaccinated. Our COVID positive cases have been minimal. Our students are once again able to connect in person, rather than online – a hallmark of a Worcester State education.

Another hallmark is our relatively new “Major Plus” requirement, which requires all students to earn a double major or a major and minor in order to graduate. The faculty have developed, and we’ve approved, many new minors to ensure students have options for fulfilling the requirement.

We have recently established an Office of Grants and Sponsored Research to assist faculty in securing funding for research and scholarly endeavors, and I am looking forward to supporting them in other ways in the years ahead.



WORCESTER
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PRESIDENT'S OFFICE

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Racial Equity and Justice Institute

Under the leadership of Maria Isabel Garipey, Director of Diversity and Inclusion, Worcester State has established a [Racial Equity and Justice Institute](#) (REJI) Team. REJI is a collaboration of numerous higher education institutions across Massachusetts, Rhode Island, Connecticut, and New York, which are committed to centralizing racial equity and justice into institutional cultures, practices, and policies. As a collaborative effort between the Offices of Equal Opportunity and Academic Affairs, Worcester State University provided a professional development series that focused on racial equity in Worcester State University's approach to student services. These sessions included discussions on racial equity and justice-minded approaches to student support. Faculty play a key role in advancing the university's goals for diversity and inclusion through participation in such initiatives and through their direct work with students.



Dr. Heather Treseler: Poet and Scholar

Dr. Heather Treseler is an Associate Professor of English and is applying for her full professorship this year. Highly regarded by her colleagues and students, Dr. Treseler has achieved international renown for her poetry and scholarship. Her recent volume of poems, **Parturition**, won the Munster Literature Centre's (Cork, Ireland) International Chapbook Prize and subsequently was published by Southwood Press. Additionally, **Parturition** won the Jean Pedrick Award from the New England Poetry Club for the best chapbook published by a New England poet. Dr. Treseler also has published poetry in the **Boston Review**, **Harvard Review**, **Bellingham Review**, **Green Mountains Review**, and **Journal of the American Medical Association** (JAMA); many of these poems deal with medical history or themes. Most recently, **The American Scholar** accepted four of Dr. Treseler's poems that explore the "psychic landscape of the American suburbs and cruxes in women's lives." Also a prolific scholar, Dr. Treseler has published a number of essays on Elizabeth Bishop and her writings, and she has a forthcoming essay titled "Poems as Paintings: Life-Drawing in Words," which explores the assembly of poetry manuscripts through the use of curatorial principles from art galleries. Dr. Treseler regularly teaches poetry workshops and courses in American literature, and she serves as Worcester State's Presidential Fellow in Art, Education, and Community.



Benjamin Jee: Editor of Currents

Dr. Benjamin Jee, Associate Professor of Psychology, serves as editor for [Currents in Teaching and Learning](#), which is a peer-reviewed, open-access academic journal published by Worcester State University. **Currents'** aim is to publish research and theoretical articles on teaching and learning in higher education, especially materials that are relevant across the disciplines. Now in its 13th year, the journal attracts submissions from around the world and has hundreds of subscribers from a diverse range of disciplines and institutions; work published in **Currents** has had a substantial impact in the field of teaching and learning. Dr. Jee, in his third year as editor, manages all aspects of the journal's operation, from reviewing each of the dozens of submissions received each year, to overseeing the graphic design of each issue from cover to cover. Recent articles have included: "Design Thinking in First-Year Composition: Writing Social Innovation into Service-Learning Pedagogy"; "Increasing Accessibility and Diversity by Using a UDL Framework in an Infographics Assignment"; and "Embedded Tutoring: One Initiative to Help Struggling Students." Articles published in **Currents** are widely cited in other academic books and journals. According to Dr. Jee, "As a cognitive psychologist, I study how people think and learn and as an instructor, I want to be reflective and thoughtful about the methods I use in my classroom." These interests inform not only the editorial standards for the journal, but they also shape Dr. Jee's own approaches to teaching.



Dr. Diana Sharpe: Aquatic Ecologist

Dr. Diana Sharpe joined the Biology Department at Worcester State University in Fall 2019 as an aquatic ecologist. Her research focuses on understanding how human stressors such as overfishing and the introduction of non-native species are affecting the structure and diversity of freshwater ecosystems. Dr. Sharpe completed her Ph.D. at McGill University, followed by two post-doctoral fellowships at the Smithsonian Tropical Research Institute. Her research program at the university centers on the following three broad themes: exploring the consequences of over-fishing in artisanal fisheries in the Lake Victoria Basin, East Africa; understanding the consequences of predator introductions in Lake Gatun, Panama; and tracking the links between water quality and freshwater biodiversity in Worcester's Tatnuck Brook Watershed. The last project is based out of the new Patch Reservoir Watershed Science Programs and provides an opportunity to involve Worcester State undergraduate students in locally-based ecological field research. Dr. Sharpe regularly teaches courses in organismal biology and biodiversity/conservation biology.



Grants and Sponsored Research

The Office of Grants & Sponsored Research is a newly formed office within the Division of University Advancement. A central mission of the Office of Grants & Sponsored research is to promote the scholarly excellence and activity of our faculty through the pursuit, acquisition, and management of external funding from governmental and independent funding agencies.

The following two proposals recently were submitted to the National Science Foundation:

- **Proposal Title:** Collaborative Research: Analogy Training to Promote Science Learning
Principal Investigator: Benjamin D. Jee
Organization Name: Worcester State University in partnership with Northwestern University (lead applicant), Holy Cross, and [WestEd](#) (an organization dedicated to improving learning, healthy development, and equity in schools and communities).
Amount: \$115,566
- **Proposal Title:** "Collaborative Research: A Systematic Model by State University System Alliance for Recruiting and Advancing Early Career AGEF Population Faculty in the STEM Professoriate."
Principal Investigator: Linda Larrivee
Organization Name: Worcester State University in Partnership with Framingham State as the lead applicant.
Amount: \$310,452

Each year the Worcester State Foundation provides \$60,000 in faculty and student competitive research grants. Funds are awarded to faculty and students to support well-defined projects in research, scholarship, or creative activity.

Any full-time, tenure-track or tenured faculty member who is not on sabbatical or other leave is eligible to apply. Awards do not exceed \$1,000 per individual faculty member, and group awards do not exceed \$2,000. Individual student awards do not exceed \$1,500 per student, and awards for groups of three or more students working on a single do not exceed \$3,000.

For the Fall of 2021 semester, a total of 8 proposals were received from student and faculty teams, 7 from students, and 1 from a faculty member. A total of \$6,650 was requested and all funds requested were granted. Awards included monies for materials and equipment to support student and faculty research as well as funds for conference participation.

Additional Information

[Equity-Minded Student Service Provision Action Planning](#)



"We must investigate – honestly – how our longstanding systems, policies and practices, unintentionally or not, have created and continue to maintain racial inequity, and we must change them" (Curren, et al, 2016, p. 4).

[Faculty Vacancies](#)



WORCESTER STATE UNIVERSITY
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SEPTEMBER 1, 2022

TENURE-TRACK FACULTY VACANCIES

Join our team and make a difference, every day

- Assistant Professor, Business Management
- Instructor/Assistant Professor/Associate Professor, Nursing (3 Positions)
- Assistant Professor, Music & Interdisciplinary Arts
- Assistant Professor, Communication (Media Studies, Digital Media/Multimedia Production)
- Assistant Professor, Occupational Therapy (2 Positions)
- Assistant Professor, Chemistry
- Assistant or Associate Professor, Human Geography
- Assistant Professor, Physics
- Assistant Professor, Philosophy (2 Positions)
- Assistant Professor, Biology
- Assistant Professor, Economics
- Assistant Professor, Urban Studies
- Assistant Professor Communication Sciences & Disorders
- Assistant Professor of Psychology
- Assistant Professor of History (2 Positions)
- Assistant or Associate Professor of Health Science
- Assistant or Associate Professor of Computer Science (2 Positions)

HOW TO APPLY

All applicants must apply online at
<https://worcester.interviewexchange.com>.

Worcester State University | 486 Chandler Street, Worcester, MA 01609 | worcester.edu | 508-929-8053

WORCESTER STATE UNIVERSITY is seeking committed faculty with bold ideas and diverse backgrounds, to teach predominantly first generation, students in our progressive gateway city.

"At Worcester State University, we champion academic excellence in a diverse, student-centered environment that fosters scholarship, creativity, and global awareness. We are looking for seasoned or innovative faculty to equip Worcester State students with knowledge and skills necessary to live a life of professional accomplishment, engaged citizenship, and intellectual growth".
—Barry M. Maloney, President

FY 2022 Quarter 1 Comparative Financial Reports

All Trust Funds

Comparative Revenue through September 30, 2021 and 2020

Comparative Expenses through September 30, 2021 and 2020

Operating Budget (*State Appropriations and General Purpose Trust Fund*)

Comparative Revenue through September 30, 2021 and 2020

Comparative Expenses through September 30, 2021 and 2020

Resident Hall Trust Fund

Comparative Revenue through September 30, 2021 and 2020

Comparative Expenses through September 30, 2021 and 2020

Safe Return to Campus Budget

Summary Budget versus Actual September 30, 2021

Academic Contingency

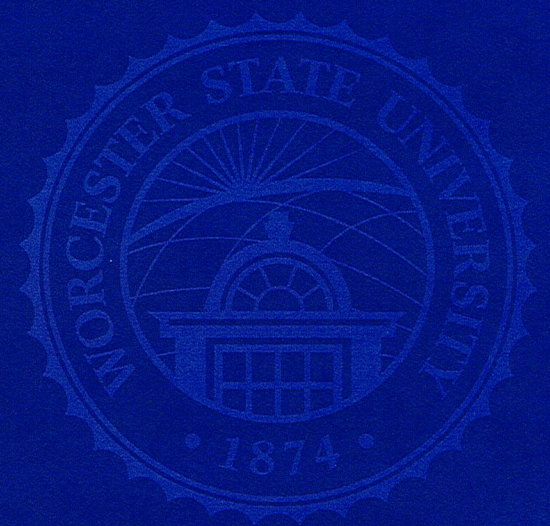
Facility Management

Health Services

Other



All Trust Funds



Worcester State University
All Trust Fund Report - Quarter 1
FY22 vs FY21 Budget vs Actuals
Revenues 9/30/2021 & 9/30/2020

FY 2022						FY 2021					
Account Description	Amendment #3 Budget - BOT	Revenue Budget Excluding Transfers	Revenue Earned Actual	Percent of Budget Earned	Unearned	Amendment #2 Budget - BOT	Revenue Budget Excluding Transfers	Revenue Earned Actual	Percent of Budget Earned	Unearned	
General Trust Fund (400)	45,903,186.00	44,871,936.00	20,273,683.24	45.18%	24,598,252.76	48,968,360.00	41,334,742.00	21,765,716.31	52.66%	19,569,025.69	
Capital Improvement Trust Fund (405)	2,740,301.00	2,740,301.00	1,415,351.97	51.65%	1,324,949.03	3,014,525.00	3,014,525.00	1,561,881.77	51.81%	1,452,643.23	
Parking Garage Operating Fund (408)	744,174.00	-	-	0.00%	-	547,322.00	-	-	0.00%	-	
Strategic Plan Trust Fund (410)	524,831.00	-	-	0.00%	-	524,831.00	-	-	0.00%	-	
Wellness Center Trust Fund (429)	45,000.00	45,000.00	4,109.63	9.13%	40,890.37	125,000.00	125,000.00	-	0.00%	125,000.00	
Parking Fines Fund (439)	90,000.00	25,000.00	3,370.00	13.48%	21,630.00	96,896.00	78,205.00	2,350.21	3.01%	75,854.79	
Health Services Trust Fund (442)	410,243.00	410,243.00	201,365.82	49.08%	208,877.18	549,761.00	445,573.00	215,291.81	48.32%	230,281.19	
Resident Hall Trust Fund (445)	7,798,282.00	7,798,282.00	5,520,251.33	70.79%	2,278,030.67	9,515,384.00	9,515,384.00	3,939,612.56	41.40%	5,575,771.44	
Student Activities Trust Fund (446)	267,076.00	267,076.00	131,533.08	49.25%	135,542.92	430,000.00	295,913.00	139,890.74	47.27%	156,022.26	
Residence Hall Technology and Equipment Trust Fund (448)	268,934.00	174,570.00	140,910.00	80.72%	33,660.00	327,580.00	327,580.00	101,200.00	30.89%	226,380.00	
	58,792,027.00	56,332,408.00	27,690,575.07	49.16%	28,641,832.93	64,099,659.00	55,136,922.00	27,725,943.40	50.29%	27,410,978.60	
Approved Budget		58,792,027.00				64,099,659.00	Approved Budget				
Budget Load for Women's Ice Hockey		218,750.00				(2,525,582.00)	not earned revenue but transfers to fund current activity				
Amount is not earned revenue but transfers to fund current activity		(744,174.00)				(4,325,739.00)	not earned revenue but reserves budgeted to fund current activity				
Amount is not earned revenue but reserve balances budgeted to fund current activity		(589,831.00)									
Amount Transferred in from Reserves		(94,364.00)				(2,111,416.00)	Federal Grant - CARES ACT				
Amount Transferred in from Reserves - Amend. 3		(1,250,000.00)									
		56,332,408.00				55,136,922.00					
Variance		-				-	Variance				

Worcester State University
All Trust Fund Report - Quarter 1
FY22 vs FY21 Budget vs Actuals -- Excluding Safe Return Budget
Expenses 9/30/2021 & 9/30/2020

	FY2022					FY2021				
Account Description	Amendment #3 Budget - BOT	Expenditure Budget	Expenditure Actual	Percent of Budget Spent	Available	Original Budget - BOT	Expenditure Budget	Expenditure Actual	Percent of Budget Spent	Available
General Trust Fund (400)	45,903,186.00	46,121,936.00	8,012,264.32	17.37%	38,109,671.68	48,968,360.00	43,313,002.00	7,083,385.10	16.35%	36,229,616.90
Capital Improvement Trust Fund (405)	2,740,301.00	1,429,087.00	-	0.00%	1,429,087.00	3,014,525.00	488,943.00	-	0.00%	488,943.00
Parking Garage Operating Fund (408)	744,174.00	744,174.00	9,440.59	1.27%	734,733.41	547,322.00	547,322.00	31,253.77	5.71%	516,068.23
Strategic Plan Trust Fund (410)	524,831.00	524,831.00	-	0.00%	524,831.00	524,831.00	524,831.00	-	0.00%	524,831.00
Wellness Center Trust Fund (429)	45,000.00	45,000.00	8,414.15	18.70%	36,585.85	125,000.00	113,000.00	179.83	0.16%	112,820.17
Parking Fines Fund (439)	90,000.00	90,000.00	5,755.14	6.39%	84,244.86	96,896.00	96,896.00	1,174.38	1.21%	95,721.62
Health Services Trust Fund (442)	410,243.00	332,347.00	29,469.73	8.87%	302,877.27	549,761.00	549,761.00	19,536.44	3.55%	530,224.56
Resident Hall Trust Fund (445)	7,798,282.00	7,798,282.00	635,715.30	8.15%	7,162,566.70	9,515,384.00	8,359,144.00	734,696.32	8.79%	7,624,447.68
Student Activities Trust Fund (446)	267,076.00	267,076.00	18,031.97	6.75%	249,044.03	430,000.00	430,000.00	10,686.98	2.49%	419,313.02
Residence Hall Technology and Equipment Trust Fund (448)	268,934.00	268,934.00	-	0.00%	268,934.00	327,580.00	300,438.00	-	0.00%	300,438.00
	58,792,027.00	57,621,667.00	8,719,091.20	15.13%	48,902,575.80	64,099,659.00	54,723,337.00	7,880,912.82	14.40%	46,842,424.18

Approved Budget 58,792,027.00

Budget Load for Women's Ice Hockey 218,750.00

Amount reflects a budgeted transfer from fund 405 to fund 408 (744,174.00)

Amount reflects a transfer to fund balance to increase reserves in fund 442 (77,896.00)

Amount reflects a transfer to fund balance to increase reserves in fund 405 (567,040.00)

57,621,667.00

Variance -

64,099,659.00 Approved Budget

(547,322.00) budgeted transfer from fund 405 to fund 408

(1,156,240.00) transfer to fund balance to increase reserves in fund 445

(12,000.00) transfer to fund balance to increase reserves in fund 429

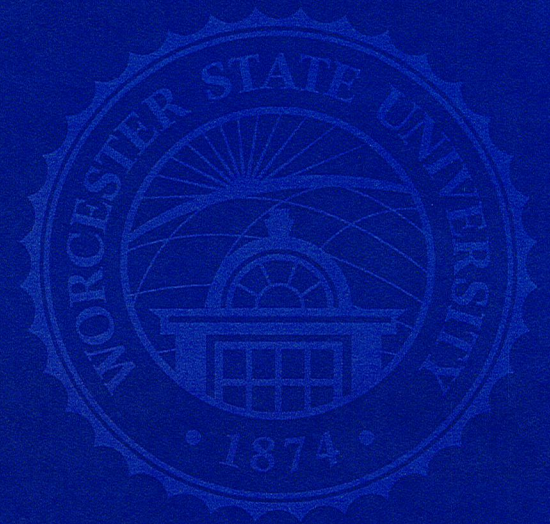
(27,142.00) transfer to fund balance to increase reserves in fund 448

(1,978,260.00) budgeted transfer from fund 405 to fund 400

(5,655,358.00) Amount Loaded into Safe Return Budget - Amd. 2

54,723,337.00

Operating Budget



	FY 2022
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	Approved Budget	(92,644,806.00)
Budget Load for Women's Ice Hockey Anticipated Revenue		(218,750.00)
Amount Transferred in from Reserves		1,250,000.00
Amount Transferred in from HEERF II		3,245,295.00
Federal Funds Operating Subsidy		4,677,152.00
		<u>(83,691,109.00)</u>
	Variance	-

(86,519,373.00)	Approved Budget
1,978,260.00	Amount Transferred in from source 405
3,543,942.00	Amount Transferred in from Reserves
2,111,416.00	Amount Transferred in from Cares Act
<u>(78,885,755.00)</u>	
-	Variance

Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 1
Operating Budget Expenses (Source 400 & 111) -- Excluding Safe Return Budget
9/30/2021 & 9/30/2020

		FY 2022					FY 2021				
Account Description	Object	Amendment #4 Budget - BOT	Current Budget	Actual	Percent of Budget Spent	Available	Amendment #2 Budget - BOT	Current Budget	Actual	Percent of Budget Spent	Available
Regular Employees	AAA	44,321,187.00	43,918,108.00	9,537,369.82	21.72%	34,380,738.18	42,218,640.00	41,802,753.00	9,515,238.09	22.76%	32,287,514.91
Employee Related Expenses	BBB	411,973.00	559,503.00	245,981.10	43.96%	313,521.90	348,907.00	348,907.00	141,441.97	40.54%	207,465.03
Temporary Part-Time Employees	CCC	8,803,385.00	8,814,735.00	1,676,996.04	19.02%	7,137,738.96	5,798,780.00	5,613,780.00	1,597,964.41	28.47%	4,015,815.59
Staff Benefit Expenses	DDD	16,911,605.00	16,826,721.00	629,876.35	3.74%	16,196,844.65	16,526,547.00	16,450,154.00	-	0.00%	16,450,154.00
Administrative Expenses	EEE	2,815,672.00	2,693,609.20	657,905.28	24.42%	2,035,703.92	2,986,707.00	2,486,226.00	514,657.88	20.70%	1,971,568.12
Facility Operation Supplies	FFF	1,834,922.00	1,437,052.02	112,965.23	7.86%	1,324,086.79	1,411,899.00	1,302,348.50	116,016.85	8.91%	1,186,331.65
Energy/Space Rental	GGG	2,500,519.00	2,401,467.00	340,477.04	14.18%	2,060,989.96	2,370,519.00	2,370,610.50	457,555.86	19.30%	1,913,054.64
Professional Services	HHH	837,364.00	1,055,587.00	233,593.71	22.13%	821,993.29	859,022.00	633,622.00	98,831.12	15.60%	534,790.88
Operational Services	JJJ	2,237,801.00	1,144,224.34	283,271.63	24.76%	860,952.71	3,497,140.00	726,140.00	135,332.07	18.64%	590,807.93
Equipment Purchase	KKK	3,200.00	39,198.00	-	0.00%	39,198.00	235,861.00	-	10,429.20	0.00%	(10,429.20)
Equipment Lease, Maintenance, Repair	LLL	2,026,365.00	1,649,127.59	269,833.91	16.36%	1,379,293.68	1,076,540.00	1,094,020.00	176,712.98	16.15%	917,307.02
Infrastructure & Building Improvements	NNN	4,007,100.00	3,458,250.00	491,140.17	14.20%	2,967,109.83	3,289,847.00	3,149,269.00	407,662.89	12.94%	2,741,606.11
Educational Assistance	RRR	2,545,961.00	2,527,561.00	4,806.00	0.19%	2,522,755.00	2,490,961.00	2,490,961.00	7,995.80	0.32%	2,482,965.20
Debt Service	SSS	315,000.00	315,000.00	-	0.00%	315,000.00	-	-	-	0.00%	-
Technology Expenses	UUU	3,072,752.00	2,778,117.85	1,243,018.88	44.74%	1,535,098.97	3,408,003.00	2,395,224.00	1,369,428.67	57.17%	1,025,795.33
		92,644,806.00	89,618,261.00	15,727,235.16	17.55%	73,891,025.84	86,519,373.00	80,864,015.00	14,549,267.79	17.99%	66,314,747.21

Approved Budget 92,644,806.00

Budget Load for Women's Ice Hockey 218,750.00

Amount Loaded into Safe Return Budget - Amd. 2 from HEERF II (3,245,295.00)

89,618,261.00

Variance -

86,519,373.00 Approved Budget

(5,655,358.00) Amount Loaded into Safe Return Budget - Amd. 2

80,864,015.00

- Variance

Residence Hall Trust Fund



Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 1
Residence Hall Trust Fund Revenue (Source 445)
9/30/2021 & 9/30/2020

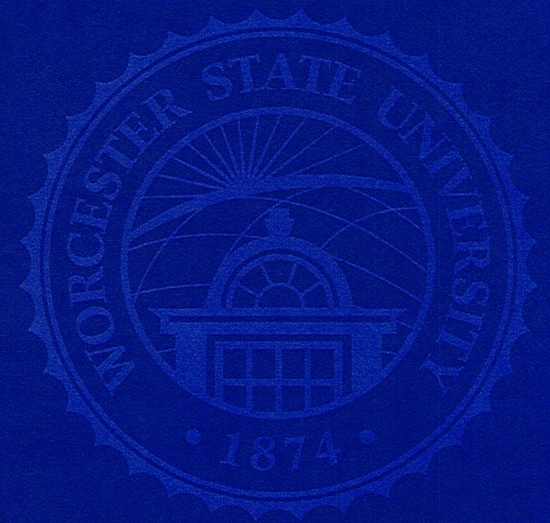
FY 2022					
Description	Original Budget - Upload	Revenue Budget Excluding Transfers	Revenue Earned Actual	Percent of Budget Earned	Unearned
Academic Fees	-	-	32,025.00	0.00%	(32,025.00)
Res Hall Room Charges	7,798,282.00	7,798,282.00	5,482,983.07	70.31%	2,315,298.93
Other Student Charges	-	-	5,243.26	0.00%	(5,243.26)
	7,798,282.00	7,798,282.00	5,520,251.33	70.79%	2,278,030.67
Approved Budget		7,798,282.00			

FY 2021				
Amendment #2 Budget - BOT	Revenue Budget Excluding Transfers	Revenue Earned Actual	Percent of Budget Earned	Unearned
-	-	23,000.00	0.00%	(23,000.00)
9,515,384.00	9,515,384.00	3,911,241.89	41.10%	5,604,142.11
-	-	5,370.67	0.00%	(5,370.67)
9,515,384.00	9,515,384.00	3,939,612.56	41.40%	5,575,771.44
Approved Budget	9,515,384.00			

Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 1
Residence Hall Trust Fund Expenses (Source 445)
9/30/2021 & 9/30/2020

		FY 2022					FY 2021				
Account Description	Object	Original Budget - BOT	Current Budget	Actual	Percent of Budget Spent	Available	Original Budget - BOT	Current Budget	Actual	Percent of Budget Spent	Available
Regular Employees	AAA	1,234,392.00	1,234,392.00	257,018.67	20.82%	977,373.33	1,387,023.00	1,387,023.00	281,101.58	20.27%	1,105,921.42
Employee Related Expenses	BBB	-	-	8.82	0.00%	(8.82)	-	-	-	0.00%	-
Temporary Part-Time Employees	CCC	225,000.00	225,000.00	21,029.07	9.35%	203,970.93	257,000.00	257,000.00	21,332.33	8.30%	235,667.67
Staff Benefit Expenses	DDD	479,932.00	479,932.00	98,326.99	20.49%	381,605.01	525,820.00	525,820.00	-	0.00%	525,820.00
Administrative Expenses	EEE	39,270.00	49,883.20	274.33	0.55%	49,608.87	122,000.00	122,000.00	24,197.25	19.83%	97,802.75
Facility Operation Supplies	FFF	50,872.00	70,872.00	22,627.03	31.93%	48,244.97	235,000.00	235,000.00	31,224.84	13.29%	203,775.16
Energy/Space Rental	GGG	5,043,508.00	5,039,955.00	96,602.63	1.92%	4,943,352.37	4,230,557.00	4,230,557.00	124,237.67	2.94%	4,106,319.33
Professional Services	HHH	3,677.00	3,677.00	-	0.00%	3,677.00	16,000.00	16,000.00	-	0.00%	16,000.00
Operational Services	JJJ	1,250.00	1,250.00	-	0.00%	1,250.00	10,000.00	10,000.00	-	0.00%	10,000.00
Equipment Purchase	KKK	-	-	-	0.00%	-	-	-	-	0.00%	-
Equipment Lease, Maintenance, Repair	LLL	6,426.00	18,876.00	3,548.06	18.80%	15,327.94	120,000.00	120,000.00	32,598.51	27.17%	87,401.49
Infrastructure & Building Improvements	NNN	347,245.00	304,181.80	89,098.71	29.29%	215,083.09	730,000.00	730,000.00	165,025.73	22.61%	564,974.27
Educational Assistance	RRR	356,000.00	356,000.00	45,530.25	12.79%	310,469.75	691,744.00	691,744.00	48,351.75	6.99%	643,392.25
Debt Service	SSS	-	-	-	0.00%	-	-	-	-	0.00%	-
Technology Expenses	UUU	10,710.00	14,263.00	1,650.74	11.57%	12,612.26	34,000.00	34,000.00	6,626.66	19.49%	27,373.34
		7,798,282.00	7,798,282.00	635,715.30	8.15%	7,162,566.70	8,359,144.00	8,359,144.00	734,696.32	8.79%	7,624,447.68

Safe Return to Campus Budget



Safe Return Budget FY22 - Summary
Budget vs Actuals - Quarter 1
9/30/2021

Category	FY 2022 Original Budget	Transfers	Revised Budget		Actual 9/30/2021	Budget Remaining	% Remaining
Academic Contingency	604,772.00	(99,728.84)	505,043.16		139,803.55	365,239.61	72%
Facility Management	1,128,421.00	0.15	1,128,421.15		499,621.83	628,799.32	56%
Health Services	1,512,102.00	77,836.25	1,589,938.25		315,444.77	1,274,493.48	80%
Total Budget	3,245,295.00	(21,892.44)	3,223,402.56		954,870.15	2,268,532.41	70%
<u>Sources of Funds</u>							
FY 21 HEERF 2 carry forward	522,142.56						
HEERF 2	2,701,260.00						
Total Resources	3,223,402.56						
<i>reduce contingency line for carryforward reduction</i>		(21,892.44)					

Safe Return Budget FY22 - Academic Contingency
Budget vs Actuals - Quarter 1
9/30/2021

Academic Contingency	Original Budget FY22	Transfers	Revised Budget	Actual 9/30/2021	Budget Remaining	% Remaining
Software (UUU)	73,344	-	73,344	32,000	41,344	56%
Subscription (EEE)	42,505	2,563	45,068	28,758	16,310	36%
<u>Center for Teaching and Learning</u>						
Instructional Designer full time position*	60,000	-	60,000	-	60,000	100%
Fringe	23,700	-	23,700	-	23,700	100%
<u>Student Success</u>						
Full TimeTemp ASC Advising	44,897	-	44,897	-	44,897	100%
Fringe	17,734	-	17,734	-	17,734	100%
<u>Classroom supplies (FFF below \$15K each)</u>						
Physics classroom materials and supplies	27,000	-	27,000	-	27,000	100%
Chemistry classroom materials and supplies	55,252	-	55,252	2,850	52,402	95%
Biology classroom materials and supplies	65,409	-	65,409	-	65,409	100%
<u>IT/Advancement platforms</u>						
Thankview video platform /Advancment YR 2	6,000	-	6,000	-	6,000	100%
Imodules Year 2	5,500	-	5,500	-	5,500	100%
Set aside for unanticipated items	183,431	(177,287.31)	6,143.69	-	6,143.69	100%
Adjuct Costs for Summer Nursing Clinicals & Lancer Learning Classes	-	74,827.63	74,827.63	76,027.71	(1,200.08)	-2%
Other Costs	-	167.84	167.84	167.84	-	0%
Total	604,772.00	(99,728.84)	505,043.16	139,803.55	365,239.61	72%

Safe Return Budget FY22 - Facility Management
Budget vs Actuals - Quarter 1
9/30/2021

Facility Management	Original Budget FY22	Transfers	Revised Budget	Actual 9/30/2021	Budget Remaining	% Remaining
Signage	28,000	(28,000)	-	-	-	0%
<u>Allowance to sustain CDC guidelines for facility use</u>						
Materials and supplies	170,000	-	170,000	-	170,000	100%
Labor	466,000	-	466,000	76,284.75	389,715.25	84%
Allowance to maintain PPE inventory	41,800	28,000	69,800	715.93	69,084.07	99%
Classroom furniture lease	422,621	0.15	422,621.15	422,621.15	-	0%
Total	<u>1,128,421.00</u>	<u>0.15</u>	<u>1,128,421.15</u>	<u>499,621.83</u>	<u>628,799.32</u>	<u>56%</u>

Safe Return Budget FY22 - Health Services
Budget vs Actuals - Quarter 1
9/30/2021

Health Services	Original Budget FY22	Transfers	Revised Budget	Actual 9/30/2021	Budget Remaining	% Remaining
<u>Test Center</u>						
Staffing	197,182	-	197,182	37,542.77	159,639.23	81%
Supplies	14,666	-	14,666	-	14,666	100%
<u>Student Health Services Office - Fall</u>						
Additional FT Nurse practioners	109,134	77,836.25	186,970.25	-	186,970.25	100%
Covid Testing machines	3,200	-	3,200	-	3,200	100%
Testing kits	10,000	-	10,000	-	10,000	100%
<u>Counseling Center</u>						
2 Licensed Clinicians	110,000	-	110,000	-	110,000	100%
Fringe	43,450	-	43,450	-	43,450	100%
student well -being Campus approach	3,250	-	3,250		3,250	100%
<u>COVID Testing</u>						
Testing Estimate - Fall semester	440,610	-	440,610	269,150	171,460	39%
Testing Estimate - Spring semester	440,610	-	440,610	-	440,610	100%
extra tesing	50,000	-	50,000	-	50,000	100%
CoVerified App	90,000	-	90,000	8,752	81,248	90%
Total	<u>1,512,102.00</u>	<u>77,836.25</u>	<u>1,589,938.25</u>	<u>315,444.77</u>	<u>1,274,493.48</u>	<u>80%</u>