

WORCESTER STATE UNIVERSITY

BOARD OF TRUSTEES MEETING

Tuesday, April 12, 2022

5:30 PM

REMOTE PARTICIPATION

Join Zoom Meeting

<https://worchester.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; Maria Garepy; Stacey Luster; Mike McKenna; 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 8, 2022*	Stephen Madaus, Chair	B. vote required
3. <i>Equity, Diversity and Inclusion Presentation - 20 minutes / Q&A</i> A. Office of Multicultural Affairs (OMA)* B. Latino Education Institute (LEI)*	Maria Garepy Laxmi Bissoondial Hilda Ramirez & Mary Jo Marion	A. Informational B. Informational
4. <i>Finance & Facilities Committee Report</i> A. April 12 Finance & Facilities Committee Meeting Packet*	Marina Taylor	A. Informational and vote required
5. <i>Academic & Student Development Committee Report</i> A. April 12 Academic & Student Development Committee Meeting Packet*	Karen LaFond	A. Informational and (5) votes required
6. <i>Administrative Updates</i> A. Report of the Chairman I. Appointment of the Nominating Committee II. Next meeting: June 14, 2022 (hybrid) B. Report of the Student Trustee C. Report of the President I. President's Update* II. President Maloney Memo to Trustees* 1. Approval of Nominees for Speaker/Awards Pool* 2. Pool for Commencement Speakers and Award Recipients* III. Fallen Hero Fee Waiver Board Proposal*	Stephen Madaus Anna Johnson Barry Maloney	I. Informational II. Informational 1. vote required 2. Informational III. vote required
7. <i>Adjournment</i>	Stephen Madaus	7. vote required

*Attachments

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
Meeting Minutes

CHAIR:	Stephen Madaus (Chair)	DATE:	March 8, 2022
LOCATION:	Remote Participation	MINUTES BY:	Nikki Kapurch
TIME:	5:00 PM		
MEMBERS PRESENT:	Lisa Colombo - <i>arrived 5:30 pm</i> ; Aleta Fazzone; Maryanne Hammond (Vice-Chair); Anna Johnson; Karen Lafond; Stephen Madaus (Chair); William Mosley; Dina Nichols; Marina Taylor (Vice-Chair) - <i>arrived 5:14 pm</i> ; David Tuttle; Lawrence Sasso		
WSU STAFF:	Barry Maloney; Kathy Eichelroth; Carl Herrin; Nikki Kapurch; Stacey Luster; Tom McNamara; Mike McKenna; Sue Moore; Ryan Forsythe; Julie Kazarian; Maureen Stokes; 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 Tuesday, March 8, through a Zoom remote call. Chair Madaus called the meeting to order at 5 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:

Trustee Madaus started the meeting by mentioning that this month's agenda is modified so Trustees would have enough time to be updated and oriented on two important topics: The Financial Sustainability Task Force and the New England Commission of Higher Education (NECHE) process.

APPROVAL OF THE MINUTES - Full Board Meeting - January 11, 2022

A motion made by Trustee Mosley was seconded by Trustee Nichols. It was unanimously,

VOTED: **to approve the January 11, 2022, minutes of the full Board meeting as presented.**

ROLL CALL VOTE: **9 approved.; Aleta Fazzone; Maryanne Hammond; Anna Johnson; Karen LaFond; Stephen Madaus; William Mosley; Dina Nichols; David Tuttle; Lawrence Sasso.**

ABSENT FOR VOTE: **Lisa Colombo; Marina Taylor**

APPROVAL OF THE MINUTES - Human Resources Committee Meeting - December 30, 2021—

Upon a motion made by Trustee Nichols and seconded by Trustee Hammond. It was unanimously,

VOTED: **to approve the minutes of December 30, 2021 , Human Resources Committee meeting, as presented.**

ROLL CALL VOTE: **3 approved. Karen LaFond; Maryanne Hammond; Dina Nichols**

ABSENT FOR VOTE: **Marina Taylor**

President Maloney introduced the next agenda item. The board will be presented with two presentations to update and orient the board members on two important topics. Both presentations will be done by the co-chairs of the groups.

PRESENTATION - 30 minutes including Q&A

The Financial Sustainability Task Force

- Sandra Olson, Assistant V. P. for Facilities Operations and Planning, & Donald Vescio, Jr., Professor, English, are the co-chairs of the task force and offered a brief presentation on the Financial Sustainability Task Force.
- Included in the packet is a shorter document that offers an executive summary of the task force and its function; the longer document is a presentation shared by EAB, which will provide the Board with important contextual information.
- The Financial Sustainability Task Force “is charged with crafting achievable strategies which can be reached over three fiscal years to provide relief to the FY 2024/2025/2026 WSU comprehensive annual budget.”
- The co-chairs shared the mission, goals, membership, and timeline of the project.
- In order to solicit questions from the campus community and to keep communication open a website will be created and emails will be sent out to the campus.
- The Task Force will present a draft of Phase 1 at the June 14 BOT meeting. We will move on to Phase Two and will use Phase One’s recommendations to perform a cost-benefit analysis for specific initiatives and develop operational plans for implementation.

Questions from the Board:

- Are the ideas for these themes coming from the task force or are we looking at other colleges? Using a multi-modal approach. Looking at national literature, third-party consultancy, and our local data. Also, working with EAB data set.
- Are you looking to reimagine? The areas that might be impacted are present at the table. Faculty, staff, administrator, and union leadership are part of the Task Force. While invited to join the group, the students are being engaged separately. We are working closely with the student government. Actively looking for ways to engage students. Faculty, administrators, and students are involved in the process. We are approaching projects as everything is on the table.
- Is this the first time the University has ever done this? We did a process somewhat similar in 2010.

PRESENTATION - 30 minutes including Q&A

NECHE Update

- Emily G. Soltano, Professor, Psychology Department, and Director, Center for Teaching and Learning, and Noah M. Dion, Director of Academic Affairs Support, are the co-chairs of the NECHE self-study. They both provided a brief update on what accreditation is and why do we do it.

- Included in the packet is a document that outlines some high-level themes related to the self-study and the PowerPoint presentation that walks you through the process of the self-study.
- Two board members are directly involved in this work, Trustee Nichols and Trustee Hammond.
- Accreditation is an ongoing process that requires a comprehensive review every ten years by accrediting agencies such as the New England Commission of Higher Education (NECHE). The process ensures quality education and promotes continuous improvement. This review is required for participation in federal financial aid programs, grant eligibility, and for state licensing related to particular professions.
- We have confirmed that Dr. Alberto Cardelle will serve as chair of the team that will undertake the evaluation of our institution in Fall 2022.

Questions from the Board:

- Are we at the midway point of this process? We are past that point.

Other Business:

- President Maloney asked the Trustees to check their worcester.edu email account for an email that has a list of the upcoming Spring 2022 events. The events will be in person. Please RSVP and let us know your attendance.

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

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

VOTED: **to adjourn the meeting at 6:10 p.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

Office of Multicultural Affairs



Laxmi Bissoondial- Director

Eriberto Mora-Carrera- Assistant Director



The Office of Multicultural Affairs (O.M.A.)

ALTERNATIVES FOR INDIVIDUAL DEVELOPMENT PROGRAM (A.I.D)

- WSU SUMMER BRIDGE PROGRAM
- WOMEN'S CIRCLE
- YOUNG MEN'S GROUP (YMC)-
Brotherhood Conference

- THIRD WORLD ALLIANCE (T.W.A.)
(*MULTICULTURAL STUDENT ORGANIZATION*)

- WSU MULTICULTURAL PROGRAMMING COMMITTEE (Faculty, Staff, Students) & Antiracism
Subcommittee

Upward Bound Program

Worcester 100 Males to College & Early
College Program - WSU, WPS, & OCC

Multicultural Alumni Council (MAAC)
Homecoming-Multicultural Tent

WSU Overall ALANA/BIPOC				32%		
ALANA/BIPOC enrolled in 2021				31% (62% are First Gen also)		
OMA No Students Served: 338				Multicultural Programming Touched: 501 Students. Faculty, & Staff		
OMA Demographic	ALTERNATIVE FOR INDIVIDUAL DEVELOPMENT PROGRAM (A.I.D.)	UPWARD BOUND PROGRAM (UB)	100 MALES TO COLLEGE PROGRAM (100MTC)	Multicultural Programming Committee	THIRD WORLD ALLIANCE (T.W.A.) Leadership	MAAC- ALANA Alumni Council
Population Served	132 University Students <i>F-26%, So- 28%, J-27%, Se- 19%</i> <i>Commuters-75%</i> <i>Dorms- 24.4%</i> <i>Males- 39%</i> <i>Females- 61%</i> <i>AA-47%</i> <i>Asian-8%</i> <i>Caucasian- 5%</i> <i>Latinx- 35%</i> <i>Middle Eastern- 3%</i>	91 High School Students <i>So-33%, J-38.5%, Se- 28%</i> <i>AKFCS- 17% BHS-14%</i> <i>DHS- 17.6%</i> <i>Math/Sci.- 1.1%</i> <i>North- 8.8%</i> <i>South-13.2%</i> <i>UPCS- 13.2%</i> <i>UPCS- 13.2%</i> <i>Wor. Tech- 14.3%</i> <i>AA-39% African- 15%</i> <i>Asian-12.1%</i> <i>Bi-racial- 2.2%</i> <i>Caucasian- 5.5%</i> <i>Latinx- 25.3</i>	115 High School Students <i>So-8%, J-43%, Se- 49%</i> <i>BHS-13%</i> <i>DHS- 13%</i> <i>Claremont-9%</i> <i>North- 28%</i> <i>South-17%</i> <i>UPCS- 5%</i> <i>Wor. Tech- 5%</i> <i>AA-22% African- 20%</i> <i>Asian-12.1%</i> <i>Bi-racial- 2.2%</i> <i>Caucasian- 5.5%</i> <i>Latinx- 25.3</i> <i>Middle Eastern- 2%</i>	Committee comprised of 24 faculty, staff, & students <i>Faculty-16</i> <i>Staff- 11</i> <i>Students- 5</i>	8- Executive Leadership Team 48-TWA members <i>AA-33%</i> <i>African-2%1</i> <i>Asian-4%</i> <i>Caucasian- 7%</i> <i>Latinx- 35%</i>	Growing Last event- it generated 70 members attendees; reactivation of meetings.
						Data from 2021

Academic Roadmap

Academic Plan for Success Unit:

- Time Management- Structuring of Time & Values
- Finance/Budgeting- Student and Life
- Degree Plan
- Career Plan

Flow Chart

- Presentations by Key Academic offices (synchronize academic calendar deadlines and awareness of scope of structure)
- Major Plus Fair
- Presentation of Degree Plan & Career Plan to Faculty Advisor

New this Academic Year

Multicultural Programming Committee Chair- Laxmi Bissoondial

*Over **30 members:** faculty, staff, and students creating co-curricular multicultural programming calendar.*

Anti-Racism Subcommittee

Co-Chair- Professor Aldo Garcia-Guevara

Jodi Bricks.....Institutional Advancement

Nicole Scott.....Institutional Advancement

Maria Gariepy.....Diversity, Inclusion & Affirmative Action

Kristie McNamara.....Office of Student Involvement & Leadership

Kristen Nelson.....Assistant Director Residence Life

Professor Adam Saltsman.....Urban Action Institute/Urban Education

Professor Susan Monaghan.....Education Department

Emily Soltano.....Center for Teaching & Learning

New this Academic Year, Continued

Student Social Programming Network

- Brandol Ogando Saladin, Class of 2025
- Vina Le, Class of 2024
- Chantel Gonzalez, Class of 2025
- Tayla Weeden, Class of 2023
- Richard Bonsu, Class of 2025

Academic Partnership and Cross- Campus- Retention Efforts

Academic retention efforts include:

- Freshmen Seminars
- Sophomore seminars
- Ethnic Studies, Women, Sexuality, & Gender Studies
- WSU Multicultural Committee - Co-Curricular events and programming
- TWA- Student Affairs
- Residence Life & Housing – Learning Communities

WSU Signature Events

Latin Heritage Month

Native American Celebration

Worcester Martin Luther King Jr. Youth Breakfast

ALANA Preview/African American Read In Day

Black History Month

WSU Courageous Conversations

Women's History Month Co-Sponsor programing

Asian American & Pacific Islander Heritage Month

THANK YOU

lbissoondial@worchester.edu

WSU Board of Directors

Hilda Ramírez, Mary Jo Marión

April 12, 2022



WORCESTER STATE UNIVERSITY

LATINO EDUCATION INSTITUTE

Our Mission

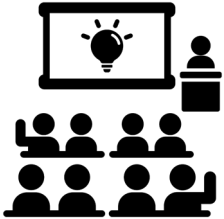
Our mission at the LEI is to improve the **academic achievement** and **well-being** of Latino students (K-16) and their families.



College and Career Success




100% high school graduation rate



100% honors, AP, or early college enrollment




80% college enrollment



"Even though you don't know the students closely, you know everyone has something going on. You need to find a way to connect with the students. I strive to be a teacher and mentor to the students I'll eventually work with."

CHRISTIAN SANTANA '21
ENLACE AND WSU ALUM

Latino Education Institute
20 AÑOS

 WORCESTER STATE UNIVERSITY
LATINO EDUCATION INSTITUTE

College and Career Success

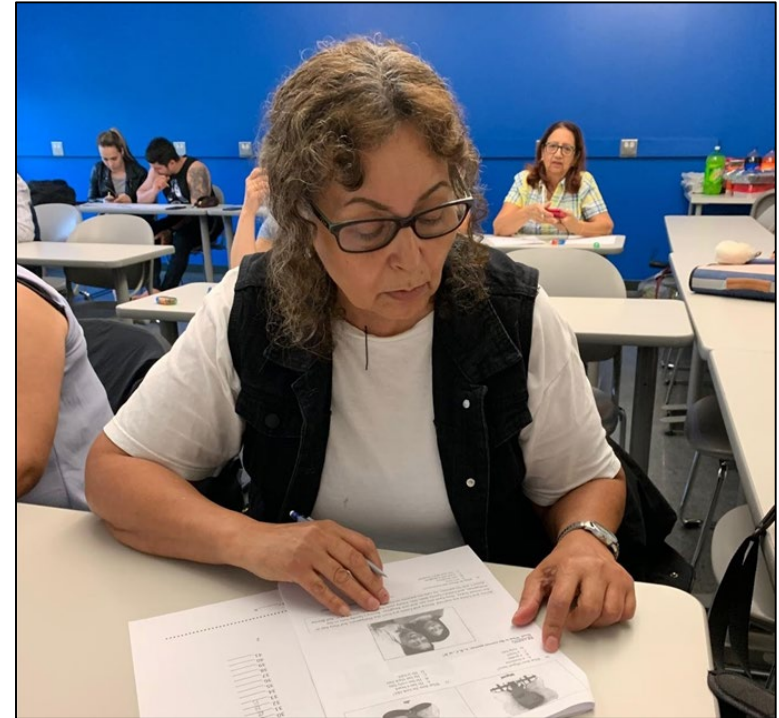
Adult ESL and Career Success: Club E



**93% improved
English**



**89% are more
confident in
applying for jobs**



WSU Students Benefit at LEI



Students earn \$6,300 per year working at LEI

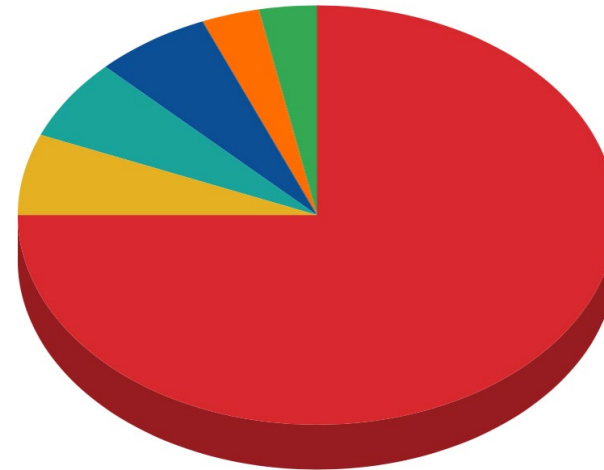


Over 95% college retention among LEI student staff



\$19,000 in LEI scholarship funds disbursed

32 Students Employed by LEI



WSU.....24

QCC.....2

WPI.....2

Doherty HS....2

Northeastern..1

Clark.....1

Research and Policy



**Amplifying Youth Voices
Around COVID Education
Experiences**

Prof. Andrew Piazza



Immigrant Youth Voices

Prof. Francisco Vivoni



**LEI's Impact on Healthy
Equity**

Prof. Jaime Vallejos

Research and Policy



**A Deeper Dive into Worcester:
A Follow-Up Report on Latino
Men and Post-Secondary
Education**

Prof. Timothy Murphy



**Social Justice Speaker Series at
QCC**

Prof. Alex Briesacher



**Suspension in Worcester:
A Continuing Conversation**

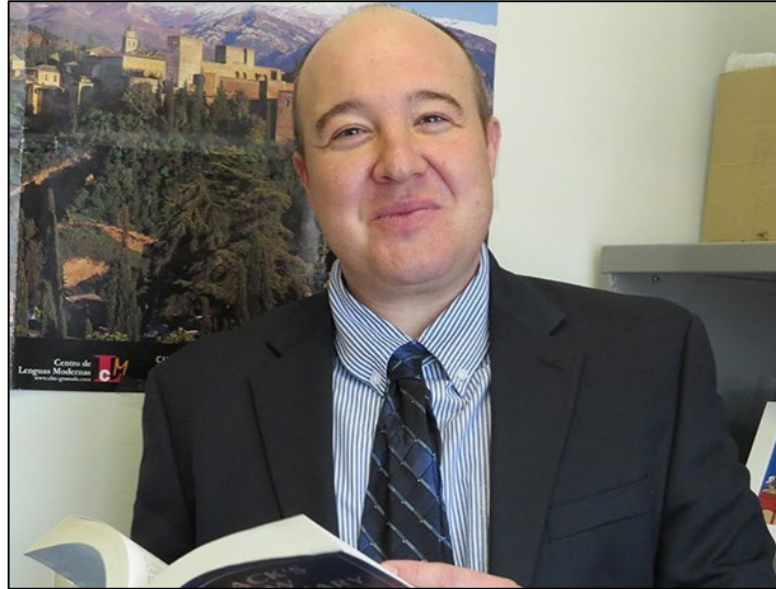
Prof. Thomas Conroy

Research and Policy



**Food Systems and Physical
Fitness (Health Promoters)**

Prof. Mariana Calle



Reader's Theater

Prof. Antonio Guijarro-Donadiós

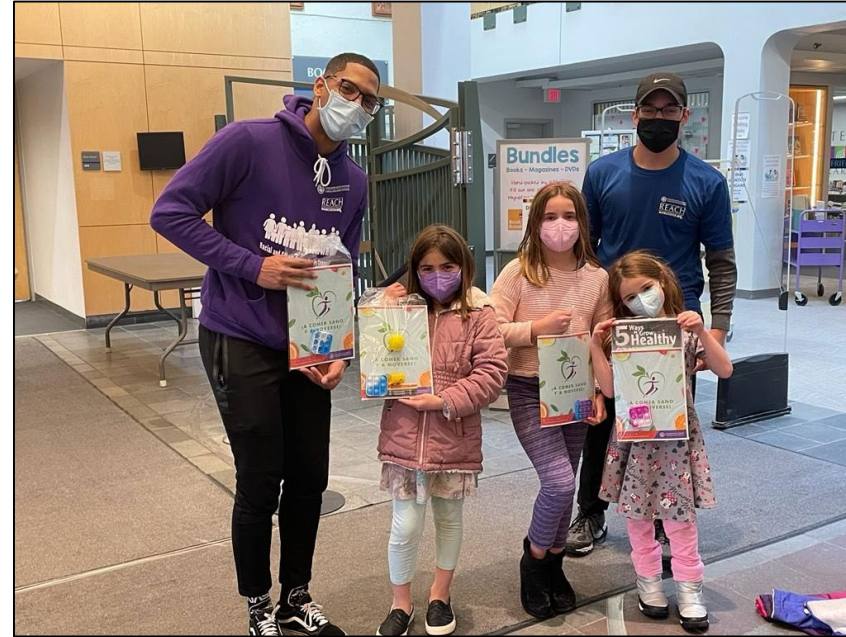
Poliana Alarcón Bustos
(theater specialist)



Breastfeeding Focus Groups

Dr. Bertha-Elena Rojas

Community Engagement: Health Equity



Community Engagement: Impact 2020-2021

Health Promoters (Promotores de Salud)



**1400+
families
reached**



- Food systems
- Nutrition
- Breastfeeding
- Built environment
- Clinical Referrals

Community Engagement: Impact 2020–2021

Health Ambassadors (COVID-19 and Flu)

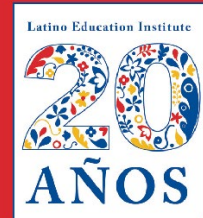


100,000+
people reached



"Throughout my journey as an international student at Worcester State University, not only has LEI nurtured and motivated me, but most importantly, supported me academically and professionally."

CLAUDIA OLIVEIRA DE PAIVA
LASOS STAFF, WSU STUDENT



LEI Impact 2021–2022



250 youth enrolled in out-of-school programs



400 Early College students mentored by LEI staff



1550+ families served



15,000+ reached through health and wellness programs



16,000+ reached through social media channels



Questions?



Hilda Ramírez

Executive Director

Hilda.Ramirez@worchester.edu



Mary Jo Marión

Assistant Vice President of Urban Affairs

MaryJo.Marion@worchester.edu

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
FINANCE & FACILITIES MEETING
Tuesday, April 12, 2022
4:00 PM
REMOTE PARTICIPATION
Join Zoom Meeting
<https://worchester.zoom.us/j/7540181608>
Meeting ID: 754 018 1608

Meeting Called By: Marina Taylor (Chair)

Minutes: Nikki Kapurch

Board Members: Lisa Colombo; Aleta Fazzone; Dina Nichols; Marina Taylor; Lawrence Sasso

WSU Staff: Barry Maloney; Kathy Eichelroth; Carl Herrin; Nikki Kapurch; Mike McKenna

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	Marina Taylor	
2. <i>Finance & Facilities Committee Report</i> A. Amendment #5 to the FY2022 budget* B. Q2 FY 2022 Comparative Financial Report* C. FY 2023 Budget Framework Discussion memo*	Marina Taylor Kathy Eichelroth	A. vote required B. Informational C. Informational
3. <i>Administrative Updates</i> A. Other Business	Marina Taylor	
4. <i>Adjournment</i>	Marina Taylor	4. vote required

*Attachments

Memorandum

DATE: March 30, 2022

TO: Barry M. Maloney, President

FROM: Kathleen Eichelroth, Vice President for Administration and Finance



RE: FY 2022 BUDGET AMENDMENTS #5

Attached is amendment #5 to the General Operating budget for FY 2022. The amendment reflects the commitment of a grant from the Commonwealth of Massachusetts to provide resources to offset the costs associated with educating former students of Becker College's nursing program. In amendment #3 the administration received approval to underwrite these costs with a draw from operational reserves in anticipation of receiving grant funds from the state. This amendment swaps out the WSU reserve funds for the state grant in a one to one exchange. The Commonwealth is providing \$1,899,118 over two years, with \$1,250,000 available for FY 2022 and \$649,118 available for FY 2023.

In addition we are requesting a budget amendment for the Resident Hall Trust Fund. The Residence Hall Trust Fund budget had been prepared with an assumption of 60% occupancy and an appropriate reduction in spending as necessary, including the deferred maintenance of the buildings. The occupancy rate has increased to 81% which provides additional revenue of \$2,721,267. The increase in resources allows for the restoration of funding in the deferred maintenance lines of \$452,000, in addition to a transfer to reserves in the amount of \$2,269,067.



WORCESTER
S T A T E
UNIVERSITY

FY 2022
Operating Budget
Amendment #5

Worcester State University
Summary of Sources and Uses of Funds
General Operating Budget (111 & 400)
FY2022 Budget -Amendment #5

Sources of Funds:

Institutional Revenue	632,803
State Grant -Becker Nusing Students	\$ 1,250,000
Total Sources	<u>\$ 1,882,803</u>

Uses of Funds:

AA Regular Employees	\$ 379,000
BB Employee Related Expenses	
CC Temporary Part-Time Employees	358,983
DD Staff Benefit Expenses	160,000
EE Administrative Expenses	55,000
FF Facility Operation Supplies	50,000
GG Energy/Space Rental	130,000
HH Professional Services	-
JJ Operational Services	140,000
KK Equipment Purchase	
LL Equipment Lease, Maintenance, Repair	359,820
NN Infrastructure & Building Improvements	200,000
RR Educational Assistance	-
SS Debt Service	-
UU Technology Expenses	50,000
Transfer to Reserves	
Total Uses	<u>\$ 1,882,803</u>
Net Sources / (Uses)	<u>\$ -</u>

Worcester State University
Summary of Sources
FY 2022 - All Sources and Trust Funds - Amendment #5

State Sources

Annual State Maintenance Appropriation		\$	31,201,398
State Supported Fringe Benefits	12,294,927		
Student Aid Program (Cash Grant & PT Student)	1,057,800		
State Grant -Becker Nursing Students	1,250,000		
Total Other State Sources			14,602,727
Total State Sources			<u>45,804,125</u>

Federal Sources

Federal Grant -HEERF	7,922,447		
SEOG Program	224,054		
College Work Study Program	113,447		
Pell Grants	6,838,468		
Local match (Transfer from General Trust Fund Reserve)	98,748		
Total Federal Sources			<u>15,197,164</u>

Institutional Sources

Revenue			
General Fund	39,976,034		
Parking Fines Fund	25,000		
Health Services Fund	410,243		
Residence Halls Fund	10,519,549		
Student Activities Fund	267,076		
Residence Hall Technology and Equip. Fund	174,570		
Capital Improvement Fund	2,740,301		
Wellness Center Trust Fund	45,000		
Transfers In			
*Transfer from Health Services Fund Reserve	-		
*Transfer from Student Activities Trust Fund Reserve	-		
*Transfer from Capital Improvement Trust Fund Reserve	744,174		
*Transfer from Parking Fines Trust Fund Reserve	65,000		
*Transfer from Strategic Plan Trust Fund Reserves	524,831		
*Transfer from General Trust Fund	94,364		
Total Institutional Sources			<u>55,586,142</u>
Total Sources		\$	<u><u>116,587,431</u></u>

Worcester State University

Trust Fund Summary FY 2022 Budget - Amendment #5

	Budget FY 2022	
	Sources	Uses
General Fund (400)	\$ 39,976,034	\$ 39,976,034
Parking Fines (439)	90,000	90,000
Health Services (442)	410,243	410,243
Residence Hall (445)	10,519,549	10,519,549
Student Activities (446)	267,076	267,076
Residence Hall Technology and Equip. Fund (448)	268,934	268,934
Capital Improvement Fund (405)	2,740,301	2,740,301
Parking Garage Operating Fund (408)	744,174	744,174
Wellness Center (429)	45,000	45,000
Strategic Plan (410)	524,831	524,831
Total Trust Fund Budget	<u>\$ 55,586,142</u>	<u>\$ 55,586,142</u>

Worcester State University
General Operating Budget (111, 400 & 216)
FY 2022 Budget - Amendment #5

	FY2022 Approved Budget including Amendment #5	FY2022 Approved Budget including Amendment #4	FY2022 Approved Budget including Amendment #3	FY2022 Approved Budget including Amendment #2	FY2022 Approved Budget including Amendment #1	FY2022 Approved Budget	FY2021 Approved Budget
Sources of Funds:							
Institutional Revenue	\$ 39,976,034	\$ 39,976,034	\$ 39,976,034	\$ 39,343,231	\$ 39,343,231	\$39,343,231	\$ 47,965,057
State Appropriation	31,201,398	31,201,398	31,126,398	31,126,398	31,126,398	30,071,800	30,042,733
State Funded Fringe Benefits	12,294,927	12,294,927	12,294,927	12,294,927	12,294,927	11,878,361	11,680,615
Federal Grant- HEERF	4,677,152	4,677,152	4,677,152	4,677,152	4,677,152	4,677,152	-
FY21 HEERF 2 Carry-Over	544,035	544,035	544,035	544,035			
HEERF 2	2,701,260	2,701,260	2,701,260	2,701,260			
Transfer In from Reserves		1,250,000	1,250,000				
State Grant -Becker Nursing Students	1,250,000						
Total Sources	\$ 92,644,806	\$ 92,644,806	\$ 92,569,806	\$ 90,687,003	\$ 87,441,708	\$85,970,544	\$ 89,688,405
Uses of Funds:							
AA Regular Employees	\$ 44,321,187	\$ 44,321,187	\$ 44,321,187	\$ 43,942,187	\$ 43,345,542	\$42,290,944	\$ 42,133,903
BB Employee Related Expenses	411,973	411,973	411,973	411,973	411,973	411,973	733,162
CC Temporary Part-Time Employees	8,803,385	8,803,385	8,803,385	8,444,402	8,422,402	8,422,402	8,612,145
DD Staff Benefit Expenses	16,911,605	16,911,605	16,911,605	16,751,605	17,083,287	16,666,721	16,450,154
EE Administrative Expenses	2,815,672	2,815,672	2,815,672	2,760,672	2,523,701	2,523,701	2,629,549
FF Facility Operation Supplies	1,834,922	1,834,922	1,759,922	1,709,922	1,562,261	1,562,261	1,891,406
GG Energy/Space Rental	2,500,519	2,500,519	2,500,519	2,370,519	2,370,519	2,370,519	2,460,910
HH Professional Services	837,364	837,364	837,364	837,364	728,230	728,230	1,001,188
JJ Operational Services	2,237,801	2,237,801	2,237,801	2,097,801	893,150	893,150	915,383
KK Equipment Purchase	3,200	3,200	3,200	3,200	-	-	-
LL Equipment Lease, Maintenance, Repair	2,026,365	2,026,365	2,026,365	1,666,545	1,243,924	1,243,924	1,253,157
NN Infrastructure & Building Improvements	4,007,100	4,007,100	4,007,100	3,807,100	3,171,100	3,171,100	5,207,619
RR Educational Assistance	2,545,961	2,545,961	2,545,961	2,545,961	2,545,961	2,545,961	2,490,961
SS Debt Service	315,000	315,000	315,000	315,000	315,000	315,000	307,013
UU Technology Expenses	3,072,752	3,072,752	3,072,752	3,022,752	2,824,658	2,824,658	2,391,424
Transfer to Reserves	-	-	-	-	-	-	1,210,431
Total Uses	\$ 92,644,806	\$ 92,644,806	\$ 92,569,806	\$ 90,687,003	\$ 87,441,708	\$85,970,544	\$ 89,688,405
Net Sources / (Uses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Worcester State UniversityResident Hall Trust Fund (445)
FY 2022 Budget - Amendment #5

		FY2022 Approved Budget including Amendment #5	FY2022 Approved Budget	FY2021 Approved Budget
Sources of Funds:				
Fees and Other Income		\$ 10,519,549	\$ 7,798,282	\$ 12,909,144
Transfer In - Reserves				
Total Sources		<u>\$ 10,519,549</u>	<u>\$ 7,798,282</u>	<u>\$ 12,909,144</u>
Uses of Funds:				
AA	Regular Employees	\$ 1,234,392	\$ 1,234,392	\$ 1,387,023
BB	Employee Related Expenses	-	-	12,000
CC	Temporary Part-Time Employees	225,000	225,000	257,000
DD	Staff Benefit Expenses	479,932	479,932	525,820
EE	Administrative Expenses	39,270	39,270	127,000
FF	Facility Operation Supplies	193,072	50,872	245,000
GG	Energy/Space Rental	5,043,508	5,043,508	8,694,557
HH	Professional Services	3,677	3,677	16,000
JJ	Operational Services	1,250	1,250	10,000
KK	Equipment Purchase	-	-	9,000
LL	Equipment Lease, Maintenance, Repair	16,426	6,426	120,000
NN	Infrastructure & Building Improvements	647,245	347,245	780,000
RR	Educational Assistance	356,000	356,000	691,744
UU	Technology Related Expenses	10,710	10,710	34,000
Transfer to Reserves		2,269,067		
Total Uses		<u>\$ 10,519,549</u>	<u>\$ 7,798,282</u>	<u>\$ 12,909,144</u>
Net Sources / (Uses)		<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

FY 2022 Quarter 2 Comparative Financial Reports

All Trust Funds

Comparative Revenue through December 31, 2021 and 2020

Comparative Expenses through December 31, 2021 and 2020

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

Comparative Revenue through December 31, 2021 and 2020

Comparative Expenses through December 31, 2021 and 2020

Resident Hall Trust Fund

Comparative Revenue through December 31, 2021 and 2020

Comparative Expenses through December 31, 2021 and 2020

Safe Return to Campus Budget

Summary Budget versus Actual December 31, 2021

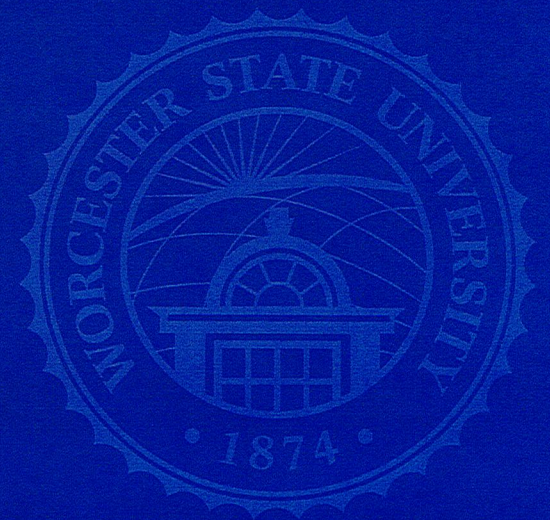
Academic Contingency

Facility Management

Health Services



All Trust Funds



Worcester State University
All Trust Fund Report - Quarter 2
FY22 vs FY21 Budget vs Actuals
Revenues 12/31/2021 & 12/31/2020

Account Description	FY 2022					FY 2021				
	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	40,194,784.00	36,866,548.77	91.72%	3,328,235.23	48,968,360.00	41,334,742.00	38,866,402.98	94.03%	2,468,339.02
Capital Improvement Trust Fund (405)	2,740,301.00	2,740,301.00	2,801,820.18	102.24%	(61,519.18)	3,014,525.00	3,014,525.00	2,776,712.67	92.11%	237,812.33
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	7,905.34	17.57%	37,094.66	125,000.00	125,000.00	(10,583.93)	-8.47%	135,583.93
Parking Fines Fund (439)	90,000.00	25,000.00	24,275.00	97.10%	725.00	96,896.00	78,205.00	11,860.21	15.17%	66,344.79
Health Services Trust Fund (442)	410,243.00	410,243.00	369,141.97	89.98%	41,101.03	549,761.00	445,573.00	397,187.04	89.14%	48,385.96
Resident Hall Trust Fund (445)	7,798,282.00	8,250,482.00	10,909,070.61	132.22%	(2,658,588.61)	9,515,384.00	9,515,384.00	7,330,552.78	77.04%	2,184,831.22
Student Activities Trust Fund (446)	267,076.00	267,076.00	241,268.21	90.34%	25,807.79	430,000.00	295,913.00	258,739.08	87.44%	37,173.92
Residence Hall Technology and Equipment Trust Fund (448)	268,934.00	174,570.00	266,860.00	152.87%	(92,290.00)	327,580.00	327,580.00	183,370.00	55.98%	144,210.00
	58,792,027.00	52,107,456.00	51,486,890.08	98.81%	620,565.92	64,099,659.00	55,136,922.00	49,814,240.83	90.35%	5,322,681.17

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)	Amount is transfers to fund current activity
Amount is not earned revenue but transfers to fund current activity	(744,174.00)		
Amount not revenue but reserve balances budgeted to fund activity	(589,831.00)	(4,325,739.00)	Amount is reserve balances budgeted to fund current activity
Amount Transferred in from Reserves	(94,364.00)		
Amount Transferred in from Reserves - Amend. 3	(1,250,000.00)	(2,111,416.00)	Federal Grant - CARES ACT
Amount is a transfer from revenue to expenses to cover facilities in fund 445	452,200.00		
Amount Transferred in from ARP	(4,677,152.00)		
	<u>52,107,456.00</u>	<u>55,136,922.00</u>	

Worcester State University
All Trust Fund Report - Quarter 2
FY22 vs FY21 Budget vs Actuals -- Excluding Safe Return Budget
Expenses 12/31/2021 & 12/31/2020

Account Description	FY2022					FY2021				
	Amendment #3 Budget - BOT	Expenditure Budget	Expenditure Actual	Percent of Budget Spent	Available	Amendment #2 Budget - BOT	Expenditure Budget	Expenditure Actual	Percent of Budget Spent	Available
General Trust Fund (400)	45,903,186.00	46,121,936.00	18,077,524.77	39.20%	28,044,411.23	48,968,360.00	43,313,002.00	16,522,417.39	38.15%	26,790,584.61
Capital Improvement Trust Fund (405)	2,740,301.00	1,429,087.00	184,739.35	12.93%	1,244,347.65	3,014,525.00	488,943.00	183,328.41	37.49%	305,614.59
Parking Garage Operating Fund (408)	744,174.00	744,174.00	106,849.46	14.36%	637,324.54	547,322.00	547,322.00	125,947.92	23.01%	421,374.08
Strategic Plan Trust Fund (410)	524,831.00	524,831.00	93,500.00	17.82%	431,331.00	524,831.00	524,831.00	-	0.00%	524,831.00
Wellness Center Trust Fund (429)	45,000.00	45,000.00	30,264.29	67.25%	14,735.71	125,000.00	113,000.00	2,287.96	2.02%	110,712.04
Parking Fines Fund (439)	90,000.00	90,000.00	18,521.48	20.58%	71,478.52	96,896.00	96,896.00	1,674.38	1.73%	95,221.62
Health Services Trust Fund (442)	410,243.00	332,347.00	88,443.01	26.61%	243,903.99	549,761.00	549,761.00	223,585.09	40.67%	326,175.91
Resident Hall Trust Fund (445)	7,798,282.00	8,250,482.00	4,449,638.20	53.93%	3,800,843.80	9,515,384.00	8,359,144.00	3,165,404.50	37.87%	5,193,739.50
Student Activities Trust Fund (446)	267,076.00	267,076.00	92,236.63	34.54%	174,839.37	430,000.00	430,000.00	33,953.77	7.90%	396,046.23
Residence Hall Technology and Equipment Trust Fund (448)	268,934.00	268,934.00	80,169.81	29.81%	188,764.19	327,580.00	300,438.00	77,589.31	25.83%	222,848.69
	58,792,027.00	58,073,867.00	23,221,887.00	39.99%	34,851,980.00	64,099,659.00	54,723,337.00	20,336,188.73	37.16%	34,387,148.27

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)
Amount reflects a transfer to cover facilities expenses in fund 445 452,200.00

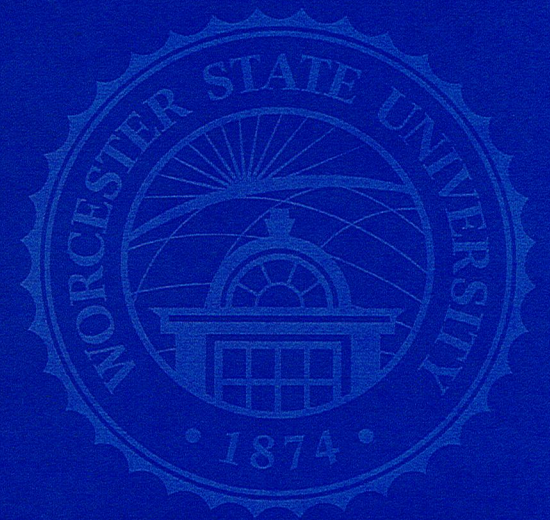
58,073,867.00

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) 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



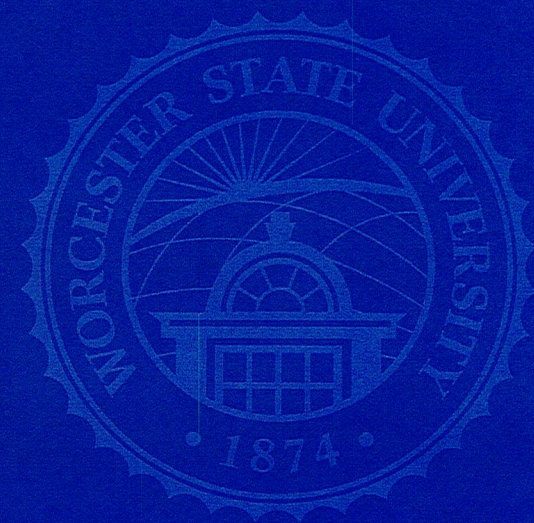
Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 2
Operating Budget Revenue (Source 400 & 111) -- Excluding Safe Return Budget
12/31/2021 & 12/31/2020

FY 2022						FY 2021					
Description	Amendment #4 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	
Academic Fees	(34,068,433.00)	(34,068,433.00)	(32,840,221.50)	96.39%	(1,228,211.50)	(33,995,409.00)	(33,995,409.00)	(34,995,603.52)	102.94%	1,000,194.52	
Fee Waivers	797,610.00	797,610.00	673,317.38	84.42%	124,292.62	1,052,564.00	1,052,564.00	654,869.59	62.22%	397,694.41	
Tuition	(6,642,605.00)	(6,642,605.00)	(4,939,472.36)	74.36%	(1,703,132.64)	(8,288,526.00)	(8,288,526.00)	(4,639,342.64)	55.97%	(3,649,183.36)	
Tuition Waivers	298,616.00	298,616.00	220,481.00	73.83%	78,135.00	374,593.00	374,593.00	228,598.50	61.03%	145,994.50	
Activity Income	(170,174.00)	(388,924.00)	(991.98)	0.26%	(387,932.02)	(215,065.00)	(215,065.00)	(660.53)	0.31%	(214,404.47)	
Other Student Charges	(4,868,200.00)	(191,048.00)	20,338.69	-10.65%	(211,386.69)	(262,899.00)	(262,899.00)	(114,264.38)	43.46%	(148,634.62)	
State Maintenance	(43,496,325.00)	(43,496,325.00)	(20,800,932.00)	47.82%	(22,695,393.00)	(37,551,013.00)	(37,551,013.00)	(14,461,691.50)	38.51%	(23,089,321.50)	
	(88,149,511.00)	(83,691,109.00)	(57,667,480.77)	68.91%	(26,023,628.23)	(78,885,755.00)	(78,885,755.00)	(53,328,094.48)	67.60%	(25,557,660.52)	
Approved Budget		(92,644,806.00)					(86,519,373.00)	Approved Budget			
Budget Load for Women's Ice Hockey Anticipated Revenue		(218,750.00)					1,978,260.00	Amount Transferred in from source 405			
Amount Transferred in from Reserves		1,250,000.00					3,543,942.00	Amount Transferred in from Reserves			
Amount Transferred in from HEERF II		3,245,295.00					2,111,416.00	Amount Transferred in from Cares Act			
Amount Transferred in from ARP		4,677,152.00									
		(83,691,109.00)					(78,885,755.00)				
Variance		-					-	Variance			

Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 2
Operating Budget Expenses (Source 400 & 111) -- Excluding Safe Return Budget
12/31/2021 & 12/31/2020

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	17,388,469.47	39.59%	26,529,638.53	42,218,640.00	41,802,753.00	18,531,910.08	44.33%	23,270,842.92
Employee Related Expenses	BBB	411,973.00	554,350.60	323,547.94	58.37%	230,802.66	348,907.00	348,907.00	228,404.24	65.46%	120,502.76
Temporary Part-Time Employees	CCC	8,803,385.00	8,830,415.00	4,196,251.19	47.52%	4,634,163.81	5,798,780.00	5,628,780.00	4,228,402.83	75.12%	1,400,377.17
Staff Benefit Expenses	DDD	16,911,605.00	16,826,721.00	1,569,048.76	9.32%	15,257,672.24	16,526,547.00	16,450,445.00	1,186,698.21	7.21%	15,263,746.79
Administrative Expenses	EEE	2,815,672.00	2,704,375.88	1,077,206.10	39.83%	1,627,169.78	2,986,707.00	2,470,184.55	1,119,245.17	45.31%	1,350,939.38
Facility Operation Supplies	FFF	1,834,922.00	1,290,495.51	382,600.80	29.65%	907,894.71	1,411,899.00	1,300,949.06	188,126.36	14.46%	1,112,822.70
Energy/Space Rental	GGG	2,500,519.00	2,401,512.00	889,449.34	37.04%	1,512,062.66	2,370,519.00	2,370,564.75	942,818.83	39.77%	1,427,745.92
Professional Services	HHH	837,364.00	1,152,069.00	800,846.62	69.51%	351,222.38	859,022.00	631,097.00	395,568.23	62.68%	235,528.77
Operational Services	JJJ	2,237,801.00	1,147,524.34	823,542.27	71.77%	323,982.07	3,497,140.00	726,140.00	376,295.60	51.82%	349,844.40
Equipment Purchase	KKK	3,200.00	42,504.00	24,064.65	0.00%	18,439.35	235,861.00	3,719.45	11,603.20	0.00%	(7,883.75)
Equipment Lease, Maintenance, Repair	LLL	2,026,365.00	1,654,733.59	567,657.84	34.31%	1,087,075.75	1,076,540.00	1,092,855.19	461,388.59	42.22%	631,466.60
Infrastructure & Building Improvements	NNN	4,007,100.00	3,451,415.90	1,097,647.50	31.80%	2,353,768.40	3,289,847.00	3,153,569.00	662,089.63	20.99%	2,491,479.37
Educational Assistance	RRR	2,545,961.00	2,519,461.00	1,059,884.50	42.07%	1,459,576.50	2,490,961.00	2,490,727.00	1,117,237.47	44.86%	1,373,489.53
Debt Service	SSS	315,000.00	315,000.00	134,306.25	0.00%	180,693.75	-	-	159,547.92	0.00%	(159,547.92)
Technology Expenses	UUU	3,072,752.00	2,809,575.18	1,845,799.24	65.70%	963,775.94	3,408,003.00	2,393,324.00	1,668,494.41	69.71%	724,829.59
		92,644,806.00	89,618,261.00	32,180,322.47	35.91%	57,437,938.53	86,519,373.00	80,864,015.00	31,277,830.77	38.68%	49,586,184.23
Approved Budget		92,644,806.00					86,519,373.00 Approved Budget				
Budget Load for Women's Ice Hockey		218,750.00					(5,655,358.00) Amount Loaded into Safe Return Budget - Amd. 2				
Amount Loaded into Safe Return Budget - Amd. 2 from HEERF II		(3,245,295.00)									
		<u>89,618,261.00</u>					<u>80,864,015.00</u>				

Residence Hall Trust Fund



Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 2
Residence Hall Trust Fund Revenue (Source 445)
12/31/2021 & 12/31/2020

FY 2022						FY 2021				
Description	Original Budget - Upload	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
Academic Fees	-	-	60,650.00	0.00%	(60,650.00)	-	-	41,675.00	0.00%	(41,675.00)
Res Hall Room Charges	7,798,282.00	8,250,482.00	10,831,199.17	131.28%	(2,580,717.17)	9,515,384.00	9,515,384.00	7,277,693.52	76.48%	2,237,690.48
Other Student Charges	-	-	17,221.44	0.00%	(17,221.44)	-	-	11,184.26	0.00%	(11,184.26)
	7,798,282.00	8,250,482.00	10,909,070.61	132.22%	(2,658,588.61)	9,515,384.00	9,515,384.00	7,330,552.78	77.04%	2,184,831.22
Approved Budget		7,798,282.00				Approved Budget	9,515,384.00			
transfer from fund balance		-								
transfer to cover facilities expenses in fund 445		452,200.00								
		8,250,482.00								

Worcester State University
FY22 vs FY21 Budget vs Actuals - Quarter 2
Residence Hall Trust Fund Expenses (Source 445)
12/31/2021 & 12/31/2020

FY 2022							FY 2021				
Account Description	Object	Original 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	1,234,392.00	1,234,392.00	484,088.78	39.22%	750,303.22	1,387,023.00	1,387,023.00	554,098.44	39.95%	832,924.56
Employee Related Expenses	BBB	-	-	8.82	0.00%	(8.82)	-	-	29.62	0.00%	(29.62)
Temporary Part-Time Employees	CCC	225,000.00	225,000.00	55,156.60	24.51%	169,843.40	257,000.00	257,000.00	66,145.07	25.74%	190,854.93
Staff Benefit Expenses	DDD	479,932.00	479,932.00	190,654.81	39.73%	289,277.19	525,820.00	525,820.00	171,140.95	32.55%	354,679.05
Administrative Expenses	EEE	39,270.00	49,883.20	1,230.77	2.47%	48,652.43	122,000.00	122,000.00	48,574.50	39.82%	73,425.50
Facility Operation Supplies	FFF	50,872.00	213,072.00	37,657.86	17.67%	175,414.14	235,000.00	235,000.00	58,271.14	24.80%	176,728.86
Energy/Space Rental	GGG	5,043,508.00	5,039,755.00	3,280,161.69	65.09%	1,759,593.31	4,230,557.00	4,230,557.00	1,667,786.19	39.42%	2,562,770.81
Professional Services	HHH	3,677.00	5,677.00	-	0.00%	5,677.00	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	27,076.00	3,762.41	13.90%	23,313.59	120,000.00	120,000.00	70,857.60	59.05%	49,142.40
Infrastructure & Building Improvements	NNN	347,245.00	604,181.80	155,458.33	25.73%	448,723.47	730,000.00	730,000.00	296,000.74	40.55%	433,999.26
Educational Assistance	RRR	356,000.00	356,000.00	238,999.75	67.13%	117,000.25	691,744.00	691,744.00	223,157.50	32.26%	468,586.50
Debt Service	SSS	-	-	-	0.00%	-	-	-	-	0.00%	-
Technology Expenses	UUU	10,710.00	14,263.00	2,458.38	17.24%	11,804.62	34,000.00	34,000.00	9,342.75	27.48%	24,657.25
		7,798,282.00	8,250,482.00	4,449,638.20	53.93%	3,800,843.80	8,359,144.00	8,359,144.00	3,165,404.50	37.87%	5,193,739.50

Approved Budget 7,798,282.00

9,515,384.00 Approved Budget

Amount reflects a transfer to fund balance to increase reserves in fund 445

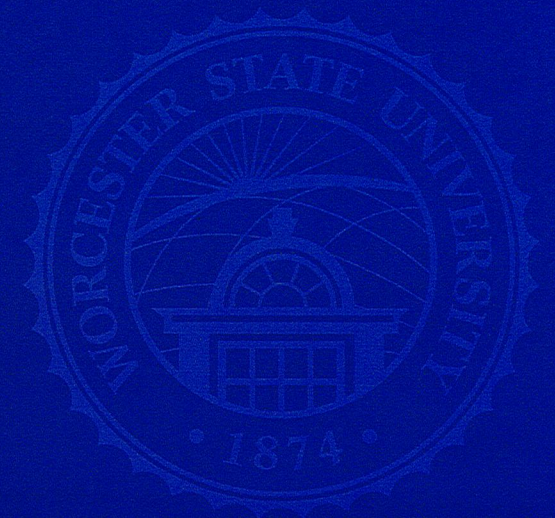
(1,156,240.00) transfer to fund balance to increase reserves in fund 445

Amount reflects a transfer to cover facilities expenses in fund 445 452,200.00

8,250,482.00

8,359,144.00

Safe Return to Campus Budget



**Safe Return Budget FY22 - Summary
Budget vs Actuals - Quarter 2
12/31/2021**

RECAP	FY 2022 Original Budget	Transfers	Revised Budget	Actual 12/31/2021	Budget Remaining	% Remaining
Academic Contingency	604,772.00	(100,075.45)	504,696.55	182,287.22	322,409.33	64%
Facility Management	1,128,421.00	0.15	1,128,421.15	502,820.81	625,600.34	55%
Health Services	1,512,102.00	293,436.25	1,805,538.25	657,671.09	1,147,867.16	64%
Total Budget	3,245,295.00	193,360.95	3,438,655.95	1,342,779.12	2,095,876.83	61%

Sources of Funds

FY 21 HEERF 2 carry forward	500,250.12
HEERF 2	2,347,218.27
FEMA	590,610.00
ARP	577.56
Total Resources	3,438,655.95

Safe Return Budget FY22 - Academic Contingency
Budget vs Actuals - Quarter 2
12/31/2021

Academic Contingency	Original Budget FY22	Transfers	Revised Budget	Actual 12/31/2021	Budget Remaining	% Remaining
Software (UUU)	73,344	-	73,344	39,000	34,344	47%
Subscription (EEE)	42,505	2,563	45,068	31,693	13,375	30%
<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	574.29	26,426	98%
Chemistry classroom materials and supplies	55,252	-	55,252	24,371.63	30,880	56%
Biology classroom materials and supplies	65,409	-	65,409	6,128	59,281	91%
Gobos and lamps for mask lights - VPA	-	294.24	294.24	112	182	62%
<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	(183,431.00)	-	-	-	0%
Adjust Costs for Summer Nursing Clinicals & Lancer Learning Classes	-	79,752.91	79,752.91	79,662.90	90.01	0%
Other Costs	-	745.40	745.40	745.40	-	0%
Total	604,772.00	(100,075.45)	504,696.55	182,287.22	322,409.33	64%

Safe Return Budget FY22 - Facility Management
Budget vs Actuals - Quarter 2
12/31/2021

Facility Management	Original Budget FY22	Transfers	Revised Budget	Actual 12/31/2021	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	78,956.25	387,043.75	83%
Allowance to maintain PPE inventory	41,800	28,000	69,800	1,243.41	68,556.59	98%
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>502,820.81</u>	<u>625,600.34</u>	<u>55%</u>

Safe Return Budget FY22 - Health Services
Budget vs Actuals - Quarter 2
12/31/2021

Health Services	Original Budget FY22	Transfers	Revised Budget	Actual 12/31/2021	Budget Remaining	% Remaining
<u>Test Center</u>						
Staffing	197,182	-	197,182	78,953.47	118,228.53	60%
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	31,025.62	155,944.63	83%
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	5,600.00	8,850	8,850.00	-	0%
<u>COVID Testing</u>						
Testing Estimate - Fall semester	440,610	150,000	590,610	479,150	111,460	19%
Testing Estimate - Spring semester	440,610	-	440,610	-	440,610	100%
extra tesing	50,000	-	50,000	-	50,000	100%
CoVerfied App	90,000	60,000.00	150,000	59,692	90,308	60%
Total	<u>1,512,102.00</u>	<u>293,436.25</u>	<u>1,805,538.25</u>	<u>657,671.09</u>	<u>1,147,867.16</u>	<u>64%</u>

Memorandum

DATE: April 4, 2022

TO: Marina Taylor, Chair, Finance and Facilities sub-committee, Board of Trustees

FROM: Kathleen Eichelroth, Vice President for Administration and Finance

RE: FY 2023 BUDGET FRAMEWORK DISCUSSION

The FY 2022 budget approved by the Board of Trustees in April 2021 responded to the frequently changing circumstances brought on by the pandemic and its effect on enrollment and operations. The FY 2022 budget reflects anticipated declines in enrollment across all offerings and decreases in ancillary revenue streams historically relied upon to fund operations. The reduction in revenue and the need to restore certain levels of spending that had been suspended during the pandemic resulted in operating expenditures exceeding anticipated revenue by \$4.6 million. The budget gap was offset in FY 2022 by one time federal relief funds in accordance with federal rules and regulations.

The administration is currently developing a bridge budget for FY 2023 that relies on the FY 2022 budget as the base. The estimated budget gap for FY 2023 has grown as operational plans return to a traditional in person focus and predicted enrollment declines persist. The emphasis to bridge this budget gap during this interim period will be on one-time resources available from the remaining Federal and State relief funds and a one-time appropriation from reserves. The development of a bridge budget will provide the university with a window of opportunity to develop sustainable budget plans for FY 2024-2026.

At the April 12, 2022 Finance and Facility sub-committee meeting of the Board of Trustees the administration intends to present the framework that has been developed to prepare the FY 2023 bridge budget and its linkage with the work of the Financial Sustainability Task Force. The administration will not be seeking board action on this item and is looking forward to the opportunity for discussion and feedback on the preliminary information that will be shared during the meeting.

The Financial Sustainability Task Force is “charged with crafting achievable strategies which can be reached over three fiscal years to provide relief to the FY 2024/2025/2026 Worcester State comprehensive annual budget.” To do so, seventeen members of the campus community have pledged to collaborate on a weekly basis to review different factors that impact institutional finances, with the goal of identifying potential revenue and enrollment enhancement, operational efficiency, and cost containment strategies to avoid potential reductions in workforce and programming. While the work of the Financial Sustainability Task Force does center on fiscal considerations, its efforts extend beyond establishing specific financial benchmarks. The Task Force will identify long standing operational practices that would benefit from further analysis in an attempt to identify intentional efficiencies while ensuring an accessible, high quality, transformative educational experience.

The final report of the Financial Sustainability Task Force, inclusive of a comprehensive set of recommendations, will be presented to the Board of Trustees at the June 2022 board meeting along with the administration’s final recommendations for a FY 2023 Comprehensive University Budget.

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
Academic and Student Development Meeting
Tuesday, April 12, 2022
3:00 PM
REMOTE PARTICIPATION
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; Nikki Kapurch; Carl Herrin; Mike McKenna; 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> Discussion Regarding Tenure and Promotion a. President Maloney Memo to Trustees* b. Provost Wims Memo to President Maloney* c. 2021-2022 Powerpoint Presentation*	Karen LaFond Lois Wims	Recommendation to the Full Board - 5 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

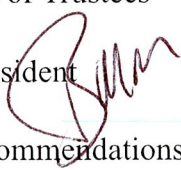
*Attachments



WORCESTER STATE UNIVERSITY

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

TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney, President 

RE: Tenure/Promotion Recommendations

DATE: March 18, 2022

Following the recommendation of Dr. Lois Wims, Provost and Vice President for Academic Affairs, I am pleased to submit for your consideration and approval the following faculty members to be promoted and/or awarded tenure, effective September 1, 2022:

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

Jorge Brown	Library
Amanda Cornine	Nursing
William Lundmark	Library
Timothy Murphy	Urban Studies
Elizabeth Osborne	World Languages
James Silver	Criminal Justice

The following faculty are recommended for **Tenure with Promotion**:

Nathan Angleo	History and Political Science
Anthony Dell'Aera	History and Political Science
Paul Dubrey	Business Administration and Economics
Kathryn Frazier	Psychology
Ross Griffiths	Library
Caitlin Krul	Math
Susan Monaghan	Education
Francis Olive	Criminal Justice
Shu Qian	Library
Naida Saavedra	World Languages
Adam Saltsman	Urban Studies
Christina Santana	English
Hardeep Sidhu	English
Alexander Tarr	Earth, Environment, & Physics
Lingling Wang	Business Administration and Economics
Weichu (Brian) Xu	Chemistry

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

Michelle Corbin	Sociology
Hy Ginsberg	Math
Joseph Quattrucci	Chemistry
Matthew Ortoleva	English
Eileen Perez	Math
Heather Treseler	English

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

Nathan Angleo	History and Political Science
Anthony Dell'Aera	History and Political Science
Paul Dubrey	Business Administration and Economics
Kathryn Frazier	Psychology
Caitlin Krul	Math
Susan Monaghan	Education
Francis Olive	Criminal Justice
Naida Saavedra	World Languages
Adam Saltsman	Urban Studies
Christina Santana	English
Hardeep Sidhu	English
Alexander Tarr	Earth, Environment, & Physics
Lingling Wang	Business Administration and Economics
Weichu (Brian) Xu	Chemistry

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

Ross Griffiths	Library
Shu Qian	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
S. O'Connell
S. Moore



WORCESTER
STATE
UNIVERSITY

Office of Academic Affairs

Phone: 508-929-8038 and 8938

Fax: 508-929-8187

APPROVED
MAR 18 2022
BARRY M. MALONEY
PRESIDENT

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
DATE: March 18, 2022
RE: Recommendations for Tenure and Tenure with Promotion

The following tenure-track faculty are recommended **Tenure**:

Jorge Brown	Library
Amanda Cornine	Nursing
William Lundmark	Library
Timothy Murphy	Urban Studies
Elizabeth Osborne	World Languages
James Silver	Criminal Justice

The following tenure-track faculty are recommended **Tenure with Promotion**:

Nathan Angleo	History and Political Science
Anthony Dell'Aera	History and Political Science
Paul Dubrey	Business Administration and Economics
Kathryn Frazier	Psychology
Ross Griffiths	Library
Caitlin Krul	Math
Susan Monaghan	Education
Francis Olive	Criminal Justice
Shu Qian	Library
Naida Saavedra	World Languages
Adam Saltsman	Urban Studies
Christina Santana	English
Hardeep Sidhu	English
Alexander Tarr	Earth, Environment, & Physics
Lingling Wang	Business Admin/Econ
Weichu (Brian) Xu	Chemistry

CC: Susan Moore
Samuel O'Connell



WORCESTER
STATE
UNIVERSITY

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

APPROVED

MAR 18 2022

BARRY M. MALONEY
PRESIDENT

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
DATE: March 18, 2022
RE: Recommendations for Promotions

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

Michelle Corbin	Sociology
Hy Ginsberg	Math
Joseph Quattrucci	Chemistry
Matthew Ortoleva	English
Eileen Perez	Math
Heather Treseler	English

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

Nathan Angleo	History and Political Science
Anthony Dell'Aera	History and Political Science
Paul Dubrey	Business Administration and Economics
Kathryn Frazier	Psychology
Caitlin Krul	Math
Susan Monaghan	Education
Francis Olive	Criminal Justice
Naida Saavedra	World Languages
Adam Saltsman	Urban Studies
Christina Santana	English
Hardeep Sidhu	English
Alexander Tarr	Earth, Environment, & Physics
Lingling Wang	Business Admin/Econ
Weichu (Brian) Xu	Chemistry

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

Ross Griffiths	Library
Shu Qian	Library

CC: Susan Moore
Samuel O'Connell



TENURE & PROMOTION

2021-2022

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 RECOMMENDED FOR TENURE

FACULTY MEMBER	DEGREE	DEGREE FIELD
Nathan Angelo	Ph.D.	History & Political Science
Jorge Brown	MLS	Library
Amanda Cornine	M.S., R.N.	Nursing
Anthony Dell'Aera	Ph.D.	History & Political Science
Paul Dubrey	MBA	Business
Kathryn Frazier	Ph.D.	Psychology
Ross Griffiths	MLIS	Library
Caitlin Krul	Ph.D.	Mathematics
William Lundmark	MLIS	Library
Susan Monaghan	Ph.D.	Education
Timothy Murphy	Ph.D.	Urban Studies
Francis Olive	Ph.D.	Criminal Justice
Elizabeth Osborne	Ph.D.	World Languages

CONTINUED →

FACULTY MEMBERS RECOMMENDED FOR TENURE

FACULTY MEMBER	DEGREE	DEGREE FIELD
Shu Qian	MLIS	Library
Naida Saavedra	Ph.D.	World Languages
Adam Saltsman	Ph.D.	Urban Studies
Christina Santana	Ph.D.	English
Hardeep Sidhu	Ph.D.	English
James Silver	Ph.D.	Criminal Justice
Alexander Tarr	Ph.D.	Earth, Environment, & Physics
Lingling Wang	Ph.D.	Business Administration & Economics
Xu (Brian) Weichu	Ph.D.	Chemistry

FACULTY MEMBER FOR TENURE: **NATHAN ANGELO, PH.D.**

- Department of History and Political Science
- Published *One America: Tracing Presidents' Appeals to Racial Resentments from Johnson to Trump* in May 2019
- Assisted in the revision of the Pre-Law and Political Science minors
- Presented commentary on the 2016 Presidential Election in the local media

FACULTY MEMBER FOR TENURE: **JORGE BROWN**

- Library/Learning Resource Center
- Access Services Librarian
- Oversees Circulation, Interlibrary Loan, and Course Reserves
- Enhanced the library website and online public access catalog (OPAC)

FACULTY MEMBER FOR TENURE: **AMANDA CORNINE, M.S., R.N.**

- Department of Nursing
- Certified Nurse Educator
- Standard IV Report Committee for CCNE Continuous Improvement Progress Report
- Center for Teaching and Learning Advisory Committee Member

FACULTY MEMBER FOR TENURE: **ANTHONY DELL'AERA, PH.D.**

- Department of History and Political Science
- Assisted in the development of a new Political Science curriculum and a new Political Science Major
- Provides expert political commentary to the media
- Edward M. Kennedy Institute Faculty Fellow

FACULTY MEMBER FOR TENURE: **PAUL DUBREY, MBA**

- Department of Business Administration and Economics
- Teaches courses in several highly specialized accounting fields
- Nominated for the George I. Alden Excellence in Teaching Award (2021)
- Faculty Advisor of the Sigma Beta Delta Honors Society

FACULTY MEMBER FOR TENURE: **KATHRYN FRAZIER, PH.D.**

- Department of Psychology
- George I. Aldwin Excellence in Teaching Award recipient (2021)
- Vice-Chair of the Institutional Review Board
- Teaching & Learning Innovation Grant: Supporting Active Learning (2020 – 21)

FACULTY MEMBER FOR TENURE: **ROSS GRIFFITHS**

- Library/Learning Resource Center
- Archives Librarian
- Added 9 new collections, including faculty papers, alumni materials, and student organization records
- Oversees the collection of local activist and poet Dennis Brutus

FACULTY MEMBER FOR TENURE: **CAITLIN KRUL, PH.D.**

- Department of Mathematics
- Teaches a 3-course sequence of math content courses to elementary education majors
- Co-Authored a paper published in a peer-reviewed math journal
- Assisted in building a co-curricular math course to establish more successful pathways to precalculus

FACULTY MEMBER FOR TENURE: **WILLIAM LUNDMARK**

- Library/Learning Resource Center
- Electronic Resources Librarian
- Maintains the library's subscriptions and systems for online access
- Supervised the transition of the library's online catalog to a new cloud-based integrated library system

FACULTY MEMBER FOR TENURE: **SUSAN MONAGHAN, PH.D.**

- Department of Education'
- Created instructional videos and a YouTube channel to support student learning
- Researches the history of mathematics pedagogy and evaluates changes in mathematics textbooks over time
- Served on the Mathematics for Elementary Educators (MEE) Steering Committee

FACULTY MEMBER FOR TENURE: **TIMOTHY MURPHY, PH.D.**

- Department of Urban Studies
- George I. Alden Excellence in Teaching Award winner (2019)
- Assumed position of Interim Department Chair (2021)
- Presented at 9 national conferences
- Published a book of ethnographic research in Northeastern Brazil

FACULTY MEMBER FOR TENURE: **FRANCIS OLIVE, PH.D.**

- Department of Criminal Justice
- Invited to present on Youth Gang Activity
- Selected by the Academic Ceremonies Committee to serve as Convocation Faculty speaker (2018)
- Faculty Research and Creative Activity Grant Review Committee member

FACULTY MEMBER FOR TENURE: **ELIZABETH OSBORNE, PH.D.**

- Department of World Languages
- Published four articles on post-dictatorial memory in Southern Cone literature and film
- Organized panels and presented research at numerous venues, including three international conferences
- Director of the Spanish Clinic

FACULTY MEMBER FOR TENURE: **SHU QIAN, MLIS**

- Library/Learning Resource Center
- Teaching and Learning Librarian
- Taught over 200 library instruction sessions
- Organized the 2016 WSU Learning into Action Fair
- Awarded the 2019 MCCLPHEI Travel Award and the 2018 ACRL New England Chapter Annual Conference Scholarship

FACULTY MEMBER FOR TENURE: **NAIDA SAAVEDRA, PH.D.**

- Department of World Languages
- Oversee the content and language courses that discuss the presence of Latinx communities in the US
- In addition lecture courses, directed two Capstones, multiple independent studies, and internships
- Presented papers about Latinx writers at two major regional conferences

FACULTY MEMBER FOR TENURE: **ADAM SALTSMAN, PH.D.**

- Department of Urban Studies
- Director of the Urban Action Institute
- Published five peer-reviewed articles for academic journals, three chapters for edited volumes, numerous reports for non-governmental organizations
- Delivered 12 invited talks/lectures/interviews and organized and moderated five conference panels.

FACULTY MEMBER FOR TENURE: **CHRISTINA SANTANA, PH.D.**

- Department of English
- Provost's Series on Democracy and Diplomacy Grant awardee
- Presented on 6 inter-institutional panels (with colleagues from other institutions), 4 institutional panels, and hosted 1 poster presentation
- Peer reviewed and copy-edited manuscripts for WSU journal, Currents in Teaching and Learning

FACULTY MEMBER FOR TENURE: **HARDEEP SIDHU, PH.D.**

- Department of English
- Open Educational Resources Initiative Mini-Grant recipient
- Two-time nominee for the George I. Aldwin Excellence in Teaching Award
- Mass Humanities Grant recipient
- Revised the Ethnic Studies Concentration and helped develop the Ethnic Studies Minor

FACULTY MEMBER FOR TENURE: **JAMES SILVER, PH.D.**

- Department of Criminal Justice
- Published articles in well-respected peer reviewed journals in criminology, criminal justice, and legal policy
- A nationally and internationally recognized expert in the mass casualty and terrorism events that lie at the intersection of community safety, national security, and gun control

FACULTY MEMBER FOR TENURE: **ALEXANDER TARR, PH.D.**

- Department of Earth, Environment, and Physics
- WSU Open Education Resources Award recipient
- Teaching Partnership Mini-Grant recipient, Worcester Art Museum
- Co-Author of *A People's Guide to the San Francisco Bay Area*

FACULTY MEMBER FOR TENURE: **LINGLING WANG, PH.D.**

- Department of Business Administration and Economics
- Lead author of peer-reviewed articles about Foreign Direct Investment
- Best paper award winner, AIB US-West Chapter Annual Conference (2015)
- Global Studies Committee and Asian Studies Minor Committee member

FACULTY MEMBER FOR TENURE: **WEICHU (BRIAN) XU, PH.D.**

- Department of Chemistry
- Co-coordinator, Undergraduate Biotechnology Programs
- Lead author of a peer-reviewed journal article in *Bioorganic & Medicinal Chemistry* (2019)
- Principle Investigator of a SBIR grant from the National Institute of Health

QUESTIONS?

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:

Academic Rank	Base Salary Increase		Faculty Candidates	Annual Cost to WSU
Associate Professor/Librarian	\$4,462.00	x	16	= \$71,392.00
Full Professor	\$4,977.00	x	6	= \$29,862.00
Annual Total:				= \$101,254.00

** These rates are effective as of September 2019*

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

FACULTY MEMBER	DEGREE	DEGREE FIELD
Michelle Corbin	Ph.D.	Sociology
Hy Ginsberg	Ph.D.	Mathematics
Joseph Quattrucci	Ph.D.	Chemistry
Matthew Ortoleva	Ph.D.	English
Eileen Perez	Ph.D.	Mathematics
Heather Treseler	Ph.D.	English

FACULTY MEMBER FOR PROMOTION TO FULL PROFESSOR: **MICHELLE CORBIN, PH.D.**

- Department of Sociology
- Presented at the national conference of the American Anthropological Association
- Co-facilitated a workshop titled “Reimagining Post-Covid Public Education: A Discussion Forum on the Lessons Learned and How to Apply Them to Reimagining Public Education”
- Previous department chair and two-time chair of the All University Committee

FACULTY MEMBER FOR PROMOTION TO FULL PROFESSOR: **HY GINSBERG, PH.D.**

- Department of Mathematics
- Served 4-consecutive terms on the Academic Policies Committee
- Served on the department's Curriculum Committee since 2011
- Spearheaded an effort to have the library obtain older edition calculus textbooks that students can borrow for the entire semester (the math department provided matching funds)

FACULTY MEMBER FOR PROMOTION TO
FULL PROFESSOR:
JOSEPH QUATTRUCCI, PH.D.

- Department of Chemistry
- Faculty advisor to the Chemistry Club
- George I. Alden Excellence in Teaching Award (2017)
- Published peer-reviewed articles in the *Journal of Chemical Education* and *Physical Review*
- NECHE Self-Study Steering Committee member and co-chair of Standard 6

FACULTY MEMBER FOR PROMOTION TO
FULL PROFESSOR:
MATTHEW ORTOLEVA, PH.D.

- Department of English
- Department Chair-Elect
- Presented at the New England Regional Conference of College Composition and Communication and at the Rhetoric Society of America Conference
- Responsible for developing and managing the department's 5-year program review

FACULTY MEMBER FOR PROMOTION TO FULL PROFESSOR: **EILEEN PEREZ, PH.D.**

- Department of Mathematics
- Presented at several national, regional, and local conferences
- An active member of the National Math Centers Leaders Organization
- Chaired the Mathematics Placement Committee since 2017
- Interim Department Chair (Spring 2020)

FACULTY MEMBER FOR PROMOTION TO
FULL PROFESSOR:
HEATHER TRESELER, PH.D.

- Department of English
- Published a collection of poems, *Parturition* (2020), which won the Munster Literature Centre's International Chapbook Prize in Ireland
- Selected for the WSU Faculty Presidential Fellow Award
- George I. Alden Excellence in Teaching Award winner (2017)

QUESTIONS?

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

FACULTY MEMBER	DEGREE	DEGREE FIELD
Nathan Angelo	Ph.D.	History & Political Science
Anthony Dell'Aera	Ph.D.	History & Political Science
Paul Dubrey	MBA	Business
Kathryn Frazier	Ph.D.	Psychology
Caitlin Krul	Ph.D.	Mathematics
Susan Monaghan	Ph.D.	Education
Francis Olive	Ph.D.	Criminal Justice
Naida Saavedra	Ph.D.	World Languages
Adam Saltsman	Ph.D.	Urban Studies
Christina Santana	Ph.D.	English
Hardeep Sidhu	Ph.D.	English
Alexander Tarr	Ph.D.	Earth, Environment, & Physics
Lingling Wang	Ph.D.	Business Administration & Economics
Xu (Brian) Weichu	Ph.D.	Chemistry

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO LIBRARIAN

FACULTY MEMBER	DEGREE	DEGREE FIELD
Ross Griffiths	MLIS	Library
Shu Qian	MLIS	Library

QUESTIONS?

President's Update

April 2022



President's Message

In mid-March, we reached the two-year anniversary of the pandemic. With caseloads down dramatically and the Worcester State Community highly vaccinated, we are at a point where COVID is no longer at the top of every agenda. We moved to relax our masking requirement post-Spring Break. For the fall of 2022,

we expect to offer our students a fully in-person campus experience, knowing that our COVID response must remain flexible and in line with public health guidelines, as variants may rise and fall.

No one yet knows exactly how the two-fold impact of the pandemic and the dwindling number of high school graduates in New England will influence college enrollment – at our university, or at any university. The 10 percent decline we predicted from Fall 2020 to Fall 2021 was not realized that year, but it was the next, as the pandemic wore on. More of our revenue comes from students' tuition and fees than from the state, so every lost student represents a budgetary loss. The campus has formed a Financial Sustainability Task Force to explore strategies and opportunities to ensure fiscal health in future years. There will be a bridge budget for the coming year (FY23), which begins July 1, 2022.

We are comprehensively addressing the enrollment challenge. This year, we became a member of the Common App, to widen our admissions funnel for Fall 2022 at the outset. Predictably, the result was far more applicants. We were pleased to also see a rise in the proportion from diverse backgrounds. Data from other universities tell us that, in the end, we may or may not get a significant enrollment bump from the Common App.



**WORCESTER
STATE
UNIVERSITY**

Contents

Financial Sustainability Task Force (FSTF)	3
Celebrating Leadership and Academics	5
Supporting Transformation	7
Additional Information	8

PRESIDENT'S OFFICE

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

President's Update

Other initiatives, like Early College, whereby Worcester high school students take Worcester State classes at no cost to students and receive wrap-around services, and the 100 Males to College program, now in its fifth year, will help. The RASE Plan continues to guide us, with the recently implemented MajorPlus academic framework expected to draw more students from beyond central Massachusetts. We are also reaching out to more non-traditional prospective students and are preparing to actively pursue adult learners.

While our retention numbers in recent years have been strong, they declined from 2020 to 2021. Holistic outreach to students at risk of withdrawing will continue. The First Year Seminar will incorporate elements of the Lancer Learning program, which had been paid for with federal COVID-related funding. We also are revamping the advising process and financial aid packaging to reflect retention goals.

As we approach the 150th anniversary of Worcester State, it's time to invest in our future. Our COVID-related challenges have become less immediate, and so we are moving the campus forward.

P.S. As this Update content was finalized, we learned that young alumnus and former Presidential Student Ambassador, Capt. Ross Reynolds '17, was one of four Marines who perished in a crash in Norway. It is with great sadness that I, and our community, mourn his loss.



Financial Sustainability Task Force (FSTF)

The Financial Sustainability Task Force (FSTF) was convened on January 18, 2022, as part of a comprehensive initiative to establish long-term financial sustainability of the university's operations. Prior to the Covid-19 pandemic, higher education institutions across the country already had been developing strategies to address changing demographics that have resulted in a decreased number of traditional college-age students. The pandemic accelerated these trends, while putting additional financial pressure on institutions to maintain delivery of quality academic programs in the face of declining revenue. Competition for fewer students has increased significantly, and most colleges and universities are exploring strategies to re-envision themselves in a new, post-pandemic world of higher education.

As Worcester State prepares for FY2023, the university anticipates a budget gap that will persist going forward unless active measures are taken. To this end, the FSTF has been meeting on a weekly basis to explore the many different factors that impact the university's budget and overall fiscal well-being. Areas covered so far have included leveraging technology to reduce operational inefficiencies, examining outsourced partnerships in the delivery of selected campus services, reviewing academic course scheduling for potential cost savings, exploring additional revenue streams, and examining cost consolidations and reductions. The primary goal of this initial phase for the FSTF is to take a broad review of the university and its operations and offer data-driven recommendations that will be developed into specific fiscal proposals during Phase Two of this initiative.

For FY 2023, Worcester State intends to present to the Board of Trustees a bridge budget that is based on one-time resources available from the remaining Federal and State relief funds and a one-time appropriation from reserves. The purpose of this bridge budget, as proposed to the Board for its approval, is to provide the university with an opportunity to develop sustainable budget plans for FY 2024-2026.

Community engagement is a key component of the FSTF process, and the co-chairs (Sandra Olson and Don Vescio) have been meeting with various stakeholders (All University Committee, Chairs' Council, Student Government, and Enrollment Management Committee) to provide updates on the Task Force's work. Additionally, the FSTF has launched a campus website (<https://www.worcester.edu/fstf>) that provides a detailed FAQ, a collection of data and documents that are updated regularly, and a form that enables members of our community to submit questions, observations, and recommendations. Finally, the FSTF recently held the first of its campus forums via Zoom, with over one hundred attendees present. Additional public forums will be held on April 15 and May 6. The conclusion of this initial discovery phase for the FSTF is scheduled for the first week of May 2022, when its report will be presented to the President's Cabinet and then to the Board of Trustees.

Worcester State University cannot overstate the importance of the work of the FSTF. The university has entered into a once in a multi-generation shift in higher education, and Worcester State must continue to demonstrate its strong financial stewardship, as well as adopt a more aggressively agile business model for its operations. Additional information can be found on the FSTF's website (<https://www.worcester.edu/fstf>), which is updated on a weekly basis.



Celebrating Leadership and Academics

Recently, the Office of Student Involvement and Leadership Development ([OSILD](#)) sponsored Worcester State's third annual [Leadership Symposium](#). This one-day leadership experience featured two keynote speakers, breakout sessions facilitated by staff and faculty members, and networking with alumni. Events such as this represent a great opportunity for students to enhance their leadership knowledge and skills, while connecting with members of the Worcester State community

On April 27, Worcester State will host its first in-person Celebration of Scholarship and Creativity (CSC) since 2019. The Celebration of Scholarship and Creativity is a marquee event on Worcester State's academic calendar, and undergraduate and graduate students will present more than 100 research and creative projects. This year's event includes a full slate of panel presentations and a performance running 8:30 a.m. to 1 p.m., followed by a poster session from 3 to 5 p.m. featuring both traditional and electronic posters, as well as an interactive Biology student virtual reality demonstration. Students presenting at the CSC will be eligible to receive eight \$500 awards, including the Catherine T. Novick Library Research Award, three new awards endowed by an anonymous donor, and four awards funded by Worcester State's Library.

Despite the many restrictions on activities imposed by the pandemic, Worcester State faculty and students continued to engage in high-level research and creative work. Approximately 50 faculty members presented research and creative work at regional, national, and international conferences, and more than 40 graduate and undergraduate students presented research and creative work at regional and national conferences. Students conducted research and creative activities in various locations, including at the United Nations Headquarters in New York. Student work was recognized with media articles and awards, including a prestigious [Kennedy Center American College Theatre Festival Merit Award](#). In addition, six faculty members have been awarded external grants of up to \$150,000 to fund research.

This March, 14 students and three faculty and staff traveled to the [Mote's Elizabeth Moore International Center for Coral Reef Research & Restoration](#), located on Summerland Key in Florida. These Worcester State representatives participated in coral restoration and research, and students received four laboratory credits. Activities included: an introduction to coastal ecosystems lessons and field sampling techniques; participation in a coral health and disease lab; a snorkeling survey of a coral reef; and attendance at a lecture on genotypes and the ways in which the Moore Center is regenerating and planting coral stock. The trip concluded with an Eco Tour Key boat charter in the National Wildlife Refuge located near Key West.

In addition to the lab work with Mote, the Worcester State team engaged, for a fifth year, with Patrick Garvey at [Grimal Grove](#), a tropical fruit tree grove located on Big Pine Key, where students helped

restore a grove established by Adolph Grimal in the 1960s. Dr. Aleel Grennan, Assistant Professor of Biology, taught lessons in tropical ecology, grafting, and tree dating and coring methods. The team dated a tree in Key West, which Mr. Garvey believes to be the oldest breadfruit tree in the region.

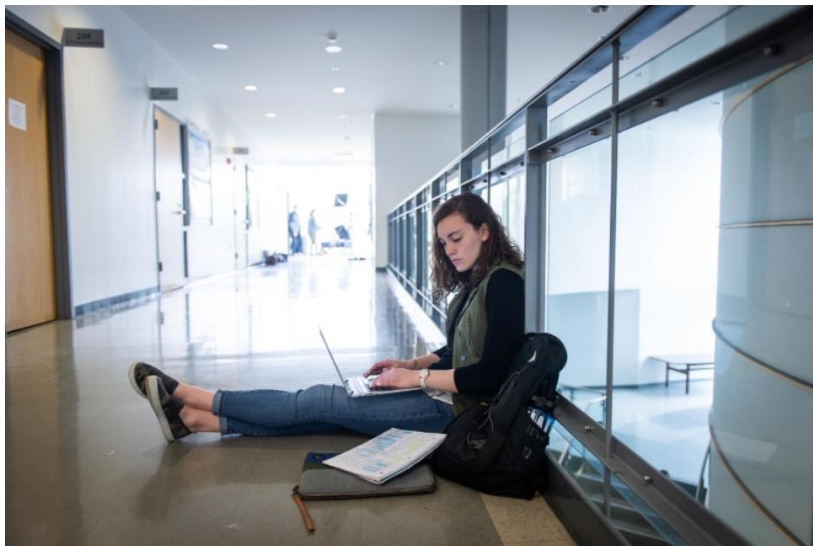


Supporting Transformation

In an effort to increase WSU's profile in adult learning, a new initiative was developed to complement existing post-traditional student services. This spring semester, Dr. Marilyn Cleary and Elena Arranz launched a series of drop-in Zoom adult student support sessions. These meetings have been well-attended and facilitated much-needed community building among adult students. They also provide opportunities for staff members to share important information that specifically addresses the needs of post-traditional students.

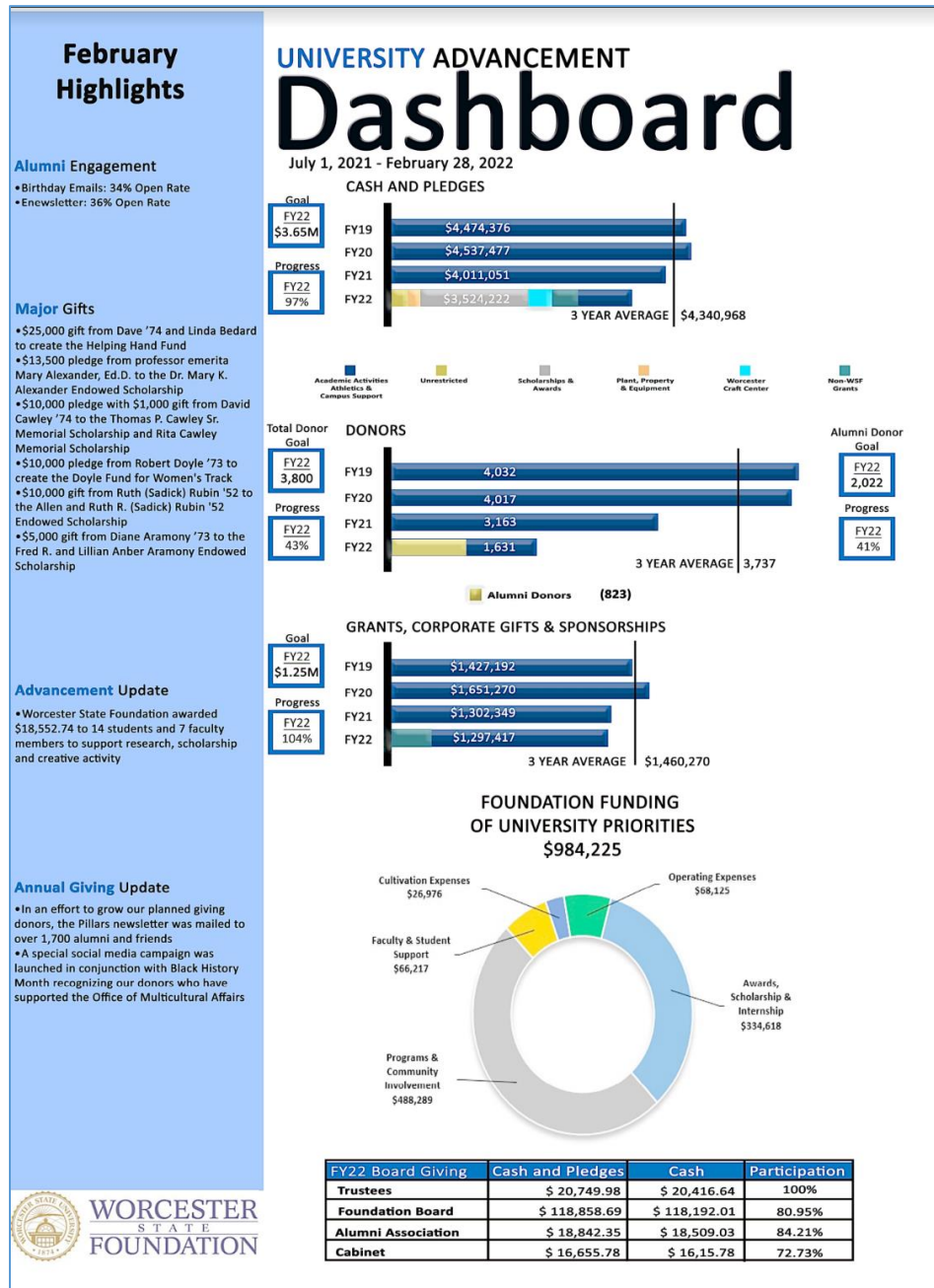
The Office of Grants and Sponsored Research works closely with Worcester State University faculty to seek funding for unique community-based research activities and direct service programming. Most recently, Worcester State faculty, in partnership with the Worcester State's [Latino Education Institute](#) (LEI), have collaborated on important initiatives throughout Worcester County that focus on food security, health promotion/COVID-19 prevention, equity and youth initiatives, community literacy, and maternal health.

Worcester State is an active competitor in seeking grants to support innovative teaching and research. Recently, the university submitted a revised National Science Foundation (NSF) proposal, "Collaborative research: A systematic model by state university system alliance for recruiting and advancing early career [AGEP](#) population faculty in the STEM professoriate in partnership with Framingham State and Bridgewater State University." The goal of this project is to create a systematic model for recruiting and advancing early career AGEP-population (historically underrepresented minority) faculty in STEM. This proposal has now made it to the third level of review and revisions with NSF. Total amount of funds requested: \$665,310.



Additional Information

University Advancement Dashboard



[Leadership Symposium](#)



The poster features a dark blue background with a grid of light bulbs. One bulb in the center-right is illuminated, casting a glow. In the top left corner is a logo consisting of two overlapping curved shapes, one blue and one yellow. In the top right corner is the Worcester State University seal and name. The main title 'LEADERSHIP SYMPOSIUM AT WORCESTER STATE' is in large white letters on a blue banner. To the right, on a yellow banner, is the registration information. Below this, the event details are listed with icons: a calendar for the date, a clock for the time, and a location pin for the venue. Keynote speakers are listed with their photos and titles. At the bottom, a blue banner contains the 'More Info' link and the 'Sponsors' list.

**LEADERSHIP SYMPOSIUM
AT WORCESTER STATE**

Register online at
lead.worcester.edu

Registration Deadline
March 25

The Leadership Symposium is a half-day conference that provides students with an opportunity to enhance their leadership skills and knowledge while learning from staff, faculty, and Worcester community leaders.

 **April 1, 2022**

 **1pm - 5pm**
Networking reception to follow

 **Student Center**

Keynote Speakers:



Amma Marfo
Motivational Speaker
Advocate of Creativity,
Humor, & Finding the Best
Use of Your Energy



Dr. Satya Mitra
President & Founder, JoyGuru
Humanitarian Services;
President & CEO, The Guru
Tax & Financial Services, Inc.

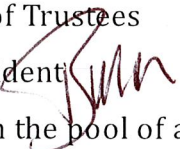
More Info lead.worcester.edu

Sponsors Office of Student Involvement & Leadership Development, Student Affairs, Alumni Association Advisory Board, & the Worcester State Foundation



WORCESTER S T A T E UNIVERSITY

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

TO: Members, WSU Board of Trustees
FROM: Barry M. Maloney, President 
RE: Names to be included in the pool of approved speakers and award recipients
DATE: March 30, 2022

Nominees for commencement speaker, honorary degree recipients, and community service awards are accepted throughout the year. They are evaluated by the Speakers and Awards Committee on a rolling basis; applications are reviewed during both the Fall and Spring semesters. The committee then develops a list to recommend to the All-University Committee which then forwards all finalists as recommendations to the president. Final approval is granted by the Board of Trustees, upon recommendation by the president. Nominations can be made by direct submission to the Speakers and Awards committee at <http://wwwfac.worcester.edu/speaker>.

Attached is a list of my recommendations for commencement speaker, honorary degree, and community service award recipients, for inclusion in the pool of approved speakers and award recipients.

Recommendations for Commencement Speaker, Honorary Degree, and Community Service Award recipients to be included in the current “pool” of approved speakers and award recipients.

David Angel

Honorary Degree

The WSU President's Office nominated Dr. David Angel for an honorary degree in recognition of his long and successful tenure as a faculty member, Provost, and President at Clark University. The following information was put forth in support of his nomination.

Dr. Angel earned his bachelor's degree from Cambridge University and his doctorate from UCLA in 1989. He joined the Clark faculty in September 1987 and holds an academic appointment as professor of geography, specializing in economic geography. From 1997 to 2002, Dr. Angel served as dean of graduate studies and research and was provost from 2003 to 2010, overseeing all of Clark's undergraduate and graduate academic programs. He was selected by unanimous vote of the Board of Trustees to assume the presidency of Clark in July 2010.

Dr. Angel's research focused on issues of technological and industrial change and the environment. He has conducted work for the U.S. Department of Commerce, the U.S. Agency for International Development, the Asian Development Bank, the John D., and Catherine T. MacArthur Foundation, the U.S. National Science Foundation, and the United Nations Industrial Development Organization.

Dr. Angel is the recipient of numerous major grants from the MacArthur Foundation, the National Science Foundation, the Social Science Research Council, and the U.S. Department of Commerce. He also has received awards, including an Abe Fellowship from the Center for Global Partnership in conjunction with the Social Science Research Council and the American Council of Learned Societies. He has consulted widely for public and private organizations around the world, has published a number of books and is active on issues of university accreditation.

Joseph Bafaro, Sr.

Community Service Award

At a time when it seems as if everyone is focused on self-promotion and rewards, Joseph J. Bafaro is a welcome reminder that there are people out there who are motivated to do the right thing...because it is the right thing to do.

For over five decades while building his plumbing business, Joe Bafaro has been committed to making our community a better place. Using the tried and true principles of integrity, honesty and respect to guide him, he has positively impacted Worcester County communities in his quiet manner. The list of Worcester- area organizations and institutions that have benefitted from his philanthropy would be too long to list. However, they include public and private schools, colleges and universities, and organizations that are connected with the arts, social services, children's sports, hospitals, health awareness, and those with religious affiliations. Yet when you 'google' his name...it doesn't appear. Why? Because he does not seek well-deserved accolades.

To say Joe's accomplishments "go well beyond his formal duties" is an understatement. There is no question that Joe Bafaro is an accomplished entrepreneur and businessman who was able to take his vision and transform it from a one-man shop into a family-owned and operated, full-service mechanical contracting firm that is recognized throughout Massachusetts and beyond for their exceptional service. But more importantly, he exemplifies someone who is committed to Worcester State University's mission to equip students with the knowledge and skills necessary for lives of professional accomplishment, engaged citizenship, and intellectual

Anwardul Karim Chowdury

Honorary Degree

The WSU President's Office nominated retired Ambassador Chowdhury for an honorary degree. He is described as a highly regarded United Nations official. Mr. Chowdhury's service included time as the Bangladesh permanent representative to the U.N. (he also served as Ambassador for his country to 4 countries in Latin America). He was President of the U.N. Security Council and Under-Secretary-General and High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States.

Mr. Chowdhury is the recipient of the U Thant Peace Award and UNESCO Gandhi Gold Medal for Culture of Peace. He is an Honorary Patron of the Committee on Teaching About the UN (CTAUN), New York. In March 2003, Soka University of Japan conferred on Chowdhury an honorary Doctorate for his work on women's issues, child rights and culture of peace as well as for the strengthening of the United Nations.

Perhaps his best known accomplishment while at the U.N. was securing the adoption of the groundbreaking U.N. Security Council Resolution 1325 on the role of women in peace and security.

<https://www.un.org/womenwatch/osagi/wps/>

David Henry Hwang

Commencement Speaker, Honorary Degree

- Parent of a member of WSU Class of 2020.
- Supporter of multiple WSU initiatives & events (with no expectations for notice or fan-fare)
- Recent work SOFT POWER asks: "Why do we love democracy?" "Should we?"

David Henry Hwang, is an American playwright, screenwriter, and librettist whose work, by his own account, concerns the fluidity of identity. He is probably best known for his Tony Award-winning play *M. Butterfly* (1988), based on the true story of a French diplomat who had a long affair with a singer in the Beijing opera. The woman he loved later proved to be not only a man but also a spy for the Chinese government.

Hwang's parents were both Chinese-born, though his mother was reared in the Philippines. They immigrated separately to the United States, where they met, married, and raised their family. David

Henry, the only son and the oldest of three siblings attended Stanford University (B.A., 1979), where his first play, *FOB* (an acronym for “fresh off the boat”), was first produced in 1979 (published 1983). The work, which examines the immigrant experience from an Asian American perspective, won an Obie Award in 1980–81 for best new American play. Between graduating from college and winning the Obie, Hwang had enrolled in the Yale School of Drama to gain a better sense of theatre history.

During his year in that program, he penned two short plays—*The Dance and the Railroad* (produced 1981), about two Chinese immigrant railroad workers and their expectations, and *The House of Sleeping Beauties* (produced 1983), adapted from a short story by Japanese writer Kawabata Yasunari—first performed in an omnibus production with *The Sound of a Voice as Sound and Beauty*. Hwang later adapted *The Sound of a Voice* into a libretto for an opera collaboration (2003) with American composer Philip Glass.

In addition to further collaborations with Glass, Hwang worked with a number of composers over the years, including Chinese-born Bright Sheng on *The Silver River* (produced 1997), a one-act opera based on an ancient Chinese folktale; Argentine Osvaldo Golijov on *Ainadamar* (2003, revised 2005; “Fountain of Tears”), an opera inspired by Spanish writer Federico García Lorca; and Korean-born Unsuk Chin on the opera *Alice in Wonderland* (2007; based on Lewis Carroll’s *Alice* books).

In 1985 Hwang co-wrote the screenplay for *Blind Alleys*, a made-for-television movie. He also penned *Rich Relations* (1986), his first play without an Asian or Asian American element. Although that play was a critical failure, the playwright found its reception freeing in that it drove him to embrace experimentation over positive critical response. His next drama, *M. Butterfly* (1988; film 1993), was a wild success, and was nominated for a Pulitzer Prize. In 1988 Hwang also wrote the libretto for Glass’s “science-fiction music drama” *1000 Airplanes on the Roof* (1989). The plays *Bondage* (1992), a short work about stereotypes that is set in a sadomasochism parlour, and *Face Value* (1993), a comedy that had only eight performances and never officially opened, followed. Hwang’s next play, *Golden Child* (produced 1996, revised 1998), had a relatively short run but ultimately was nominated for a Tony Award. Based on the stories of Hwang’s maternal grandmother, it examines the tensions between tradition and change in Chinese society.

Hwang’s next projects involved music in some way. He cowrote the book for *Aida* (2000), which featured music by British rocker Sir Elton John and lyrics by British lyricist Sir Tim Rice and was based loosely on the Verdi opera of the same name; wrote a new book for the revival of the musical *Flower Drum Song* (2002); and wrote the book for an original musical-comedy version of *Tarzan* (2006). His stage comedy *Yellow Face* was first performed in 2007. It is both a reflection on Hwang’s activism regarding the use of non-Asian actors in Asian roles (which he compared to blackface minstrelsy) and an examination of the role of “face” (a Chinese concept embodying dignity, reputation, and respect) in American society. In 2011 *Chinglish* appeared on Broadway. It was written in English and Mandarin (with supertitles) and examined the subject of cultural and linguistic misunderstandings.

Charles F. Monahan, Jr.

Honorary Degree

The WSU President's Office nominated Dr. Monahan, the recently retired President of MCPHS, for CS. The following information was provided: "Mr. Monahan, a 1962 graduate of the University's pharmacy program, was instrumental in the transformation of MCPHS from a regional pharmacy college into a nationally ranked, world-class university offering more than 100 healthcare degree and certificate programs. Under his leadership, the University grew from a population of 1,000 students in Boston, almost all of whom were studying pharmacy, to a home for more than 7,000 students across three campuses."

While the committee did not approve Dr. Monahan as a commencement speaker, it did approve him for an honorary degree.

Francis J. Ricciardone

Honorary Degree

The WSU President's Office nominated Mr. Francis J. Ricciardone for CS. The following was found on the University's website: He is the current President of the American University in Cairo and began his term on July 1, 2016. He had served as a Foreign Service Officer from 1978-2014, including appointments as U.S. Ambassador to Egypt, Turkey, and the Philippines, and Chargé d'Affaires and Deputy Ambassador to Afghanistan. After graduating from Dartmouth College Summa Cum Laude in 1973, he received a Fulbright Scholarship and taught in American international schools in Trieste, Italy, and Tehran, Iran. From 2014-2016 he was Vice President of the Atlantic Council and Director of the Rafik Hariri Center for the Middle East. He was a distinguished scholar at the US Institute of Peace in 2008-2009 for commencement speaker.

While the committee did not approve Mr. Ricciardone as a commencement speaker, it did approve him for an honorary degree.

Gregg H. Rosen

Commencement Speaker, Honorary Degree, Community Service

- WSU Class of 1986

As a proud alumnus and prominent business leader, Mr. Rosen is uniquely positioned to represent the values and mission of Worcester State while being relatable to the members of the graduating class of 2020.

Mr. Rosen is a Worcester native and coming from a middle-class family recognized the value of a Worcester State education. Majoring in business, Gregg built relationships with many of his teachers and aspired to learn from their positive influences. After graduating he focused his time and energy on becoming knowledgeable in the banking industry and built an impressive career growing and branding financial institutions. As president of NES Group, Gregg's company is recognized as a leader in providing all aspects of bank design, architecture, and project management

and he is quick to credit Worcester State with instilling the knowledge that helped bring him to this point in his career.

Since graduating in 1986 and marrying fellow Lancer Pamela Swartz '87, Gregg has sought out ways to give back to his alma mater and “pay it forward”. In addition to currently serving on the Worcester State Foundation Board, he is a past president of the Foundation Board, has served on numerous University committees, serves as an alumni mentor to our students and has hosted many regional alumni events. The Rosens established the Gregg Rosen '86 and Pamela Swartz Rosen '87 Endowed Scholarship to help alleviate the financial burden students experience and make it easier for them to “find themselves” as Gregg and Pam did years ago.

It would be hard to find an individual who exhibits more Lancer Pride than Gregg Rosen. It is for this reason, coupled with his entrepreneurship, drive, and ability to translate his education into a successful career in the banking industry that makes him an exceptional candidate for this year's commencement speaker.

Pool for Commencement Speakers and Award Recipients

Updated 2/2020

If a person was chosen for what they were nominated for (award or CS) they do not appear on this list.

Chimananda Ngozi Adichie, CS, HD

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

Wendy and Rich Ardizzone, HD

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

Beah, Ishmael, CS

Author of well-known book, *A Long Way Gone*; *Memoirs of Boy Soldier*.

The book describes his journey in Sierra Leone throughout the war due to the blood diamond controversy. His childhood was taken away because of a completely unjust war and he was forced into combat.

Campbell, Kevin, CS

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

Dr. Gail Carberry, HD

Recently retired from the Presidency of Quinsigamond Community College and holds a Certificate in Small Business Management from Springfield Technical Community College, a

B.S. from Worcester State University and a Master's and Doctorate degrees from the University of Massachusetts at Amherst, specializing in organizational development, strategic planning and staff development. She currently serves on numerous local, State and national Boards including the Massachusetts Clean Energy Center, Latino Education Institute, Bay Path Regional/Vocational High School Foundation, National Association for Community College Entrepreneurship, Worcester Educational Collaborative, Boys & Girls Club of Worcester, Central Mass Workforce Investment Board, Greater Worcester Community Foundation, Worcester Business Development Corporation and the Massachusetts Biomedical Initiatives. She co-chairs the Mayor's Commission for Hispanic Education Excellence and chairs the Early Education Matters Task Force.

Steve Carrell, CS

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

Avram Noam Chomsky, CS

is an American linguist, philosopher, cognitive scientist, historian, social critic, and political activist. Sometimes described as "the father of modern linguistics," Chomsky is also a major figure in analytic philosophy and one of the founders of the field of cognitive science. Considered the founder of modern linguistics, Noam Chomsky is one of the most cited scholars in modern history. Among his groundbreaking books are "Syntactic Structures", "Language and Mind," "Aspects of the Theory of Syntax," and "The Minimalist Program," each of which has made distinct contributions to the development of the field. He has received numerous awards, including the Kyoto Prize in Basic Sciences, the Helmholtz Medal and the Ben Franklin Medal in Computer and Cognitive Science.

Martha Coakley, CS, HD

a former Attorney General of Massachusetts.

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

Mary DeFeudis, CS , HD

was born in Worcester and lived in Worcester for

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

assistant training.

Daniel Garvey, CS

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

Anand Giridharadas, CS, HD

is an author and columnist, writing about a world in transition as seen through the lens of culture. He writes the "Currents" column for The New York Times and its global edition, the International Herald Tribune, and also writes for The New York Times Magazine. His "Admit One" column, which is dedicated to the New York City arts audience, appears regularly in the Weekend Arts section of The New York Times. He is the author of *India Calling: An Intimate Portrait of a Nation's Remaking*, about returning to the India his parents left. Mr. Giridharadas visited Worcester State in February 2015 as a keynote speaker. He inspired students, faculty, and administrators alike. He was described by one faculty member as an "articulate, engaging intellectual on the rise."

Green, Ronald Michael, CS

Ronald Michael Green was Professor of Religion and the Eunice and Julian Cohen Professor for the Study of Ethics and Human Values at Dartmouth College. He is a member of the Department of Religion and the Department of Community and Family Medicine at Dartmouth's Geisel School of Medicine, and he served from 1992-2011 as Director of Dartmouth's Institute for the Study of Applied and Professional Ethics. A summa cum laude graduate of Brown University, he received his Ph.D. in religious ethics from Harvard University in 1972. In 1996 and 1997, Professor Green was the founding director of the Office of Genome Ethics at the National Human Genome Research Institute of the National Institutes of Health. Professor Green's research interests are in genetic ethics, biomedical ethics, and ethics in organizations. Health. Professor Green's research interests are in genetic ethics, biomedical ethics, and ethics in organizations. He is the author of nine books, editor of four, and author of more than 170 articles in theoretical and applied ethics. His three most recent books are *Babies by Design: The Ethics of Genetic Choice* (Yale University Press in 2007), *Kant and Kierkegaard on Time and Eternity* (Mercer University Press, 2011), and *Suffering and Bioethics* (co-edited with Nathan Palpant, Oxford University Press 2014).

Lani Guinier, CS and HD

Bennett Boskey Professor of Law at Harvard Law School.

Research interests include access to higher education, critical perspectives on race, class, and gender, law and social change, responsibilities of public lawyers, etc. The focus of her work is in keeping with WSU's interest in broadening the diversity perspectives of our students. One of her areas of expertise is Access to Higher Education. Another area of expertise is voting Rights and Democratic Theory. Inspirational speaker.

Donald Hall, CS and HD

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

Thomas W Halloran, CS

President of Voya Financial Advisors, Inc. (VFA), a registered broker-dealer business. The Voya broker-dealer, offers retail financial products, services and support to clients through a network of over 2,200 affiliated representatives across the country. An industry veteran, he has over 28 years of experience with financial advisors in various marketing, product and sales leadership roles. Received a B.S. in business administration from Worcester State University in 1988 and an M.B.A. from Boston University in 2000. Tom was formerly a member of the Worcester State Foundation Board from 2000-2007.

Maura T. Healey, CS

is an American attorney, a member of the Democratic Party and the Attorney General of Massachusetts. Born in New Hampshire, Healey graduated from Harvard College in 1992. She then spent two years playing professional basketball in Austria before returning to the United States and receiving a Juris Doctor degree from the Northeastern University School of Law, in 1998. After clerking for federal judge A. David Mazzone, she worked in private practice for seven years, also serving as a special assistant district attorney in Middlesex County. Hired by Massachusetts Attorney General Martha Coakley in 2007, Healey served as Chief of the Civil Rights Division, where she spearheaded the state's challenge to the federal Defense of Marriage Act. She was then appointed Chief of the Public Protection & Advocacy Bureau and then Chief of the Business and Labor Bureau before resigning in 2013 to run for attorney general in the 2014 election as Coakley ran for Governor. She defeated former State Senator Warren Tolman in the Democratic primary and then defeated Republican attorney John Miller in the general election, thus becoming the first openly gay state attorney general elected in America

Hickman, Homer, CS

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

Roald Hoffmann, CS

was born in 1937 in Zloczow, Poland. Having survived the war, he came to the U. S. in 1949, and studied chemistry at Columbia and Harvard Universities (Ph.D. 1962). Since 1965 he is at Cornell University, now as the Frank H. T. Rhodes Professor of Humane Letters Emeritus. He has received many of the honors of his profession, including the 1981 Nobel Prize in Chemistry (shared with Kenichi Fukui). Notable at the same time is his reaching out to the general public; he participated, for example, in the production of a television course in introductory chemistry titled "The World of Chemistry," shown widely since 1990. And, as a writer, Hoffmann has carved

out a land between science, poetry, and philosophy, through many essays and three books, “Chemistry Imagined” with artist Vivian Torrence, “The Same and Not the Same and Old Wine” (translated into six languages), “New Flasks: Reflections on Science and Jewish Tradition,” with Shira Leibowitz Schmidt. Unadvertised, a monthly cabaret Roald runs at the Cornelia Street Cafe in Greenwich Village, “Entertaining Science,” has become the hot cheap ticket in NYC.

John Krasinski, CS

A 2001 graduate from Brown University. A native of Brighton, MA. A main character in the TV series, “The Office.”

Leary, Dennis, CS or CSA

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

Ling, Laura, CS

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

Lundberg, Jan Christian, HD

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

Maddox ’82, Dr. Debra CSA

Alumna with a long record of community service, academic accomplishments, and is President of Multicultural Wellness Center. She is a licensed mental health counselor in the Commonwealth of Massachusetts and is also a licensed marriage and family therapist, a licensed rehabilitation counselor, a certified school psychologist and a nationally certified rehabilitation counselor. She received a B.A. in Psychology from WSU, a M.A. in Rehabilitation Counseling from Assumption College and a Psychology Doctorate from Antioch New England Graduate School. Dr. Maddox has been employed in a wide range of mental health and human services settings. She has worked in social, judicial, education and mental health clinical settings. She worked for Department of Children and Families, conducting investigations of abuse and neglect, with an emphasis on children who were sexually abused. Within the judicial system, she worked as a probation officer and also worked as an independent court investigator for the Massachusetts Trial Court, Juvenile Division. Dr. Maddox has taught undergraduate and graduate level courses and supervised the clinical work of graduate students as a part-time faculty member at QCC and Assumption. She has clinical interest in race, and culture and the impact of culture on adjustment and acculturation.

Devin McCourty CSA

James McGovern, HD, CS

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

Dominique Morisseau CS

is a dynamic, successful playwright and poet, and a fierce champion of social and racial justice. She is a 2018 MacArthur Fellow ("Genius Grant").

Dominique received a B.F.A. (2000) from the University of Michigan at Ann Arbor. She is currently a Residency Five Playwright at the Signature Theatre. She has had work commissioned by the Steppenwolf Theatre, the Hip Hop Theater Festival, the South Coast Repertory, and the Oregon Shakespeare Festival; and her work has been staged at the Public Theater, the Williamstown Theatre Festival, and the Atlantic Theater Company.

Moylan, Robert, CSA

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

Conan O'Brien, CS

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

Congressman Richard E. Neal, HD

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

Parker Palmer, CS

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

Steven Michael Palermo, CS, CSA

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

Deval Patrick, CS

The Honorable Deval Patrick was first elected Governor of Massachusetts in November of 2006. He came from Chicago at the age of 14 and attended Milton academy. He spent a postgraduate year working on a United Nations youth training project in the Darfur region of Sudan. He attended Harvard Law School in the fall of 1979 where he led the Legal

Aid Bureau, the nations' oldest student-run legal services organizations. He served as a law clerk to a federal appellate judge before joining the NAACP Legal Defense and Education Fund. He joined the Boston Law firm of Hill & Barlow and was named partner in 1990. In 1994, President Clinton appointed him Assistant Attorney General for Civil Rights, the nation's top civil rights post. He returned to private practice in 1997 with the Boston firm of Day, Berry & Howard. In 2001, he joined the Coca-Cola Company as Executive Vice President and General Counsel. He was later elected to the role of Corporate Executive Vice President and General Counsel. He was later elected to the role of Corporate Secretary and served as part of the company's senior leadership team as a member of the Executive Committee. Governor Patrick has been the speaker at several of our sister institutions.

Sasha Pfeiffer CS, CSA

Steven Arthur Pinker, CS

is a cognitive psychologist, linguist, and popular science author. He is Johnstone Family Professor in the Department of Psychology at Harvard University, and is known for his advocacy of evolutionary psychology and the computational theory of mind. Pinker's research on vision, language, and social relations has won prizes from the National Academy of Sciences, the Royal Institution of Great Britain, the Cognitive Neuroscience Society, the American Psychological Association, and the Association for Psychological Science. He has also received eight honorary doctorates, several teaching awards at MIT and Harvard, and numerous prizes for his books *The Language Instinct*, *How the Mind Works*, *The Blank Slate*, *The Better Angels of Our Nature*, and *The Sense of Style*. He is Chair of the Usage Panel of the American Heritage Dictionary, and often writes for *The New York Times*, *Time*, and other publications. He has been named Humanist of the Year, *Foreign Policy's* "100 Global Thinkers," and *Time* magazine's "100 Most Influential People in the World Today." Prof. Pinker is currently doing research on a diverse array of topics in psychology, including the role of common knowledge (where two or more people know that the others know what they know) in language and other social phenomena; historical and recent trends in violence and their explanation; the psycholinguistics of good writing; the nature of the critical period for acquiring language; the neurobiology and genetics of language; and the nature of regular and irregular phenomena in grammar.

Amy Poehler, CS

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

James Polito, CS

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

Alisan Porter, CS

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

Matthew Quick, CS

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

JP Ricciardi, HD

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

Navyn Salem, CS CSA

is the founder of Edesia. Edesia is a unique non-profit organization that manufactures specialized ready-to-use foods (RUFs) that change lives. Each year millions of “miracle packets” leave Edesia’s Rhode Island factory and are delivered into the hands of malnourished children all over the world by humanitarian aid workers working in the hardest-to-reach and most inhospitable places on the planet.

Brian Skerry, Commencement Speaker, Honorary Degree

- Alum of Worcester State University
- Spoke at WSU President Barry Maloney’s Inauguration
- Message would be relatable to WSU graduates

Brian Skerry is a photojournalist specializing in marine wildlife and underwater environments. Since 1998 he has been a contract photographer for National Geographic Magazine covering a wide range of subjects and stories. In 2014 he was one of five photographers named as a National

Geographic Photography Fellow. In 2015 he was named a Nikon Ambassador and in June 2017 he was awarded the title of Rolex National Geographic Explorer of the Year.

Ilyasah Shabazz, CS

Third daughter of Malcom X and Betty Shabazz. She is an author, most notably of a memoir, *Growing Up X*, a community organizer, social activist and motivational speaker. She was two years old and present with her mother and sisters at the assassination of her father. She says she has no memory of the event and to learn about her father, she read his autobiography as a college student, and enrolled in a class to learn more. She is a graduate of the State University of New York at New Paltz and received a master's degree in Education and Human Resource Development from Fordham University.

Sharon Shipley '74, CSA

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

Andrew Solomon, CS

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

Billy Starr, CS

founded and leads the Pan-Mass Challenge, the most successful athletic fundraising event in the world. Since 1980, the PMC, a 190-mile bike-a-thon, has contributed \$414 million to cancer research. By 1984, the PMC had established itself as the largest grossing fundraising event for the Jimmy Fund, New England's most popular charity. By 1990, the PMC had become the most successful cycling fundraiser in the world. Today, the PMC raises two to three times more money for charity than any other athletic event in the world. The PMC is Dana-Farber's single largest contributor. In 1993, the Jimmy Fund honored Starr and the PMC at Fenway Park by awarding him the Tom & Jean Yawkey Memorial Award for outstanding service. In 1997, the bridge connecting the Jimmy Fund Clinic to the new Smith Research Labs and Dana-Farber Cancer Institute was named the Pan-Massachusetts Challenge Bridge to Progress. In 1998, Starr was the speaker at Babson College's graduate

commencement and received an honorary degree for “entrepreneurial vision and leadership.” In 2004, Starr was featured in a documentary about entrepreneurs entitled *Lemonade Stories*, along with corporate moguls Richard Branson, Russell Simmons and Arthur Blank. This same year, Dana-Farber awarded Starr the Sidney Farber Medical Research Award, a very prestigious honor given to those who have made an exceptional contribution to reduce the burden of cancer on society. In October 2006, the National Lung Cancer Alliance presented Starr with its Lifetime Achievement Award. The Friends of Dana-Farber honored Starr in 2010 for his more than 30 years of support and service to the Institute. Before starting the PMC, he was a reporter for newspapers in Massachusetts and Colorado, worked in public relations, and was the squash coach at Babson College. He received his BA from the University of Denver in 1973, a Masters in Education from Northeastern University in 1978, an honorary Doctorate of Laws from Babson College in 1998, and an honorary degree from Bay Path College in 2008.

Albert Toney, CS, CSA

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

Neil deGrasse Tyson, CS

Neil deGrasse Tyson is an American astrophysicist, author, and science communicator. Since 1996, he has been the Frederick P. Rose Director of the Hayden Planetarium at the Rose Center for Earth and Space in New York City. The center is part of the American Museum of Natural History, where Tyson founded the Department of Astrophysics in 1997 and has been a research associate in the department since 2003. Tyson’s professional research interests are broad, but include star formation, exploding stars, dwarf galaxies, and the structure of our Milky Way. In 2001, Tyson was appointed by President Bush to serve on a 12-member commission that studied the Future of the US Aerospace Industry. The final report was published in 2002 and contained recommendations (for Congress and for the major agencies of the government) that would promote a thriving future of transportation, space exploration, and national security. In 2004, Tyson was once again appointed by President Bush to serve on a 9-member commission on the Implementation of the United States Space Exploration Policy, dubbed the Moon, Mars, and Beyond commission. This group navigated a path by which the new space vision can become a successful part of the American agenda. And in 2006, the head of NASA appointed Tyson to serve on its prestigious Advisory Council, which will help guide NASA through its perennial need to fit its ambitious vision into its restricted budget. In addition to dozens of

professional publications, Dr. Tyson has written, and continues to write for the public from magazine articles to approachable, "playful" books. He has appeared on numerous television and radio shows. He is the recipient of twenty honorary doctorates and the NASA Distinguished Public Service Medal, the highest award given by NASA to a non-government citizen. His contributions to the public appreciation of the cosmos have been recognized by the International Astronomical Union in their official naming of asteroid 13123 Tyson. Recently Tyson served as Executive Editor and on camera Host & Narrator for Cosmos: A SpaceTime Odyssey, the 21st century continuation of Carl Sagan's landmark television series. The show appeared in 181 countries in 45 languages around the world on the National Geographic Channels. Cosmos, which is also available in DVD and BluRay, won four Emmy Awards, a Peabody Award, two Critics Choice awards, as well as a dozen other industry recognitions. Tyson is the head of the world-renowned Hayden Planetarium in New York City and the first occupant of its Frederick P. Rose Directorship. He is also a research associate of the Department of Astrophysics at the American Museum of Natural History.

Warren, Elizabeth, CS

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

Cornell West, CS

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

Oprah Winfrey, CS

Creator of a multinational business. Known for her entrepreneurial skill and caring ear for those in need.

Patricia Yancey '00, CSA

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

KEY TO POOL

CSA COMMUNITY SERVICE AWARD

CS COMMENCEMENT SPEAKER

HD HONORARY DEGREE



WORCESTER
S T A T E
UNIVERSITY

Enrollment Management Division

Phone: 508-929-8497

Fax: 508-929-8399

To: Barry M. Maloney, President
From: Ryan G. Forsythe, Vice President for Enrollment
Date: April 1, 2022
RE: Fallen Hero Fee Waiver

The tragedy of losing a spouse or parent in the line of duty leaves families devastated while often facing unanticipated financial hardships. The dream of a college education after such a loss can be even more difficult to fulfill without the support of one's loved one.

For years, the Massachusetts Public Service Grant Program has waived the cost of tuition for the children and widowed spouses of fallen Massachusetts police officers, firefighters, and corrections officers at the state's public colleges and universities. Additionally, the colleges and universities of the Higher Education Consortium of Massachusetts (HECCMA) have pledged to waive tuition for children of fallen officers at their institutions.

At Worcester State University, tuition waivers account for \$970 per year of in-state tuition costs. The larger portion of students' costs of attendance are mandatory fees, which for the 2021-2022 academic year were \$9,616.

To better recognize the sacrifice made by the families of fallen Massachusetts police officers, firefighters, and corrections officers, it is proposed that the Worcester State University Board of Trustees authorize the waiving of mandatory fees for students who have been affected by such loss.

Thank you for your consideration.

CC: Kathleen Eichelroth

DRAFT text of WSU Board of Trustee policy re. children and widowed spouses of fallen Massachusetts police officers, firefighters and corrections officers.

Worcester State University shall waive all mandatory undergraduate fees for the children and widowed spouses of Massachusetts police officers, firefighters, and corrections officers killed from injuries received while in the performance of duties, including authorized training duty. Such a waiver cannot include the waiver of tuition, which can only be authorized by the Massachusetts Office of Student Financial Assistance through the [Public Service Grant Program](#). Students eligible for tuition and/or fee waivers shall continue to receive Federal, state, and private financial aid for which they are eligible. The President shall report to the Board of Trustees annually on all such waivers granted in the prior academic year, and their net cost to the institution.