

WORCESTER STATE UNIVERSITY

BOARD OF TRUSTEES MEETING

Tuesday, September 14, 2021

5:00 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; William Mosley; Dina Nichols; Marina Taylor (Vice-Chair); David Tuttle; Lawrence Sasso

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

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

AGENDA		
ITEM	RESPONSIBLE	ACTION
1. <i>Administrative Business</i> A. Call to Order B. Approval of the Minutes: 1. Special Meeting - August 3, 2021* 2. Human Resources Committee - August 31, 2021*	Stephen Madaus	1. vote required 2. vote required
2. <i>Equity, Diversity and Inclusion Presentation - 15 minutes /Q&A</i> A. LGBTQ+ Advisory group one-pager* B. LGBTQ+ Advisory Committee PowerPoint*	Sarah Strout	A. Informational
3. <i>Finance & Facilities Committee Report</i> A. Sept. 14 Finance & Facilities Committee Meeting Packet*	Marina Taylor	A. Informational & vote required
4. <i>Human Resources Committee Report</i> A. August 31 Human Resources Committee Meeting Packet*	Maryanne Hammond	A. Informational & vote required
4. <i>Administrative Updates</i> A. Report of the Chairman 1. Next meeting: Thursday , October 21, 2021 (remotely) B. Report of the Student Trustee C. Report of the President 1. AYKO Booklet*	Stephen Madaus Anna Johnson Barry Maloney	1. Informational
5. <i>Adjournment</i>	Stephen Madaus	5. vote required

*Attachments

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
Meeting Minutes

CHAIR:	Mr. Stephen Madaus (Chair)	DATE: August 3, 2021
LOCATION:	Remote Participation	MINUTES BY: Nikki Kapurch
TIME:	3:03 PM	
MEMBERS PRESENT:	Lisa Colombo; Aleta Fazzone; Maryanne Hammond (Vice-Chair); Anna Johnson; Karen Lafond; Stephen Madaus (Chair); William Mosley Dina Nichols; Marina Taylor (Vice-Chair); David Tuttle; Lawrence Sasso.	
WSU STAFF:	Barry Maloney; Nikki Kapurch; Kathy Eichelroth; Carl Herrin; Stacey Luster; Mike McKenna; Catherine Sweeney; Ryan Forsythe; Julie Kazarian; Tom McNamara; 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, August 3, 2021, through a Zoom remote call. Chair Madaus called the meeting to order at 3:05 p.m. Trustee Madaus reported that all Trustees will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business:

APPROVAL OF THE MINUTES - Finance and Facilities Committee Meeting -June 8, 2021

- Amendment to Page 1, bullet 3 - \$119,000 allocated for retirement.

Upon a motion made by Trustee Fazzone and seconded by Trustee Nichols it was

VOTED: to approve the minutes of the June 8, 2021 Finance and Facilities Committee meeting as presented.

ROLL CALL VOTE: Marina L. Taylor, Chair, Lisa M. Colombo, Aleta M. Fazzone, Dina Nichols, Lawrence Sasso

APPROVAL OF THE MINUTES - Full Board Meeting -June 15, 2021

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

VOTED: to approve the June 15, 2021, minutes of the full Board meeting, as presented.

ROLL CALL VOTE: 8 approved. Aleta Fazzone; Maryanne Hammond; Anna Johnson; Karen LaFond; Dina Nichols; Marina Taylor; David Tuttle; Lawrence Sasso.

3 abstained: Lisa Colombo; Stephen Madaus; William Mosley

FY22 Budget Presentation

- Trustee Taylor opened the meeting by saying that the Commonwealth of Massachusetts has completed its budget process for FY 2022.
 - Great news is that Worcester State's operating appropriation was increased by \$1,054,598.
 - Provided a summary of the three amendments that were described in full detail in the Memo for FY 22 amendments 1, 2, and 3, which was included in the packet.
- Question was asked, what are subscription services that were mentioned in FY 22 Amendment # 2 Safe Return II? Subscription services are any online software.

Upon a motion made by Trustee Nichols and seconded Trustee Hammond it was

VOTED: to approve Amendment #1 to the WSU FY 2022 Operating Budget to reflect funding from the FY 2022 approved Commonwealth of Massachusetts Budget

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.

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

VOTED: to approve Amendment #2 to the WSU FY 2022 Operating Budget to reflect the FY 2022 Safe Return II budget

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.

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

VOTED: to approve Amendment #3 to the WSU FY 2022 Operating Budget to reflect the FY 2022 Becker College Nursing Program budget.

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.

FY 2021 Quarter 4 Comparative Financial Reports

- Included in the packet as informational.
- All unearned dollars will be earned by the University.
- Salaries have not been posted to these numbers yet.

- The University closed the year without spending any reserves.

Human Resources Committee Report

- Trustee Hammond reported that the committee approved the minutes of the June 15 meeting at today's meeting.
 - The June 15 meeting was held to conduct the '20-'21 annual evaluation of President Maloney.
 - Comments and rating for each area were shared by the trustees; it was quite evident that President Maloney continues to be a strong supporter of WSU and a very visible leader in the community of Worcester.
 - His average rating for all areas used as part of his evaluation was 58.5 out of a total of 60.
- Trustee Hammond reported that the Human Resources Committee met today at 2 p.m. to discuss two personnel changes.
- Committee members reviewed the materials that were included in the packet.
- Promotion of Julie Kazarian, Dean of Student Affairs and Senior Student Affairs Officer, Student Affairs to the position of Vice President for Student Affairs and Dean of Students, based upon the terms described in her letter of appointment dated July 22, 2021.
- And Dr. Raynold Lewis, Associate Dean School of Education, Health, and Natural Sciences to the position of Dean of Education, Liberal, and Interdisciplinary Studies, based upon the terms described in his letter of appointment dated July 26, 2021.
- Trustees and the administration are in full support of this promotion.

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

VOTED: to accept the recommendation of the Human Resources Committee and approve the promotion of Julie Kazarian to the position of Vice President for Student Affairs and Dean of Students, based upon the terms described in her letter of appointment dated July 22, 2021.

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.

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

VOTED: to accept the recommendation of the Human Resources Committee and approve the appointment of Raynold M. Lewis to the position of Dean of Education, Liberal, and Interdisciplinary Studies, based upon the terms described in his letter of appointment dated July 26, 2021.

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

REPORT OF THE CHAIRMAN

- Next meeting: September 14, 2021 (via Zoom)
- Future Board meetings will remain remote until further notice.
- Some board members feel there is value in being on campus for meetings.

REPORT OF THE STUDENT TRUSTEE

- Trustee Johnson invited the board to the Unity Walk that will be taking place on campus on September 9 at 9 a.m.

PRESIDENT'S REPORT

- President Maloney introduced Joseph DiCarlo, Dean of Enrollment and Director of Admissions, who provided an Enrollment update for the Fall 2021 semester.
- Pandemic is having an impact on enrollment.
- These numbers include the Becker College students.

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

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

VOTED: **to adjourn the meeting at 3:55 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

WORCESTER STATE UNIVERSITY
HUMAN RESOURCES COMMITTEE MEETING
Meeting Minutes

CHAIR:	Ms. Maryanne Hammond (Chair)	DATE:	August 31, 2021
LOCATION:	Remote Participation	MINUTES BY:	Nikki Kapurch
TIME:	2:00 PM		
COMMITTEE MEMBERS PRESENT:	Maryanne Hammond (Vice-Chair); Karen LaFond; Dina Nichols; Marina Taylor		
WSU STAFF:	Barry Maloney; Stacey Luster; Catherine Sweeney		

The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Human Resources Committee was held on Tuesday, August 31, 2021, through a Zoom remote call. Chair Hammond called the meeting to order at 2:00 pm. Trustee Hammond reported that all Trustees will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business

Approval of the minutes of the August 3, 2021, Human Resources Committee.

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

VOTED: to approve the minutes of the August 3, 2021, Human Resources Committee meeting as presented.

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

Human Resources Committee Report

- Trustee Hammond reported that today's meeting is being held to review and discuss the two proposals that were submitted to perform a 360 Comprehensive Evaluation of President Maloney.
 - Breakthrough Collaboration proposal
 - Association of Governing Boards of Universities and Colleges (AGB) proposal
- President Maloney has gone through a comprehensive evaluation already during his presidency. It was completed during the 2013 - 2014 Academic Year.
- The comprehensive evaluation of President Maloney replaces the annual evaluation called for by the Massachusetts Board of Higher Education Compensation and Evaluation Guidelines and Procedures for State University and Community College Presidents.
- The comprehensive evaluation involves as many constituencies as possible without having the process be overwhelming, using the resources of the President's self-assessment, feedback from other board members, feedback from other sources, and questionnaires and surveys.

- Looking to implement the plan after the Sept. 14 Board of Trustees meeting and present the final report to the full Board at the January BOT meeting for approval.
- Consultant begins work with the Human Resources committee and starts to establish criteria for review and timeline. Will notify the campus community, explaining the purpose of the evaluation.
- October/November, the consultant conducts individual and group interviews.
- Stacey Luster, General Counsel and Assistant to the President went through the credentials of the two consultants' proposals and provided background information on both.
- The difference between the two proposals is the price. Do we have a budget for the project?
 - VP Eichelroth is aware that this evaluation needs to be done to comply with the DHE, so money has been put aside for the work.
- Trustees discussed the pros and cons of the two proposals. Both companies are good choices and are capable of doing the work.
- The consultant that is chosen will be contracted with the Board of Trustees.
- Both consultants have worked with other state universities.
- Agreed that Breakthrough Collaboration has a relationship with the community, and the price is within budget.

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

VOTED: to recommend to the full board the approval of the proposal of Breakthrough Collaboration as our assessment service to conduct the 360 Comprehensive Evaluation of President Maloney that will take place during the 2021-2022 academic year on the proposed price of \$18,000, subject to additional services and fees as needed.

Other Business:


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

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

VOTED: to adjourn the meeting at 2:38 p.m.

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

Respectfully submitted,


Barry M. Maloney
Secretary, Board of Trustees



LGBTQ+ ADVISORY GROUP

The mission of the LGBTQ+ Advisory Group is to advocate for the needs of the LGBTQ+ community and work towards a campus culture where members of the LGBTQ+ community are welcomed and respected.

Charge:

1. To identify and provide educational resources and programs supporting and celebrating the LGBTQ+ community;
2. To collaborate with WSU offices, programs, and groups that address the needs of the LGBTQ+ community; and
3. To make recommendations (annually) to the Office of Diversity and Inclusion about policies, programs, and services for LGBTQ+ students, faculty, and staff at WSU.

Spring 2021 Focus

- This advisory group recently completed the Campus Pride Index. The goal is to utilize this Index and benchmarking in order to continue improving as we create a more inclusive and safer campus community.
- Continued work on a Safe Space training and a comprehensive manual to build capacity and conduct this training across campus.

Spring 2021 Membership

Last Name	First Name	Staff/Student/Faculty
Forsythe	Ryan	Staff/ Administration
Gariepy	Maria	Staff/ Administration
Gruzynski	Vicki	Librarian
Hanlon	Erica	Student
Luster	Stacey	Staff/ Administration
Rogan	Kathleen	Staff/ Administration
Rognlie	Dana L.	Faculty
Siler	Elizabeth A.	Faculty
Strout	Sarah	Staff/ Administration

LGBTQ+ Advisory Group



Mission

The mission of the LGBTQ+ Advisory Group is to advocate for the needs of the LGBTQ+ community and work towards a campus culture where members of the LGBTQ+ community are welcomed and respected.

Charge

- To identify and provide educational resources and programs supporting and celebrating the LGBTQ+ community;
- To collaborate with WSU offices, programs, and groups that address the needs of the LGBTQ+ community; and
- To make recommendations (annually) to the Office of Diversity and Inclusion about policies, programs, and services for LGBTQ+ students, faculty, and staff at WSU.

History

- A student survey showed that LGBTQ+ students at Worcester State University had lower sense of belonging and connectedness than other students.
- When our Student Information System added the ability to include gender identity and pronouns, the Gender Identity subcommittee of the Enrollment Management Committee was formed.
- After the successful launch of the Gender Identity, Chosen Name, and Pronoun Policy, the group became the LGBTQ+ Advisory Committee to continue to work on LGBTQ+ issues at Worcester State.

2020-2021 Members

Co-Chairs

- **Elizabeth Siler**, Professor of Business Administration
- **Sarah Strout**, Assistant Vice President for Assessment and Planning

Members


- **Leisha Alcia**, Academic Advisor
- **Ryan Forsythe**, Vice President for Enrollment Management
- **Vicki Gruzynski**, Associate Librarian
- **Erica Hanlon**, Student
- **Sandra Jackson**, Student
- **Nancy Ramsdell**, Director for Facilities Operations and Planning Support Services
- **Yomari Rivera**, Student
- **Kathleen Rogan**, Assistant to the Vice President for Enrollment Management
- **Kenny Smith**, Director of Institutional Research
- **Sarah Valois**, Counselor

Ex-Officio

- **Maria Gariepy**, Director of Affirmative Action & Equal Opportunity
- **Stacey Luster**, General Counselor & Assistant to the President for Employment and Equal Opportunity

Accomplishments

- Creation of a gender identity, chosen name, and pronoun policy for students, faculty and staff.

**WORCESTER
STATE
UNIVERSITY**

Student Chosen Name, Gender Identity, and
Pronoun Usage Request Form
Office of the Registrar

Worcester State University recognizes some students may prefer to use first names other than their legal name to identify themselves. All official documentation where required by law (e.g. student transcripts, tuition bills, financial aid submissions) and any external communications will use a student's legal first name. However, for internal documentation and reporting (e.g. course rosters, OneCard, advising lists) students may indicate a chosen first name*. This name will appear on internal documents and records where legal name is not required once a student has enrolled. In addition, students may indicate gender identity, chosen prefix, and chosen pronouns. Students wishing to record an official legal name change should fill out appropriate forms with the Office of the Registrar. In order to change an email address, students should submit a helpdesk ticket (worcester.edu/IT-Help-Desk-Ticket) after this form has been approved and processed by the Registrar.

WSU ID Number: _____

Legal Last Name: _____ Legal First Name: _____

Legal Middle Name: _____ Chosen First Name: _____

Please indicate your gender identity. This information is for record keeping purposes only (optional):

<input type="checkbox"/> Man	<input type="checkbox"/> Non-binary
<input type="checkbox"/> Non-conforming	<input type="checkbox"/> Transgender
<input type="checkbox"/> Trans man	<input type="checkbox"/> Trans woman
<input type="checkbox"/> Woman	<input type="checkbox"/> Not Listed (please specify) _____

Please indicate your chosen prefix below (optional):

<input type="checkbox"/> Miss	<input type="checkbox"/> Mr.
<input type="checkbox"/> Mrs.	<input type="checkbox"/> Ms.
<input type="checkbox"/> Mx.	<input type="checkbox"/> I do not use a prefix

Please indicate your chosen pronouns below (optional):

<input type="checkbox"/> He/Him/His	<input type="checkbox"/> She/Her/Hers
<input type="checkbox"/> They/Them/Theirs	<input type="checkbox"/> Ze or Zie/Hir/Hirs
<input type="checkbox"/> Use my name only	

Signature: _____ Date: _____

Signature of Registrar: _____ Date Processed: _____

*A chosen first name must not be used for the purposes of misrepresentation or avoiding a legal or financial obligation. The University reserves the right to remove a chosen name if it is used inappropriately. Potential misuse of chosen name by students will be investigated by the Code of Conduct process.

**WORCESTER
STATE
UNIVERSITY**Faculty and Staff Chosen Name, Gender Identity, and
Pronoun Usage Request Form
Office of Human Resources

Accomplishments

- Development of Safe Space training for students, faculty, and staff.



Accomplishments

- Creation of a Pride website including resources, LGBTQ+ spotlights, and information for LGBTQ+ community members at Worcester State.



LGBTQ+ Pride at Worcester State

Worcester State's [Strategic Plan](#) outlines our aim to cultivate a vibrant campus life and a collaborative working and learning environment in which all members of our community feel welcomed, included, respected, empowered, and valued.

In support of LGBTQ+ students, faculty, and staff, we formed a working group tasked with identifying changes that could make us more inclusive, and to centralize [resources being offered at the institution, state and national levels](#).

Message from President Barry Maloney

Supporting Non-Binary Genders, Chosen Names and Pronouns

In a recent update to university policy, students, faculty, and staff can now designate a chosen first name, pronouns, and non-binary gender identity within our information system. Chosen name will be used on internal campus communications wherever a legal name is not necessary.

Your chosen name will be reflected throughout the university's computer information systems (including course registration lists, OneCard, Blackboard, and email addresses), and will be the official way you will be addressed throughout your daily life in our campus community. Students who would like to update information can visit the Registrar's Office and fill out the ["Student Chosen Name, Gender Identity, and Pronoun Request Form."](#)

After the form has been processed, you can update your OneCard and email address. For



LGBTQ+ Resources

The Worcester State community values everyone's contributions and believes that we can be our best when we are informed and supported. Many of the supports and resources available for those who identify within the LGBTQ+ community are available at Worcester State itself, but there are also resources at the municipal, state, and national level.

LGBTQ+ Resources at Worcester State University

The following are resources available at Worcester State University for LGBTQ+ faculty, staff, and students.

- [WSU LGBTQ+ Alliance](#)
- [Health Services](#)
- [Counseling Services](#)
- [Chosen Name and Pronoun Policy](#)
- [Single-Use Restrooms on Campus](#)
- [Gender-Inclusive Housing Policy](#)
- [Safe Space Offices](#)
- [LGBTQ+ Courses](#)
- [Title IX Policies](#)
- [Bias Incident Response Team](#)
- [LGBTQ+ Resource Center](#)

LGBTQ+ Resources in Worcester and Massachusetts

The following are resources available within the wider Worcester community and throughout Massachusetts for LGBTQ+ faculty, staff, and students.

Accomplishments

- Advocated for the LGBTQ+ Resource Room



Accomplishments

- Completed the Campus Pride Index, a National assessment tool for improving safety and campus climate for people who are LGBTQ+.



 **University of
Massachusetts, Amherst**
Amherst, MA



 **Bridgewater State
University**
Bridgewater, MA



College of the Holy Cross
Worcester, MA



**University of
Massachusetts Dartmouth**
N DARTMOUTH, MA



Fitchburg State University
FITCHBURG, MA



Clark University
Worcester, MA



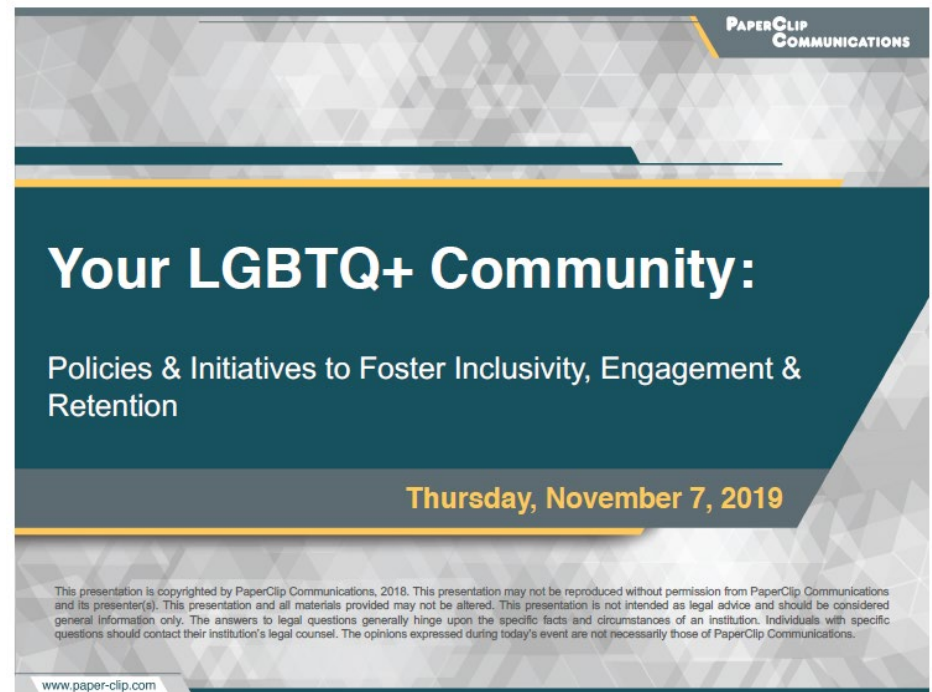
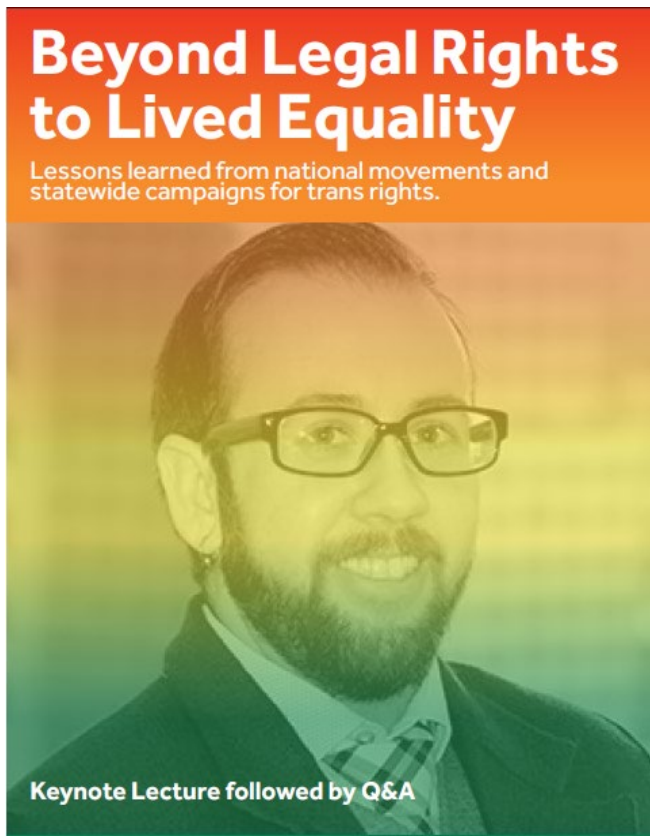
Salem State University
Salem, MA



**Worcester Polytechnic
Institute**
Worcester, MA

Accomplishments

- Collaborated with other groups on campus to host webinars, speakers, and events



Future Plans

- Utilize the results of the Campus Pride Index to explore changes that will benefit LGBTQ+ community members.
- Continue to offer resources and events to increase the sense of belonging and connectedness of our LGBTQ+ community members.
- Offer more Safe Space Trainings (with a name change to LGBTQ+ Ally Training) and offer “Train the Trainer” programs to increase the number of people available to offer these trainings.
- Continue to collaborate with other groups, particularly the LGBTQ+ Alliance Student group.

WORCESTER STATE UNIVERSITY

BOARD OF TRUSTEES

FINANCE & FACILITIES MEETING

Tuesday, September 14, 2021

4:30 PM

REMOTE PARTICIPATION

Join Zoom Meeting

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

[40181608](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; Carl Herrin; Kathy Eichelroth; Mike McKenna; Catherine Sweeney

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

AGENDA

ITEM	RESPONSIBLE	ACTION
1. <i>Administrative Business</i> A. Call to Order	Marina Taylor	
2. <i>Finance & Facilities Committee Report</i> A. FY2022 Budget Amendment #4 memo* B. FY2022 Operating Budget Amendment #4 details*	Marina Taylor Kathy Eichelroth	A. Informational and vote required
3. <i>Administrative Updates</i> A. Other Business	Marina Taylor	
4. <i>Adjournment</i>	Marina Taylor	4. Vote required

*Attachments

Memorandum

DATE: September 3, 2021

TO: Barry M. Maloney, President

FROM: Kathleen Eichelroth, Vice President for Administration and Finance



RE: FY 2022 BUDGET AMENDMENTS #4

As the Commonwealth of Massachusetts concluded the FY 2022 budget process WSU was provided additional funding in the form of a \$75,000 earmark to our annual state operating appropriation. The earmark was the result of an effort to secure funds for the Latino Education Institute at WSU (LEI) specifically associated with Pursuit of Equity, Accountability and Success (PEAS), an innovative state-wide collaborative working toward equitable and accountable education systems, institutions, and leadership to ensure student success. The funds will be administered by the LEI to amplify Latino-centered strategies, work closely with policy makers and the community, and ensure accelerated learning opportunities exist for the community.

In addition to adding new state resources to the budget, a spending plan for FY 2022 has been developed for reserve funds in the Strategic Plan Trust Fund. This amendment allocates up to \$203,500 from the Strategic Plan Trust Fund for spending this fiscal year on targeted activities that are identified priorities in the University's 2021-2025 Strategic Plan. Assuming the entire allocation is expended this year, the balance in the Trust Fund for future year spending will total \$321,331.

Overall University operational spending is guided by the strategic plan and several items, such as recasting the University website and constructing a data warehouse (among other items), are already reflected in the approved operational budget. The spending plan for the Strategic Plan Trust Fund targets functional investments in our faculty and their teaching and curriculum and program development relative to our newly launched Major Plus initiative. Funds are also being provided for programming around civic learning and engagement, programmatic innovation with a particular focus on diversity and inclusion, and benchmarking of University programs.

These investments will permit the University to address improvement in our academic programs, targeted expansion of academic offering consistent with Major Plus, enhance the student educational and co-curricular experiences, improve both recruitment and retention efforts, and well as serve to address improved effectiveness and efficiency in our institutional operations.



WORCESTER
S T A T E
UNIVERSITY

FY 2022
Operating Budget
Amendment #4

Worcester State University
Summary of Sources and Uses of Funds
General Operating Budget (111 & 400)
FY2022 Budget -Amendment #4

Sources of Funds:

State Appropriation	\$ 75,000
Total Sources	<u>\$ 75,000</u>

Uses of Funds:

AA Regular Employees	
BB Employee Related Expenses	
CC Temporary Part-Time Employees	
DD Staff Benefit Expenses	
EE Administrative Expenses	
FF Facility Operation Supplies	75,000
GG Energy/Space Rental	
HH Professional Services	
JJ Operational Services	
KK Equipment Purchase	
LL Equipment Lease, Maintenance, Repair	
NN Infrastructure & Building Improvements	
RR Educational Assistance	
SS Debt Service	
UU Technology Expenses	
Transfer to Reserves	
Total Uses	<u>\$ 75,000</u>
Net Sources / (Uses)	<u>\$ -</u>

Worcester State University
Summary of Sources
FY 2022 - All Sources and Trust Funds - Amendment #4

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	
Total Other State Sources		13,352,727
Total State Sources		<u>44,554,125</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	7,798,282	
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	1,344,364	
Total Institutional Sources		<u>54,114,875</u>
Total Sources		<u>\$ 113,866,164</u>

Worcester State University
General Operating Budget (111, 400 & 216)
FY 2022 Budget - Amendment #4

	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	\$ 39,343,231	\$ 39,343,231	\$39,343,231	\$ 47,965,057
State Appropriation	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	11,878,361	11,680,615
Federal Grant- HEERF	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			
HEERF 2	2,701,260	2,701,260	2,701,260			
Transfer In from Reserves	1,250,000	1,250,000				
Total Sources	\$ 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	\$ 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	733,162
CC Temporary Part-Time Employees	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	16,751,605	17,083,287	16,666,721	16,450,154
EE Administrative Expenses	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	1,759,922	1,709,922	1,562,261	1,562,261	1,891,406
GG Energy/Space Rental	2,500,519	2,500,519	2,370,519	2,370,519	2,370,519	2,460,910
HH Professional Services	837,364	837,364	837,364	728,230	728,230	1,001,188
JJ Operational Services	2,237,801	2,237,801	2,097,801	893,150	893,150	915,383
KK Equipment Purchase	3,200	3,200	3,200	-	-	-
LL Equipment Lease, Maintenance, Repair	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	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	2,490,961
SS Debt Service	315,000	315,000	315,000	315,000	315,000	307,013
UU Technology Expenses	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	\$ 92,569,806	\$ 90,687,003	\$ 87,441,708	\$85,970,544	\$ 89,688,405
Net Sources / (Uses)	\$ -	\$ -		\$ -	\$ -	\$ -

Worcester State University
General Trust Fund (400 & 216)
FY 2022 Budget - Amendment #4

	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	\$ 39,343,231	\$ 39,343,231	\$ 39,343,231	\$ 47,965,057
Federal Grant- HEERF	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			
HEERF 2	2,701,260	2,701,260	2,701,260			
Transfer In from Reserves	1,250,000	1,250,000				
Total Sources	\$ 49,148,481	\$ 49,148,481	\$ 47,265,678	\$ 44,020,383	\$ 44,020,383	\$ 47,965,057
Uses of Funds:						
AA Regular Employees	\$ 13,119,789	\$ 13,194,789	\$ 12,815,789	\$ 12,403,710	\$ 12,219,144	\$ 12,091,170
BB Employee Related Expenses	411,973	411,973	411,973	411,973	411,973	733,162
CC Temporary Part-Time Employees	8,803,385	8,803,385	8,444,402	8,444,402	8,422,402	8,612,145
DD Staff Benefit Expenses	4,616,678	4,616,678	4,456,678	4,371,794	4,788,360	4,769,539
EE Administrative Expenses	2,815,672	2,815,672	2,760,672	2,623,701	2,523,701	2,629,549
FF Facility Operation Supplies	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	2,370,519	2,370,519	2,370,519	2,389,498
HH Professional Services	837,364	837,364	837,364	728,230	728,230	1,001,188
JJ Operational Services	2,237,801	2,237,801	2,097,801	893,150	893,150	915,383
KK Equipment Purchase	3,200	3,200	3,200	-	-	71,412
LL Equipment Lease, Maintenance, Repair	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	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	2,490,961
SS Debt Service	315,000	315,000	315,000	315,000	315,000	307,013
UU Technology Expenses	3,072,752	3,072,752	3,022,752	2,934,658	2,824,658	2,391,424
Transfer to - Capital Improvement Trust Fund	-	-	-	-	-	1,210,431
Total Uses	\$ 49,148,481	\$ 49,148,481	\$ 47,265,678	\$ 44,020,383	\$ 44,020,383	\$ 47,965,057
Net Sources / (Uses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Worcester State University
State Maintenance Appropriation (111)
FY 2022 Budget - Amendment #4

	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:						
State Appropriation	\$ 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	11,878,361	11,680,615
Total Sources	\$ 43,496,325	\$43,421,325	\$ 43,421,325	\$ 43,421,325	\$ 41,950,161	\$ 41,723,348
Uses of Funds:						
AA Regular Employees	\$ 31,201,398	\$31,126,398	\$ 31,126,398	\$ 31,126,398	\$ 30,071,800	\$ 30,042,733
BB Employee Related Expenses	-	-	-	-	-	-
CC Temporary Part-Time Employees	-	-	-	-	-	-
DD Staff Benefit Expenses	12,294,927	12,294,927	12,294,927	12,294,927	11,878,361	11,680,615
EE Administrative Expenses	-	-	-	-	-	-
FF Facility Operation Supplies	-	-	-	-	-	-
GG Energy/Space Rental	-	-	-	-	-	-
HH Professional Services	-	-	-	-	-	-
JJ Operational Services	-	-	-	-	-	-
KK Equipment Purchase	-	-	-	-	-	-
NN Infrastructure & Building Improvements	-	-	-	-	-	-
Total Uses	\$ 43,496,325	\$43,421,325	\$ 43,421,325	\$ 43,421,325	\$ 41,950,161	\$ 41,723,348
Net Sources / (Uses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Worcester State University
Strategic Plan Trust Fund (410)
FY 2022 Budget
FY 2022 Budget - Amendment #4

	FY2022 Approved Budget including Amendment #4	FY2022 Approved Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>			
Transfer in -Reserves	\$ 524,831	\$ 524,831	\$ 524,831
Total Sources	<u>\$ 524,831</u>	<u>\$ 524,831</u>	<u>\$ 524,831</u>
<u>Uses of Funds:</u>			
AA Regular Employees	\$ 17,000.00		
BB Employee Related Expenses	16,500.00	-	-
CC Temporary Part-Time Employees	30,000	-	-
DD Staff Benefit Expenses	-	-	-
EE Administrative Expenses	20,000	-	-
FF Facility Operation Supplies	15,000	-	-
GG Energy/Space Rental	-	-	-
HH Professional Services	102,500	-	-
JJ Operational Services	-	-	-
KK Equipment Purchase	-	-	-
LL Equipment Lease, Maintenance, Repair	2,500	-	-
NN Construction/Maintenance/Improvements	-	-	-
XX Unallocated	321,331	524,831	524,831
Total Uses	<u>\$ 524,831</u>	<u>\$ 524,831</u>	<u>\$ 524,831</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE MEETING

Tuesday, August 31, 2021

2:00 PM

REMOTE PARTICIPATION

Join Zoom Meeting

<https://worchester.zoom.us/j/7540181608>

Meeting ID: 754 018 1608

Meeting Called By: Maryanne Hammond(Chair)

Minutes: Nikki Kapurch

Board Members: Maryanne Hammond(Chair); Karen LaFond; Dina Nichols; Marina Taylor

WSU Staff: Barry Maloney; Nikki Kapurch; Mike McKenna; Catherine Sweeney

AGENDA		
ITEM	RESPONSIBLE	ACTION
1. <i>Administrative Business</i> A. Call to Order B. Approval of the Minutes: August 3, 2021*	Maryanne Hammond	B. vote required
2. <i>Presidential Assessment Services</i> a. <i>Breakthrough Collaboration Proposal*</i> b. <i>Association of Governing Boards of Universities and Colleges (AGB) Proposal*</i>	Maryanne Hammond	2. Informational and vote required
3. <i>Adjournment</i>	Maryanne Hammond	3. vote required

*Attachments

**WORCESTER STATE UNIVERSITY
HUMAN RESOURCES COMMITTEE MEETING
Meeting Minutes**

CHAIR:	Ms. Maryanne Hammond (Chair)	DATE:	August 3, 2021
LOCATION:	Remote Participation	MINUTES BY:	Nikki Kapurch
TIME:	2:00 PM		
COMMITTEE MEMBERS PRESENT:	Maryanne Hammond (Vice-Chair); Karen LaFond; Dina Nichols; Marina Taylor		
WSU STAFF:	Barry Maloney; Carl Herrin; Catherine Sweeney; Mike McKenna		

The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Human Resources Committee was held on Tuesday, August 3, 2021, through a Zoom remote call. Chair Hammond called the meeting to order at 2:03 pm. Trustee Hammond reported that all Trustees will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business

Approval of the minutes of the June 15, 2021, Human Resources Committee.

- Trustee Hammond reported that the June 15 meeting was held to conduct the '20-'21 annual evaluation of President Maloney.
- Comments and rating for each area were shared by the trustees; it was quite evident that President Maloney continues to be a strong supporter of WSU and a very visible leader in the community of Worcester.
- His average rating for all areas used as part of his evaluation was 58.5 out of a total of 60.

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

VOTED: to approve the minutes of the June 15, 2021, Human Resources Committee meeting as presented.

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

Human Resources Committee Report

- Trustee Hammond reported that today's meeting is being held to discuss some personnel changes.
- First on the agenda for discussion was the promotion of Julie Kazarian, Dean of Student Affairs and Senior Student Affairs Officer, Student Affairs, to the position of Vice President for Student Affairs and Dean of Students, based upon the terms described in her letter of appointment dated July 22, 2021.
- Included in the packet was a promotion letter and proposed Vice President Job Description for the Dean.

- President Maloney introduced Sue Moore, Executive Director, Human Resources & Benefits, who highlighted some of Julie's accomplishments.
 - The committee discussed Julie's growth and leadership over the past few years, especially during the pandemic.
 - Trustees expressed full support of this promotion.

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

VOTED: to recommend to the full board the promotion of Julie Kazarian to the position of Vice President for Student Affairs and Dean of Students Affairs, based upon the terms described in her letter of appointment dated July 22, 2021.

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

- Next item for discussion was the appointment of Dr. Raynold Lewis, Associate Dean School of Education, Health and Natural Sciences to the position of Dean of Education, Liberal, and Interdisciplinary Studies, based upon the terms described in his letter of appointment dated July 26, 2021.
- The Initial Offer Letter dated July 22 that was included in the packet has been amended due to an error in reporting lines. Dr. Lewis will report to the Provost, not the President.
 - The amended offer letter dated July 26 with the corrected reporting structure has been signed by the President and Dr. Lewis.
 - Included in the packet was a promotion letter and proposed Dean of Education, Liberal, and Interdisciplinary Studies Job Description
 - President Maloney highlighted some of Dr. Lewis's accomplishments.
 - Dr. Lewis has been a leader since he has been on campus, served in the past as Interim Dean and has worked hand and hand with Dean Larrivee
 - Dr. Lewis will be taking on the newly created Interdisciplinary Studies department.
 - Trustees expressed full support of this promotion.

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

VOTED: to recommend to the full board the appointment of Raynold M. Lewis to the position of Dean of Education, Liberal, and Interdisciplinary Studies, based upon the terms described in his letter of appointment dated July 26, 2021.

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

Other Business:

- President Maloney recently received news from the Department of Higher Education that non-unit salary increases may be executed.

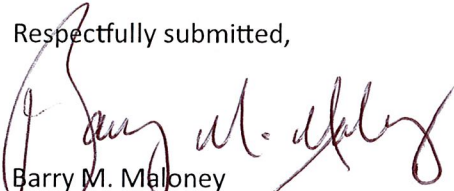
With there being no further business, the WSU Board of Trustees meeting was adjourned.

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

VOTED: to adjourn the meeting at 2:29 p.m.

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

Respectfully submitted,



Barry M. Maloney
Secretary, Board of Trustees



Worcester State University Proposal

overview

The Board of Trustees of Worcester State University has asked Breakthrough Collaboration to provide a proposal for the administration of a 360 Evaluation for Barry M. Maloney, President of Worcester State University.

scope of work

The Breakthrough 360 Evaluation process services include the following:

- conversation with the Trustees or their designated representative regarding goals and objectives, and timing for the 360 Evaluation.
- creation, administration, and processing of an online 360 Evaluation survey assessment.
- online distribution of the 360 Evaluation survey instrument to faculty and staff of the University, and others as deemed appropriate, to collect relevant themes and data.
- up to 16 hours for interviews/meetings with individuals and/or groups as requested or as needed.
- a written report that summarizes the data gathered through the survey, interviews, and facilitated meetings.
- present and review report with the Trustees and the President.

timing/timeline

The timing for the start and end point for the 360 Evaluation will be determined in consultation with the Board of Trustees.



pricing

It is anticipated that the cost for the services as outlined above, (entry meeting, interviews, customization of the 360 Evaluation instrument, data analysis and report, preparation for and facilitation of all meetings) will be \$14,000-\$18,000.

This figure is exclusive of travel costs and incidental expenses. It also does not include costs such as mileage (billed at \$0.56/mile) and hotel accommodation, meals and parking (if required), which are billed at cost.

terms and conditions

Payment terms for this project are as follows: 50% of the lower anticipated cost at signing, and the remainder billed upon completion.

If the parameters of this project expand from what has been outlined in this proposal, the terms and project costs will be re-negotiated, adjusted accordingly and must be agreed to by both parties.

In the event Worcester State University canceled any or all of the services described herein, the University will pay Breakthrough Collaboration, Inc. for services rendered and expenses that have been incurred (e.g., preparation of materials, and travel arrangements that cannot be canceled or refunded, etc.).

confidentiality and intellectual property

Breakthrough Collaboration, Inc. agrees to regard and treat the content created during the 360 Evaluation as confidential and to use reasonable precautions to retain the information in confidence.

All rights to intellectual property, including but not limited to materials and forms, produced or developed by Breakthrough Collaboration, Inc., in connection with our services, will remain the sole property of Breakthrough Collaboration, Inc.

August 9, 2021

Worcester State University Board of Trustees
c/o Maryanne Hammond, Trustee
Worcester State University
486 Chandler Street
Worcester, MA 01602
Sent via email: Nicole.kapurch@worchester.edu

Dear Ms. Hammond:

The Association of Governing Boards of Universities and Colleges (AGB) welcomes the opportunity to share information with Worcester State University on presidential assessment services. This letter serves as high-level outline of our presidential assessment services and it is informed by a recent conversation with Nikki Kapurch, Special Assistant to the President and Liaison to the Board of Trustees and Stacey Luster, General Counsel and Assistant to the President.

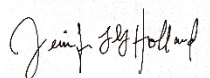
AGB's expert [presidential assessment services](#) enable board members to build a strong partnership between the board and CEO and create the conditions for institutions to plan for success despite uncertainty. Member institutions typically shape the unique parameters of their presidential assessment suite of services based on their respective timelines and institutional needs, however; a high-level outline of services – for discussion purposes – is listed below:

- **Methods used:** Qualitative and quantitative inquiry, including survey data and a mix of interviews with board, staff, and key stakeholders, as mutually designed;
- **Deliverables:** Deliverables may include a written report to the Board of Trustees; presentations by the consultant; and/or appropriately scoped conversations with leadership regarding results of the assessment;
- **#/Consulting Days Needed:** Processes vary; however, typically processes range from eight to eighteen (8 – 18 days);
- **Pricing:** Pricing varies according to the number of interviews and associated consulting days required; however, a base price for consideration is \$34,000

Should there be a mutually agreeable desire for AGB to provide presidential assessment services, we would have a conversation with you to determine the best consultant match for your needs and work together with that consultant to develop an appropriate scope of work. Selected experts in this area include [Dr. Ellen Chaffee](#) and [Dr. Terry MacTaggart](#).

Please do not hesitate to contact me if you have questions or need additional information. I can be reached at jholland@agb.org.

Sincerely,



Jenifer Holland
Interim Director, AGB Consulting



WORCESTER
STATE
UNIVERSITY

Academic Year Kickoff

September 1, 2021

2021 Academic Year Kickoff Agenda

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September 1, 2021



Dear Faculty and Staff,

In a late-May email to employees, I thanked everyone for accomplishing what many other colleges were unable to—staying fully open and on campus, in some fashion, throughout the pandemic. While most of you had to work from home for many months—either begrudgingly or gladly—I know this was no small feat. In addition to the stress of co-existing with a dangerous new virus, some also dealt with loss of health and even life within their families, and/or faced financial impacts. Many juggled the demands of children at home while working. Despite all this, you were able to get the job done.

As we begin the Fall 2021 semester, we are able to welcome students and employees back to campus in far greater numbers, thanks to widespread vaccinations, and with safety and testing protocols in place. I look forward to working on a campus abuzz with activities once again. In a twist on education's age-old "Three Rs," we are seeking to Reset, Re-engage, and Re-energize.

Under CDC and Massachusetts guidelines, and because we are requiring vaccinations for students, we no longer must social distance, allowing us to reach percentages of in-person classes that are far closer to those offered for Fall 2019. The "reset" for our faculty undoubtedly includes incorporating lessons learned about remote technologies into their pedagogy. I expect the classroom experience to be better for it.

Resetting, for staff, means adapting to a new work-home dynamic. We have begun to bring larger numbers of employees back to campus in a manner that is individually tailored to departmental needs and job functions. The number of employees on campus on any given day will vary.

As for re-engagement, I urge everyone to go that extra mile for our students this year. New first-years are not only adjusting to university life, many are arriving with significant learning deficits due to uneven high school experiences. Early indications are that lower-income and underrepresented students were disproportionately impacted.

The Worcester State collegiate experience, which encompasses support services and recreational and social opportunities, can be as important to a student's success as the educational experience. We are able to offer small class sizes and one-on-one attention. Let's take advantage of that, re-engaging with our students, personally, wherever and whenever the opportunity arises.

As for re-energizing, I hope everyone was able to relax, far away from WSU, for some period of time this summer. I for one will be re-energized upon seeing our students in the residence halls and classrooms, in our hallways and on the walkways, and seeing you, as well!

Sincerely,

Barry M. Maloney
President

Academic Year Kick Off Meeting

Wednesday, September 1, 2021

Sullivan Academic Center/Livestream at worchester.edu/livestream

9 a.m. Welcome, Provost Lois A. Wims

9:05 President Barry M. Maloney

9:20 Breakouts Explained and Invitation to Convocation, Provost Wims

9:25 Breakout Session 1

10:30 Breakout Session 2

*Breakout options:

1. Office of General Counsel in President's Office: Equity Audits
2. Advancement: Culture of Philanthropy
3. Admissions/Enrollment Management: Fall 2021 Enrollment Profile
4. Counseling/Student Affairs: Students' Mental Health
5. Academic Affairs: IT-Related Student Planning

11:40 Morning Program Concludes

Lunch Break

**12:15-
2:15 p.m.** Individual department, division, office, and other kick-off meetings

2:30 Academic Convocation Procession Line Up, Tiffany Gates
(rain location: Wellness Center)

3 p.m. Academic Convocation, John P. Brissette '88 Competition Gym, Wellness Center

* See next page for breakout descriptions and Zoom links for off-site employee participation. All five sessions will be held at 9:25 and then again at 10:30 and will run approximately one hour. Choose two today, and you will be able to view the others online later. Additional topics will be offered in a similar format over the next two months.

Breakout Sessions on Academic Year Kickoff Day

1. **Equity Audits:** Equity Audit Consultant, Dr. Akuoma Nwadike, facilitated by Stacey Luster. Participants will engage around the scope of work, timetables, and the role of the University community in analysis, action planning, and accountability tracking.

In-Person Location: Sullivan Room 101

Join Zoom Meeting <https://worchester.zoom.us/j/91908975242>

2. **IT-Related Student Planning:** Kelly Laviolette, Associate Director, Administrative Services, IT; Bledi Demirazi, Staff Assistant, IT; Laura Caswell, Staff Associate and Data Administrator, IT; Colleen Wheaton, Director of First Year and Transfer Services, Academic Success Center; and Tammy Tebo, Assistant Dean and Director of the Academic Success Center. A look at the Student Planning academic advising software replacing WebAdvisor and discussion of the shifting role and activities of IT post-COVID.

In-Person Location: Sullivan, Room 102

Join Zoom Meeting <https://worchester.zoom.us/j/97862686909>

3. **Culture of Philanthropy:** Tara Hancock, Executive Director of Alumni Relations and Engagement and Jodi Briggs-Pickett, Executive Director of Development. How partnerships with Advancement can advance your work through alumni engagement and fundraising efforts.

In-Person Location: Sullivan, Room 103

Join Zoom Meeting <https://worchester.zoom.us/j/92268606080>

4. **Fall 2021 Enrollment Profile:** Vice President for Enrollment Ryan Forsythe and the Dean of Enrollment Joe DiCarlo. An overview of student demographics, admission numbers, retention numbers, and the Becker cohort for Fall 2021, with comparisons to how things looked pre-COVID.

In-Person Location: Sullivan, Room 104

Join Zoom Meeting <https://worchester.zoom.us/j/95524407288>

5. **Students' Mental Health:** Staff Associate, Counseling Center, Sarah Valois MSW, LICSW; English Professor MaryLynn Saul; and Psychology Professor Champika K. Soysa. How mental health affects student performance.

In-Person Location: Sullivan, Room 105

Join Zoom Meeting <https://worchester.zoom.us/j/95638626824>

Upcoming Employee Sessions

1. Friday, September 17, 2021: *Academic Affairs*, **NECHE Self-Study and Site Visit Process**. Drs. Emily Soltano and Noah Dion, Co-Chairs, NECHE Self-Study Committee, and Dr. Sarah Strout, Assistant Vice President for Assessment and Planning. An overview of the 2022 accreditation self-study and site visit process, an update on what has been completed so far, and discussion of opportunities for involvement.
2. Thursday, September 23, 2021: *Enrollment Management*, **Federal Work Study - What Supervisors Need to Know**. Financial Aid team members. An overview for what supervisors of work-study students need to know for AY '21-'22.
3. Wednesday, October 6, 2021: *Advancement*, **Office of Grants and Sponsored Research - New Process and Training Opportunities**. Dr. Nicole Scott, Interim Director of Grants and Sponsored Research. An outline of the new, mandatory process for all external grants and sponsored research opportunities, from pre-award through post-award, and discussion of training opportunities.
4. Thursday, October 14, 2021: *Academic Affairs*, **Pandemic and Learning: What did we learn about WSU and teaching and learning? What do we keep? What do we adjust?** A look at new teaching and learning capacities Worcester State has developed in response to COVID, which have application post-COVID, and how those might be used post-COVID.

5. Wednesday, November 3, 2021: *Enrollment Management*, **How to Receive Support from the EM Division**. Staff from Enrollment, Admissions, Retention, and Marketing. An overview of ways in which we can partner to support the recruitment, enrollment, and retention of undergraduate students to your programs and WSU.
6. Monday, November 8, 2021: *Administration and Finance and President's Office*, **Diversity, Equity, and Inclusion Panel Discussion**. DEI Committee Co-Chairs, facilitated by Diversity, Inclusion, and Equal Opportunity Director Maria Isabel Garipey. A panel discussion, run by the DEI committee. Engagement with participants in a discussion regarding DEI accomplishments and goals.
7. Tuesday, November 16, 2021: *Enrollment Management*, **New Website Platform Progress and Goals**. All you need to know about the WSU Web platform.
8. Tuesday, November 30, 2021: *Academic Affairs*, **The Re-Opening of International Travel for 2022**. Katey Palumbo, Director of International Programs. Discussion of post-COVID short- and long-term study abroad possibilities for Worcester State students as well as expectations for international student study at Worcester State.



Safe Campus

COVID SAFETY PROTOCOLS ON CAMPUS*

Fall 2021

PLEASE NOTE

These are the protocols as of 8/12/21. New state or federal COVID-19 guidance may result in changes as the semester progresses. The Safe Campus website will reflect current guidelines: worchester.edu/Safe-Campus.

VACCINATIONS

- **REQUIRED** for all students, except for those with documented exemptions for religious or health reasons.
- **STRONGLY ENCOURAGED** for employees.

TESTING

- All members of the WSU community (faculty, staff, and students) with an on-campus presence are required to participate in weekly surveillance testing regardless of vaccination status. (See “Testing” page in this resource guide for more information.)
- Symptomatic testing is available on campus by appointment. Testing is supported for both students and employees; employees will need to work with an off-campus health care provider for treatment and follow up.

FACE COVERINGS/MASKS

- Face masks are required indoors, for everyone.
- Disposable face masks will be available at the Student Center Information Desk (1st floor) for those who forget a face covering.
- Masks are no longer required when outdoors on campus.

COVERIFIED APP

- Before coming to campus, all students, faculty, and staff should complete a daily symptom report through the CoVerified app, which is available for smartphones as well as computers.
- If you are sick, stay home.

BUILDING ACCESS AND TRAFFIC FLOW

- All campus buildings are open; Wellness Center public locker rooms are open for use by the WSU community; both the outdoor and indoor tracks are available for student and employee use.
- Consistent with current guidelines for public buildings, one-way lanes and separate entrance and exit doors have been eliminated across campus.
- All building occupants should observe a “Stay to the Right” travel pattern when using corridors, stairwells, and other common indoor shared spaces.

SOCIAL DISTANCING

Due to mask wearing and the student vaccination requirement, classrooms are set up for full capacity. Social distancing is encouraged in common areas.

DINING ON CAMPUS

Sheehan Dining Hall is fully open; Starbucks is now located in Sheehan; Food Court and Lancers’ Loft are open in the Student Center; Woo Café in Sullivan and the Wellness Center juice bar are closed.

* Facilities-Related Safety and Cleaning Protocols are covered on a separate page.



FACILITIES-RELATED SAFETY AND CLEANING PROTOCOLS

Fall 2021

ROOM CAPACITIES

- All classrooms have been reset to Fall 2019 seating distances and room capacities.
- All common areas, lounges, waiting areas, etc. have been restored to full capacity.

CLEANING AND DISINFECTING

- Daily sanitizing of common use spaces (classrooms, hallways, locker rooms, bathrooms). Single-occupant offices sanitized once a week. Labs to remain on same cleaning/sanitizing protocol as was established with each department for Academic Year 2020-21.
- Each single-office occupant should leave trash and recycling receptacles outside their office at the end of each day on campus. Facilities staff will not enter single-occupant offices except to disinfect on a weekly basis.
- Utility carts are located throughout all buildings on campus. These carts contain sanitizing spray bottles and paper towels. Academic and administrative office suites should collect a bottle and paper towels for use throughout their suites. Individuals are encouraged to self sanitize their personal office areas. Empty spray bottles should be placed in the bags attached these carts. If supplies are needed, please contact Facilities at extension 8208.
- Bottles of sanitizing spray and paper towels are provided for each classroom. Before and after each use, instructors are encouraged to wipe down their work surfaces and frequently touched objects in the room such as dry erase markers, podiums, keyboards, etc. Students can use these products to wipe down chair arms and desk surfaces. Empty spray bottles should be returned to the plastic bag attached to a utility cart.
- Hand sanitizer can be obtained through Central Receiving and Stockroom.
- Departments are responsible for cleaning all discretionary items, such as microwave ovens and minifridges. They may use supplies from the utility carts for doing so.

CLEANING AND DISINFECTING POST-CONFIRMED COVID-19 CASES

- Protocols are detailed on the Safe Campus website: worchester.edu/Safe-Campus.

CAMPUS INFRASTRUCTURE

- Campus HVAC systems have been modified in accordance with both the Department of Capital Asset Management and Maintenance and the American Society of Heating, Refrigerating and Air-Conditioning Engineer's recommendations, which include the installation of MERV 13 filter media as well as altered operating schedules to allow for both 24-hour air flow and increases to the amount of fresh air intake.
- Campus water supplies have been flushed in accordance with best practice standards.

WELLNESS CENTER

- Wellness Center staff will continue to sanitize fitness center equipment and surrounding areas.
- Employees are eligible to purchase fitness center and class memberships.

MAIL CENTER

- Mail delivery to departments will occur once a day.
- Mail will not be sent via USPS, or any other carrier, to employees who work remotely.

RESIDENCE HALLS

- See updated response protocols on the Safe Campus website: worchester.edu/Safe-Campus.
- On-campus quarantine and isolation spaces are located in Chandler Village.

Note: Protocols are current as of 8/12/21 and are subject to change

COVID-19 Testing at WSU

Fall 2021

As part of the ongoing response to COVID-19, Worcester State University supports the safety of the campus community through a comprehensive strategy that includes COVID-19 surveillance testing. WSU will extend its contract with the Broad Institute to provide on-campus testing and a resulting platform through the fall. Worcester State also manages the risk of spreading COVID-19 on campus via daily self-check of symptoms facilitated by the CoVerified app, contact tracing, isolation/quarantine housing, vaccine requirement for students, and sanitation protocols.

TESTING INFORMATION

Testing frequencies may change based on community testing results and public health trends. This testing protocol summary is reviewed periodically and updated as local conditions and new public health guidance is received throughout the semester.

Testing will occur on campus in Wasylean Hall (7 Hills Lounge) at no cost to participants throughout the fall semester.

For the purposes of this document, “fully vaccinated” is defined as two weeks after the second dose in a two-dose series and two weeks after a single-dose vaccine.

ONBOARD TESTING WEEK

August 29, 2021-September 3, 2021

All WSU students, faculty, and staff regardless of vaccination status are **required** to participate in COVID-19 onboard testing.

Commuter students must receive a negative test result prior to coming to campus for the first week of classes. Results are expected within 24 hours of receipt of test samples at Broad Laboratory in Cambridge.

Residential students should plan to test upon arrival. Residential students are required to complete a second COVID test within 3-5 calendar days after the first test and weekly thereafter.

Faculty, staff and students also have the option to return to campus with a negative result in hand, from an FDA EUA-approved molecular (PCR) SARS-CoV2 test that had been administered within 72 hours prior to arrival. These results must be presented upon arrival to campus at the WSU Testing Center in Wasylean Hall.

Members of the WSU community who have been present on campus during the summer should consider Onboard Testing as part of their regular weekly testing schedule.

Individuals who tested positive for COVID-19 in the prior 90 days do not need to complete onboarding or surveillance testing during the three months since their positive test, unless they have symptoms of COVID-19.

SURVEILLANCE TESTING

Faculty, staff, students, and vendor employees—both fully vaccinated and unvaccinated—will be required to test once a week if they are on campus one day a week or more throughout the semester. The following members of the WSU community are **required** to participate in the campus surveillance testing program on a **weekly** basis:

- All commuter students (undergraduate and graduate) attending in-person class/lab/studio on campus
- All students living in the residence halls
- Students engaged in on-site fieldwork, practicums, internships, clinical placements, research projects or student teaching
- In season varsity athletes
- Students participating in club sports
- Students working on campus
- Students and instructors in the Intensive English Language Institute
- Faculty, staff and 03 contract employees with regular or periodic on-campus responsibilities as notified by Human Resources
- When recommended, WSU community members identified as close contacts or classroom/lab/studio exposures through campus contact tracing efforts.

Testing frequencies may change based on community testing results and public health trends. Faculty, staff and students who are remote and do not come to campus are not required to participate in surveillance testing.

SYMPTOMATIC TESTING

Students (both vaccinated and unvaccinated) with symptoms of COVID-19, should contact their primary care provider or WSU Student Health Services (SHS). Commuter students should not come to campus until they receive a negative test or have been cleared to return to campus by a health care professional. Residential students should contact SHS for further instructions and testing options.

Employees who develop symptoms consistent with COVID-19 should not come to campus, or immediately go home if already on campus. Employees should remain home until they received a negative test result or cleared by a health care provider.

Symptomatic Testing is available on campus for members of the WSU community by appointment only. Employees should contact the COVID-19 Testing Center (508) 929-8908 and students should call Student Health Services at (508) 929-8875 to make an appointment.

WSU TESTING CENTER SCHEDULE

Onboarding Testing Week

Sunday, August 29	8:00a.m.-4:00p.m.
Monday, August 30	8:00a.m.-4:00p.m.
Tuesday, August 31	6:30a.m.-5:00p.m.
Wednesday, September 1	8:00a.m.-6:00p.m.
Thursday, September 2	9:00a.m.-4:00p.m.
Friday, September 3	9:00a.m.-noon

Academic Calendar-Week One

Sunday, September 5	1:30p.m.-6:30p.m.
Monday, September 6	CLOSED-Labor Day
Tuesday, September 7	8:00a.m.-6:00p.m.
Wednesday, September 8	6:30a.m.-6:00p.m.
Thursday, September 9	8:00a.m.-2:00p.m.

Academic Calendar-Weeks 2-14 (September 13-December 9)

Monday	8:00a.m.-4:00p.m.
Tuesday	8:00a.m.-6:00p.m.
Wednesday	6:30a.m.-6:00p.m.
Thursday	8:00a.m.-noon

Academic Calendar-Final Exams Week (December 14-December 22)

Monday-Thursday	7:30a.m.-noon
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The WSU Testing Center will close for holidays and weather-related emergencies.

CoVerified App

Fall 2021

The CoVerified app is an important piece of Worcester State University's approach in mitigating the risk of COVID-19 on campus and part of an overall approach to keeping the community healthy during the fall semester. This app allows users to report symptoms, schedule tests, upload COVID-19 vaccine documentation and provides links to information on health and safety protocols. It is necessary for all students with in-person classes and activities, and those planning to come to WSU for any reason, to complete the daily symptom check before coming to campus. All residential students are required to submit a daily symptom report prior to leaving their residence hall.

In addition to the symptom report feature, students can use the CoVerified app or web browser version to make testing appointments at the WSU COVID-19 Testing Center, change appointments, upload a vaccine record card and receive test results.

CoVerified contains a clearance gate-keeping feature. Students with "Cleared" or a green bar on the home screen are approved to be on campus. The "Restricted" access red bar will appear on the home screen if the user has a positive test, fails to report a symptom check, or misses a test. All restrictions should be cleared prior to coming to campus/leaving residence hall room.

Anyone who has a positive test result or is determined to be a close contact of someone with COVID-19 should not come to campus or leave isolation/quarantine until officially cleared to return by WSU Student Health Services or local public health officials.

This semester, additional safeguards are in place to ensure that students are using CoVerified. Checkpoints have been established throughout campus. Students should be prepared to show their cleared (green bar) status at campus checkpoint locations.

CoVerified Campus Checkpoints

- Fitness Center
- Student Center Information Desk
- WSU COVID-19 Testing Center
- Community Desks at Dowden, Sheehan and Wasylean Halls
- In person class/lab/studio at the discretion of the faculty member
- Club or organization meetings or programs
- Varsity athletic practices or competitions
- Club sport practices or competitions

All members of the WSU community are expected to follow COVID-19 prevention guidelines from public health officials and those outlined in the Safe Campus Plan. Students who fail to comply with a request to show their CoVerified clearance status or other University COVID-19 safety protocols may be referred to the WSU Community Standards Office for possible disciplinary action.

BEYOND I50

LEAD, SUCCEED, ENGAGE

BE A LEADER
BE SUCCESSFUL
BE ENGAGED

EQUITY



**ACADEMIC
EXCELLENCE &
DISTINCTION**



**STUDENT SUPPORT
& SUCCESS**



**MARKETING &
ENROLLMENT**



**COMMUNITY
ENGAGEMENT &
PUBLIC GOOD**



**PEOPLE &
CULTURE**



**RESOURCES &
INFRASTRUCTURE**



**WORCESTER
STATE
UNIVERSITY**

WSU Diversity & Inclusion Strategy



PROTECTED CATEGORIES

<input type="checkbox"/> Race	<input type="checkbox"/> National Origin	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Expression	<input type="checkbox"/> Marital/Parental Status
<input type="checkbox"/> Color	<input type="checkbox"/> Persons of Color	<input type="checkbox"/> Gender	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Religion	<input type="checkbox"/> Age	<input type="checkbox"/> Gender Identity	<input type="checkbox"/> Genetic Information	

5 POINT PLAN OF ACTION

<input type="checkbox"/> Student Engagement	<input type="checkbox"/> Classroom Context	<input type="checkbox"/> Cultural Competence	<input type="checkbox"/> Diversity in Hiring	<input type="checkbox"/> Cross-Racial Interaction
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OBJECTIVE

Every Worcester State University diversity and inclusion effort shall incorporate at least one element of the **5 Point Plan of Action**; at least **one rubric dimension**; and at least **one protected category**.



WORCESTER
S T A T E
UNIVERSITY

Office of Diversity, Inclusion, Affirmative Action, and Equal Opportunity
diversity@worchester.edu
Phone: 508-929-8053

Campus Pride Index

In the Spring of 2021, the Office of Diversity, Inclusion and Equal Opportunity, in collaboration with the LGBTQIA+ Advisory Group, participated in the Campus Pride Index initiative to evaluate our current environment and review recommended changes as well as a means of measuring future progress. The Campus Pride Index is an overall indicator of institutional commitment to LGBTQ-inclusive policies, programs and practices.

Worcester State University is proud to receive a Campus Pride Index score of 4.5 out of 5.

For more detailed information, please visit [WSU Campus Pride Index](https://www.worcester.edu/wsu-campus-pride-index)
To request further information, please contact diversity@worchester.edu



Worcester State University LGBTQ-friendly break-down by inclusion factors		
Sexual Orientation Score	★★★★☆	4 of 5
Gender Identity/Expression Score	★★★★☆	4.5 of 5
LGBTQ Policy Inclusion	★★★★☆	4.5 of 5
LGBTQ Support & Institutional Commitment	★★★★★	5 of 5
LGBTQ Academic Life	★★★★☆	3.5 of 5
LGBTQ Student Life	★★★★☆	4.5 of 5
LGBTQ Housing & Residence Life	★★★★☆	4.5 of 5
LGBTQ Campus Safety	★★★★☆	4.5 of 5
LGBTQ Counseling & Health	★★★★★	5 of 5
LGBTQ Recruitment & Retention Efforts	★★★☆☆	3 of 5

Sections greyed out mean the campus does not offer those services

5 POINTS OF ACTION

Toward a More Inclusive Campus Climate

POINT 1

CLASSROOM CONTEXT

Incorporate diverse perspectives and abilities to the classroom. Diversity (as its own) content area.

POINT 2

STUDENT ENGAGEMENT

Elicit student experiences and gauge the level of concern through student surveys and forums, as well as through formal and informal direct interactions.

POINT 5

DIVERSITY IN ALL HIRING PROCESSES

Best practices and AA/EO goals.

POINT 3

CROSS- RACIAL INTERACTION

Campus programming designed to enhance the experiences of all.

POINT 4

CULTURAL COMPETENCY TRAINING

For all campus constituents.





ALLONE HEALTH PRESENTS:

MY LIFE EXPERT

CHANGING THE
GAME IN
EMPLOYEE
WELLNESS



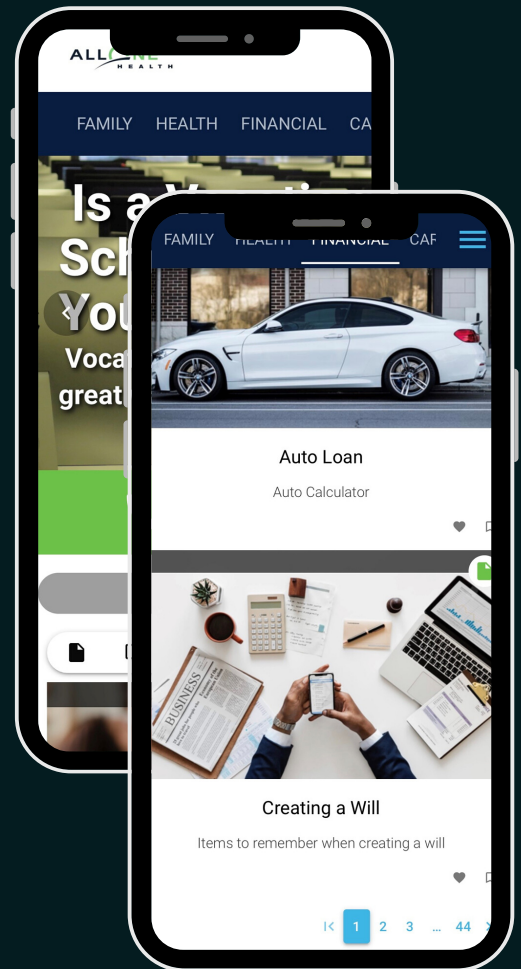


WORK/LIFE BALANCE AT YOUR FINGERTIPS

MY LIFE EXPERT ALLOWS YOU ACCESS TO:

- THOUSANDS of articles, videos, and worksheets
- Quick Health and Lifestyle assessments and surveys
- Interactive checklists
- Events Calendar for the latest webinars and online training sessions
- Your company's HR info and company-wide alerts
- Build your own Employee Profile
- 24/7 instant, confidential support

TO LOGIN, USE YOUR COMPANY CODE:
worcester



ACCESS YOUR FULL EAP BY CALLING:

1-800-451-1834,

DOWNLOADING THE APP BY

VISITING: **WWW.MYLIFEEXPERT.COM**

OR

SIMPLY SCAN THIS QR CODE

ALLONE
HEALTH



LIFE COACHING

OFFERED BY:

ALLONE
HEALTH

ABOUT

Are you looking to enhance an area in your life and need a little support? Are you stuck or in a rut and need some encouragement to get back on track? Do you find having an accountability partner helpful as you work towards your goals? Are you looking for tools to help empower yourself to make healthy lifestyle changes?

If you answered yes to any of these questions, then **LIFE COACHING** is for you!

BENEFITS CAN INCLUDE:



BETTER OVERALL LIFE BALANCE



INCREASED EFFICIENCY IN & LEADERSHIP OF YOUR LIFE



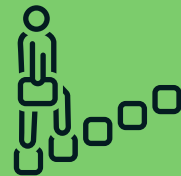
BETTER TIME MANAGEMENT



RENEWED LIFE PURPOSE



INCREASE STRESS MANAGEMENT SKILLS



IMPROVED CAREER DEVELOPMENT



IMPROVED SELF CONFIDENCE



NEW PERSPECTIVES & BEHAVIORS



INCREASED PERSONAL GROWTH & AWARENESS



A SOURCE OF MOTIVATION, SUPPORT, EMPOWERMENT, ENCOURAGEMENT, & ACCOUNTABILITY

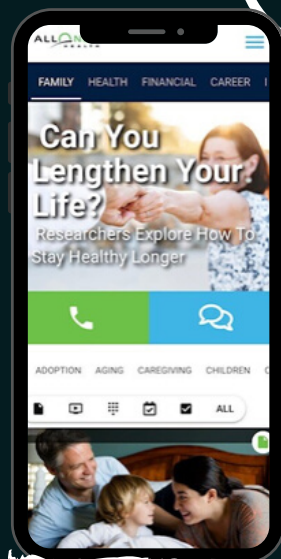
CALL TODAY: 1-800-451-1834

Call AllOne Health to schedule a session with a Life Coach today!

Wow!

EMPLOYEE ASSISTANCE PROGRAM

The AllOne Health Employee Assistance Program (EAP) provides you and your family members with free and confidential help for any kind of problem that affects your life or your work.



There's an App for that!

Your EAP can help with issues such as:

- Emotional or Stress Related Problems
- Marital or Family Problems
- Financial and Legal Difficulties
- Drug or Alcohol Abuse
- Problems Related to Work
- Balancing Work/Life Situations

Services Also Include:

- Life Coaching
- Medical Advocacy
- Work/Life Info and Referral
- Personal Assistant

Access our BRAND NEW work/life app by visiting www.mylifeexpert.com

Use Code:

ALLONE[®]
HEALTH

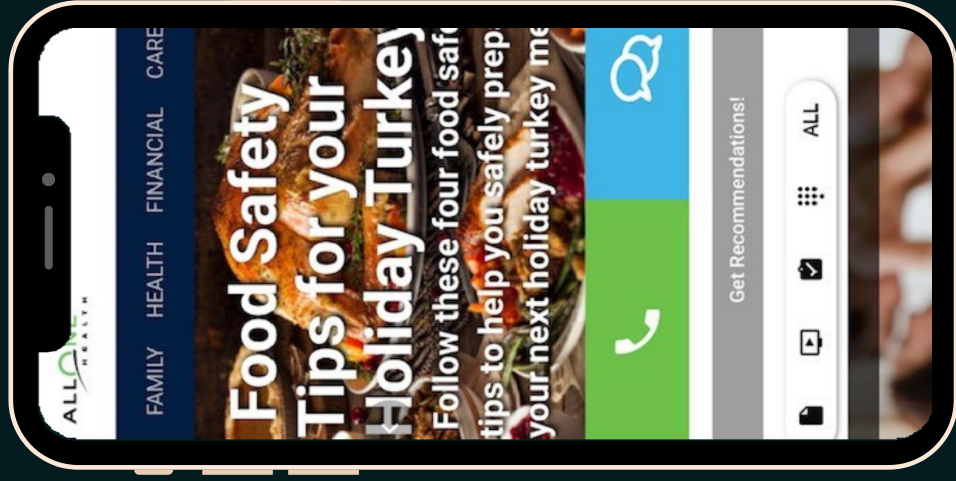


PROUDLY INTRODUCES: MY LIFEEXPERT



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Welcome to



We are truly excited to roll out this *game-changing* website & app designed by a team of work-life experts with your employee's in mind.

allonehealth.com

[continue...](#)

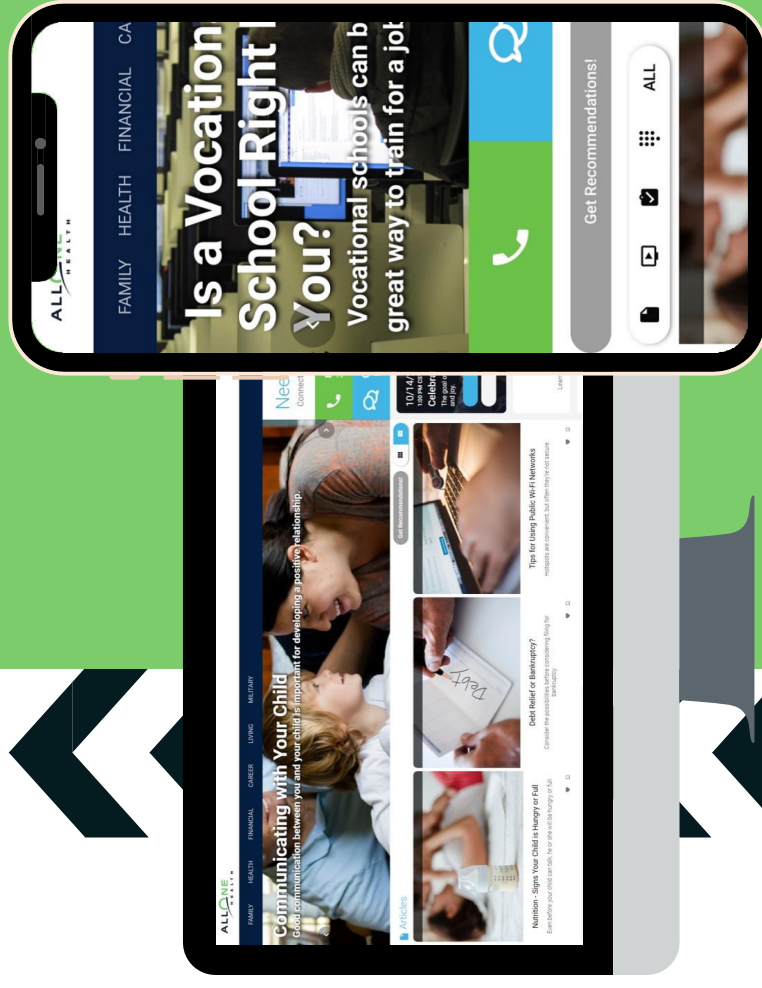
Our clean, **responsive design** allows employees to have the same great experience no matter what device they're using.

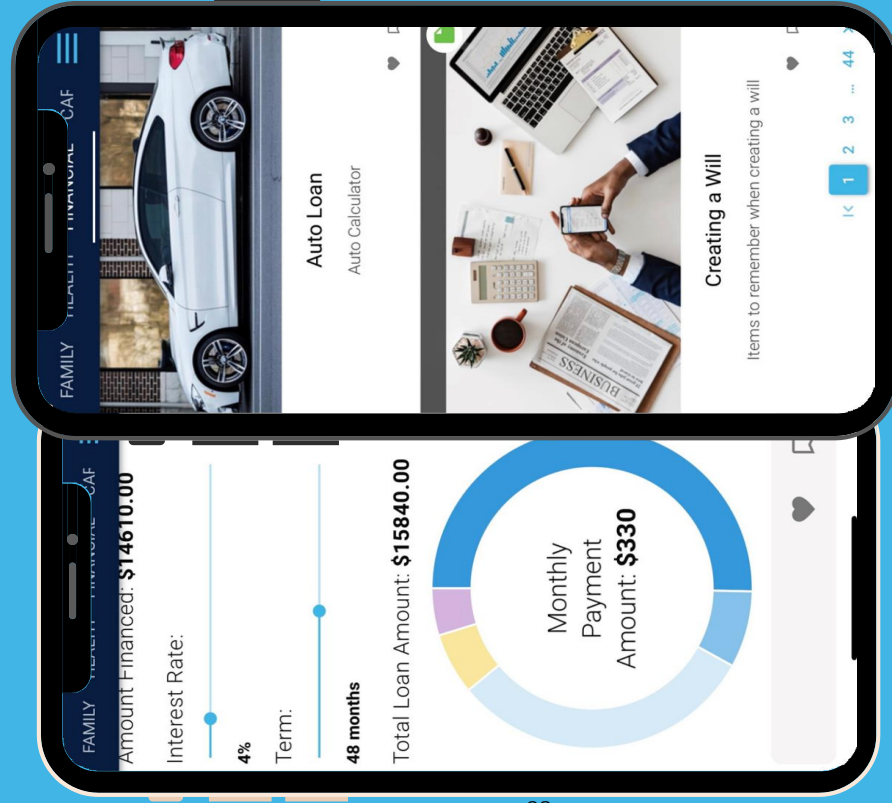
Employees can download the app to the home screen of their mobile device without even visiting an app store, by simply visiting mylifeexpert.com or scanning this **QR code**:



allonehealth.com

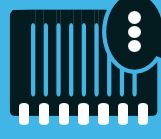
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Users have access to **thousands** of up-to-date, topic-related **articles**, **videos**, and **worksheets** related to:

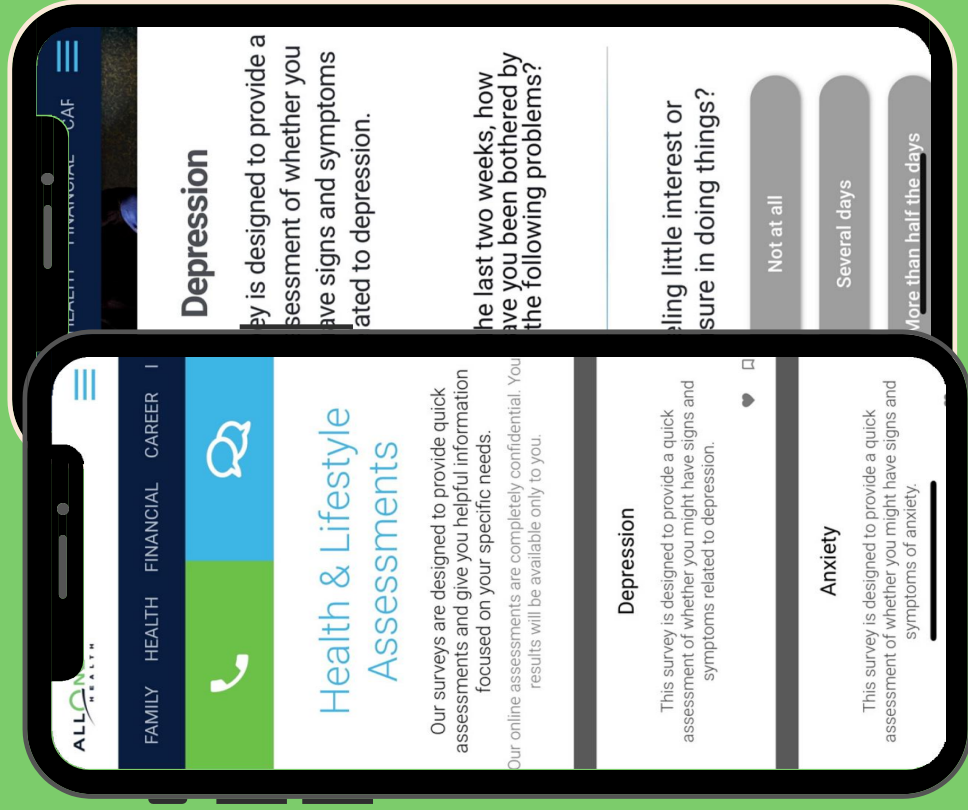
- Financial & Legal
- Family & Education
- Health & Wellness
- Career & Military
- Everyday Living and much more...



Currently available in English, French and Spanish!

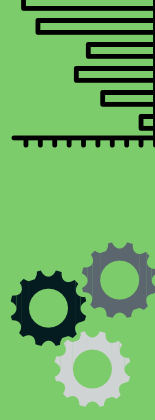
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HEALTH & LIFESTYLE ASSESSMENTS

Our surveys are designed to provide employees with a quick assessment on *financial, health, and addiction* issues and deliver targeted resources and information designed to meet their needs.



Employees can save assessments and recommendations to their profile for future use.

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INTERACTIVE CHECKLISTS



Providing employees with *interactive tools* to help with issues such as family, health, and other life situations.

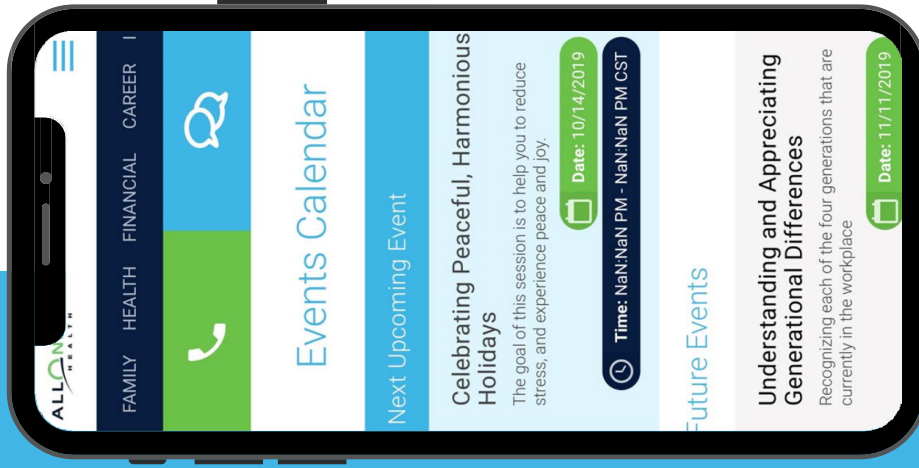


Users can save checklists to their profile for future use.

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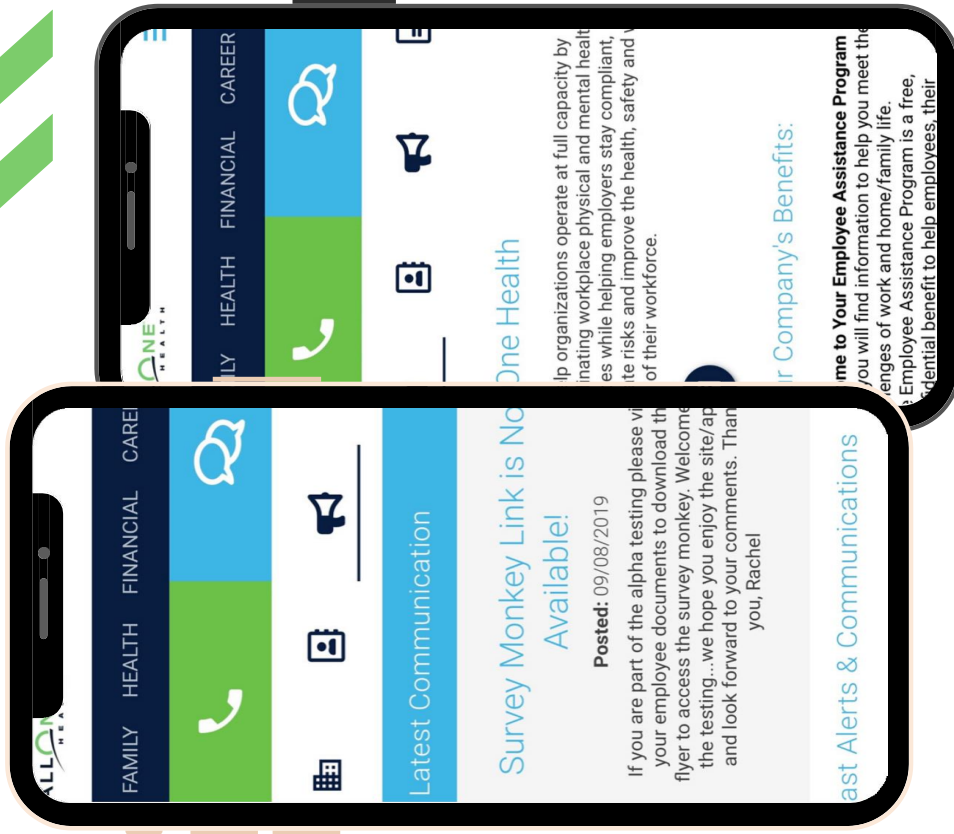


EVENTS CALENDAR

**Gives employees a location to browse
upcoming events like webinars and
online training sessions.**

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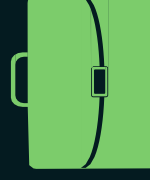
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HR SELF-SERVICE AREA

This area gives employees access to their company's HR *benefit and policy information*.

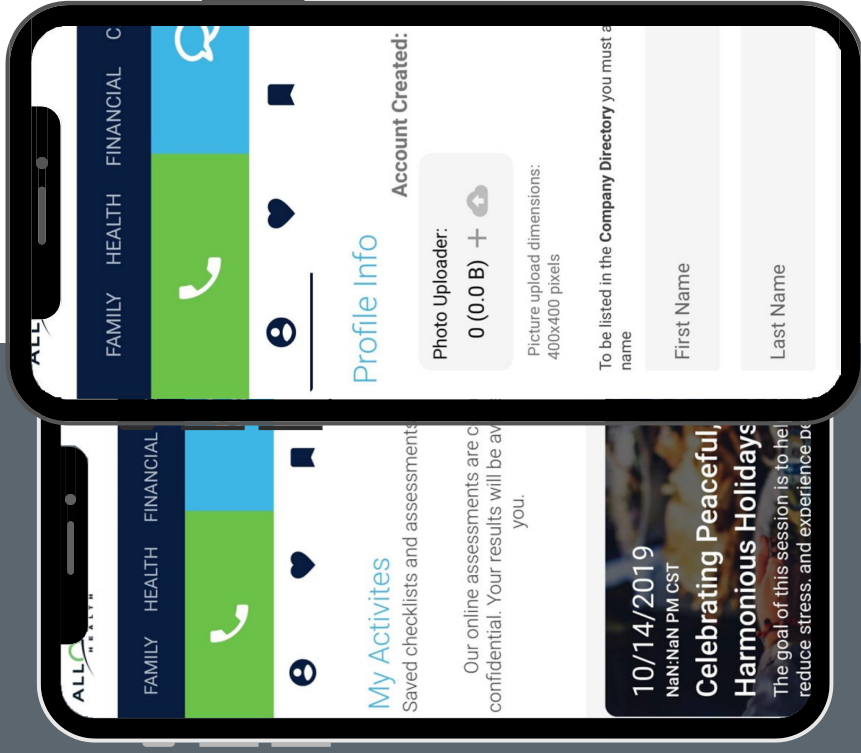
It helps users quickly *contact* their HR team, and gives them access to *company-wide alerts*.



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EMPLOYEE PROFILES



This area lets employees manage their *profile* information, *favorites*, *bookmarks* list and access their saved *assessment results* over time.

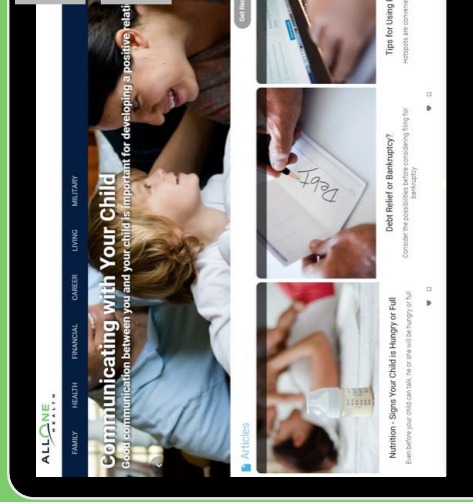
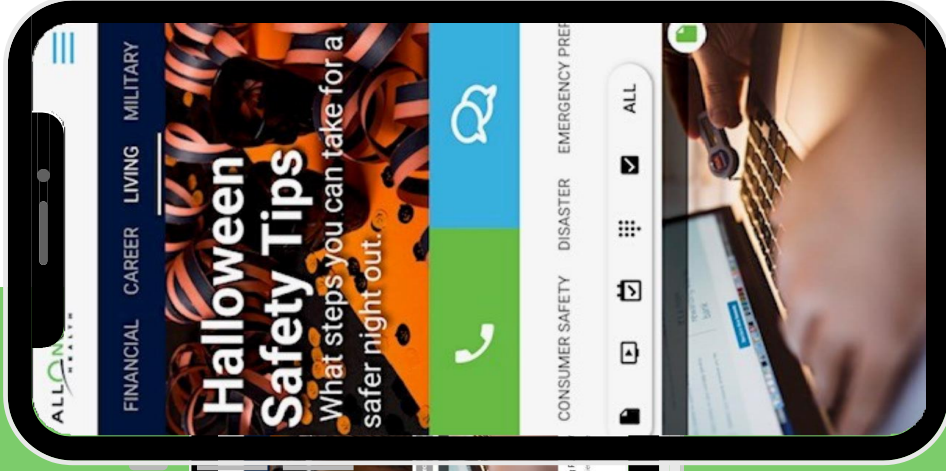
Through Artificial Intelligence and the employee profile, the app will learn an employee's areas of interest and suggest related topics for future reference.



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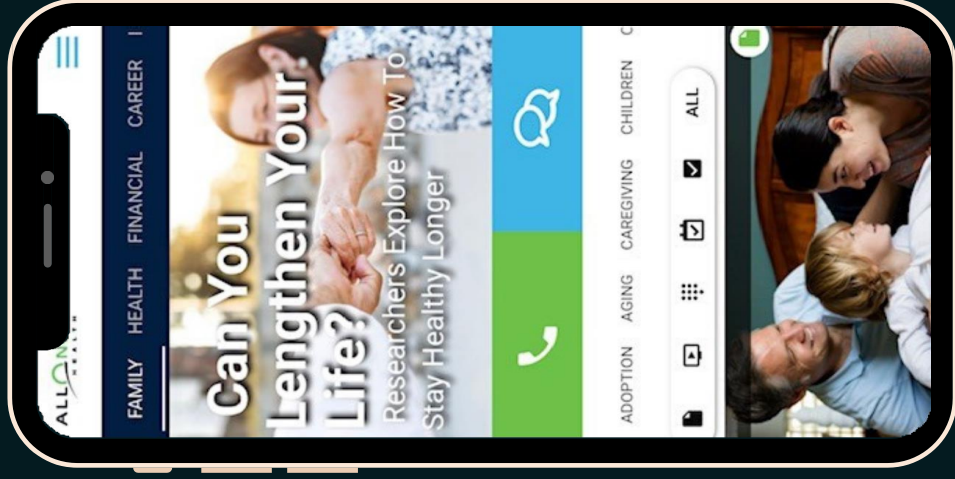
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Employees will also have access to instant, confidential, 24/7 support by *phone, live chat, video*, and our *AI chatbot* offering a new way for employees to get access to the help they need.



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GET STARTED TODAY!

It's Easy!

Visit mylifeexpert.com on your computer...

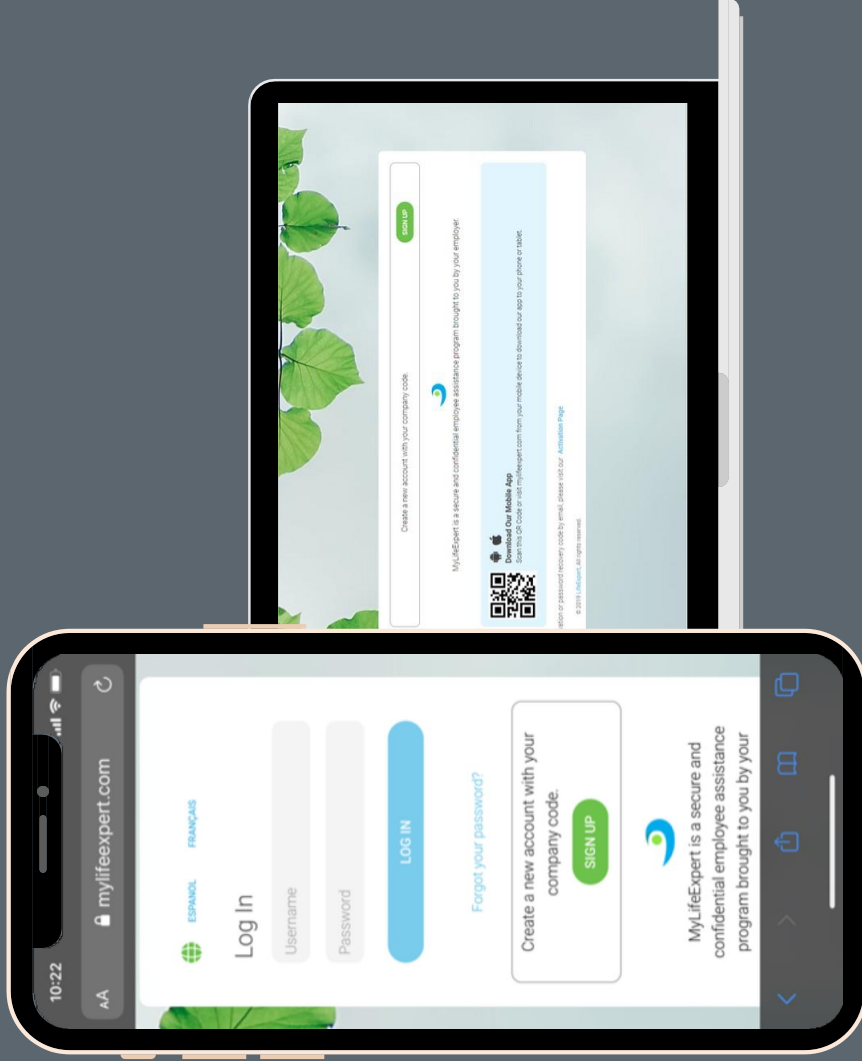
OR

Simply scan this QR code from your mobile device or tablet to download the app!



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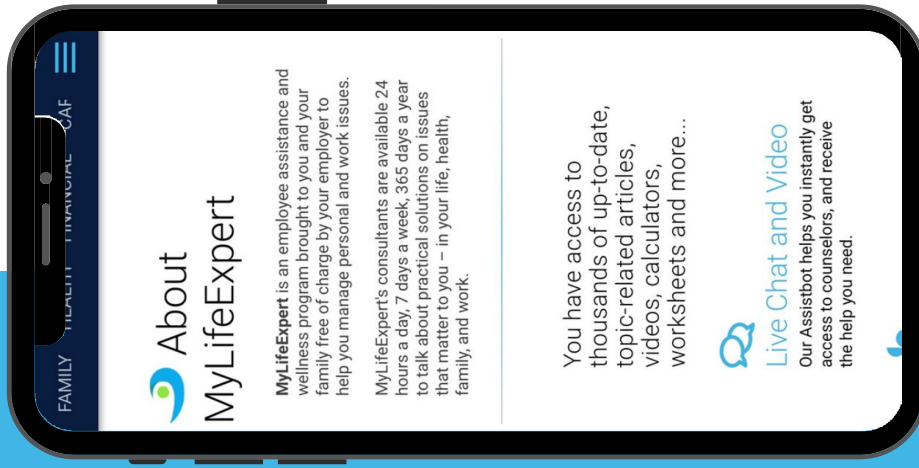
TO LOGIN:

- CLICK “CREATE A NEW ACCOUNT WITH YOUR COMPANY CODE” ON THE RIGHT HAND SIDE OF THE PAGE
- INSERT YOUR COMPANY ACCESS CODE: **worcester**
- FOLLOW INSTRUCTIONS IN THE ACTIVATION E-MAIL
- PLAY, LEARN, AND DISCOVER!



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WE'RE HERE TO HELP

Have questions or need technical support?

Don't worry, our support team is here 9am-5pm
EST to help!

Call Us At: **404-767-0064**

or

E-Mail: support@lifeexpertnow.com

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THANK YOU FROM:



Answers to questions big and small.

Wouldn't it be nice to have a personal assistant to help you with your busy life? Good news! You have one with **Mass4You**.

Mass4You is a new Employee Assistance Program brought to you by the Group Insurance Commission (GIC) and the Commonwealth of MA, powered by Optum. **Mass4You** is a friendly and confidential service that provides a wide range of resources for any life situation.

Need a rental car? Meals delivered to your home? A pet-friendly hotel? We can help.

Save precious time — let us do the research for you.

Our program specialists will search and verify services for you. We will get you pricing, professional credentials and contact information. Here are just a few of the ways **Mass4You** can help you and your family:

- ▶ WorkLife services referrals
- ▶ Financial and legal help
- ▶ Child, family and parenting support
- ▶ Stress Management

Get support **when times are tough.**

Our **Mass4You** Employee Assistance Program (EAP) can help you with family concerns, financial issues, separation and divorce, substance abuse, stress and anxiety, and more. Call to speak confidentially with a specialist to get referrals or prior approval for services. You may also visit liveandworkwell.com to search for a provider.

Substance Use Treatment Helpline

Identifying substance use disorders can be confusing. Call the toll-free Substance Use Treatment Helpline at **1-855-780-5955**



Your Employee Assistance Program

Talk with a specialist
who cares, 24/7

1-844-263-1982

For the deaf and hard of hearing,
TTY support is available by dialing
711+1-844-263-1982

Unlimited telephonic consultations and referrals. Receive three in-person or virtual visits if you need to see a provider.

Visit **liveandworkwell.com**
and use the access code **mass4you**.

- Provider search
- Well-being tools, articles and videos
- Obtain EAP Authorization for 3 In-Person or Tele-EAP Counseling Visits

Download the **myliveandworkwell**
mobile application and use access
code **mass4you**.

Available to all active state and municipal employees
and their families eligible for GIC benefits.



This program should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. This program is not a substitute for a doctor's or professional's care. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against Optum or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and is subject to change. Coverage exclusions and limitations may apply.

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Get support. Save time. Enjoy life.

Get referrals to WorkLife Services with one quick call to **1-844-263-1982**.

We have 100+ ways to help you manage your life, including:



PERSONAL SERVICES

- Dining
- Entertainment
- Household services
- Pet services
- Recreation
- Relocation
- Repair: auto, home
- Shopping
- Travel
- Yard and lawn care



CHILD, FAMILY AND PARENTING SUPPORT SERVICES

- Adoption
- Before- and after-school programs
- Childcare options
- Help with parenting questions
- Infertility resources
- New parent support groups
- Prenatal services
- Special needs care
- Summer camps and activities



EDUCATIONAL RESOURCES

(from kindergarten through adult)

- Adult education classes
- At-risk youth programs
- College solutions
- Career consulting
- Home schooling
- Nursery schools
- Private school resources
- Sports and recreation programs



ADULT AND ELDERCARE SUPPORT SERVICES

- Adult day care programs
- Alzheimer's and related disorders
- Community programs
- Elder abuse
- Financial issues
- Grief/loss
- In-home/nursing care options
- Retirement planning
- Skilled nursing facility information



CHRONIC ILLNESSES AND CONDITIONS SUPPORT SERVICES

- Advocacy
- Affordable housing
- Caregiving resources
- Condition-specific support
- Food service and nutrition help lines
- Living with a disability
- Remodeling for accessibility
- Transportation
- Work issues

We're here to help.

Call any time.

1-844-263-1982



Your Employee Assistance Program

DINING NEWSLETTER

SEPTEMBER 2021



WHAT'S NEW

We are excited to announce the opening of three new concepts at The Food Court this fall.



No campus is complete without a great sub shop! Woo Street is just that! The secret? Everything about Woo Street is high quality.



Smoothie Lab is a trending concept featuring smoothies that feature a variety of flavor options with vibrant colors to choose from. Smoothie Lab offers avoiding gluten, vegetarian, and nut-free options with the capability of providing vegan and dairy free offerings.



Come enjoy a whimsical dining experience we call Paper Lantern. Paper Lantern offers the freshest in fast-casual Asian cuisine.

Download the Boost app for a more convenient way to order your food from all The Food Court concepts, Lancer's Loft, and Starbucks!



An advertisement for the Boost app. It features a teal background with the text "The best way to order food on campus" and "Pay with your campus card". Below this, it says "Get the app" and shows the app's logo and download links for the App Store and Google Play. A smartphone screen displays the app's interface with a bowl of food and a drink. The text "Exclusively for chartwells where hungry minds gather" is at the bottom left.

WHAT'S NEW

SHEEHAN DINING HALL REUSABLE TO GO PROGRAM

Step 1:

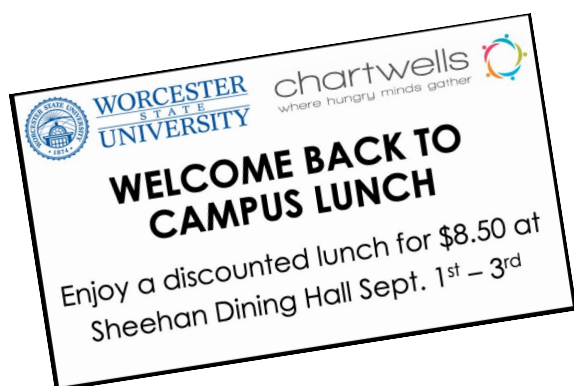
Purchase a reusable container for \$5 at the dining hall cashier.

Step 2:

Use your container for a meal to go at Sheehan Dining Hall.

Step 3:

On your next visit, return your rinsed container and our cashier will give you a clean one!



WELCOME BACK TO CAMPUS LUNCH

We would like to welcome all faculty and staff back to campus and from Sept. 1st – 3rd use the coupon provided for a discounted lunch at Sheehan Dining Hall!

CONTACT US



TEXT US:

505-305-1344

CALL US:

508-556-6070

VISIT US ONLINE AT:

dineoncampus.com/WSU

FOLLOW US



@WSUeats



@WSUeats

SHEEHAN DINING HALL

Mon - Fri

Breakfast	7:30am – 10:30am
Lunch	11:30am – 2:00pm
Continental	3:00pm – 4:30pm
Dinner	4:30pm – 7:30pm

Sat - Sun

Brunch	10:30am – 1:00pm
Dinner	4:30pm – 7:30pm

THE FOOD COURT

Mon - Fri

8:30am – 3:00pm

LANCER'S LOFT

Mon - Thurs

5:00pm – 9:00pm

MARKET DOWDEN

Sun - Sat

4:30pm – 11:00pm

STARBUCKS AT SHEEHAN HALL

Mon - Fri

7:30am – 2:00pm





WORCESTER
STATE
UNIVERSITY

chartwells
where hungry minds gather



WELCOME BACK TO CAMPUS LUNCH

Enjoy a discounted lunch for \$8.50 at
Sheehan Dining Hall Sept. 1st – 3rd



WORCESTER STATE UNIVERSITY

Recreation & Wellness

Academic Year Programmatic Hours:

Mondays-Thursdays: 7:00am-9:00pm

Fridays 7:00am-8:00pm

Saturdays: 9:00am-5:00pm

Sundays: 10:00am-9:00pm

Website: wsulancers.com

Phone: 508-929-8158

Email: wellnesscenter@worchester.edu

Social: [wsu_recwellness](#)

We are happy to welcome you back!

Our team in the Wellness Center will continue to offer a comfortable and safe space for you to be well.

DeFeudis Fitness Center Membership:

Students (graduate and undergraduate registered for at least one credit): Access to Fitness Center and unlimited Group Exercise classes at no cost. (Costs covered by tuition/fees.) Must have completed online waiver at wellnesscenterportal.worcester.edu.

IELI & Elder Students, Faculty & Staff: Access to Fitness Center for \$15.00 per month, \$62.50 per academic semester, or \$150.00 for annual membership. Must complete the online waiver, payable via OneCard Common Funds, credit/debit card in-person or at wellnesscenterportal.worcester.edu.

Korzec Golf Simulator: Take a swing for only \$10/hour per person, or purchase a month, semester, or annual membership for unlimited uses. Register and purchase your membership at wellnesscenterportal.worcester.edu.

Bike Rental: Take a ride with us! For as little as \$15 you'll be able to check out a bike for up to three days at a time through the semester. Find more information at wsulancers.com/Wellness/Bike_Rental.

Recreation & Wellness Programming:

Group Exercise: Our certified and skilled instructors will lead you through a great experience with a variety of classes including Zumba®, Yoga, CycleFit, and much more! Access to unlimited Group Exercise classes for \$75 per semester. Register at wellnesscenterportal.worcester.edu, and *after* the membership has been purchased you will have access to register for classes. *Group Exercise classes are subject to class availability.*

Intramurals: Quarterly sports leagues and one day tournaments available for all! Sports include Basketball, Indoor Soccer, Volleyball, Dodgeball and more!

Open Recreation: Students, faculty/staff and members will have access to open recreation times when scheduled and staffed, including the rental of equipment.

Personal Training: We will continue to offer fee based 30 & 60 minute sessions to our students, faculty and staff. Start with a free fitness orientation by contacting dbowen2@worchester.edu. *Wellness Coaching will begin to be offered later in the year.*

Virtual Recreation & Wellness: We will continue offering a wide variety of Wellness for everyone virtually as well. Check out the comprehensive opportunities at wsulancers.com.

Visit wsulancers.com for detailed information including membership, golf simulator, open recreation, programming, policies, opening information, complete facility hours and MORE.



WORCESTER
S T A T E
UNIVERSITY

'21-'22 Academic Year Kick Off

30% OFF

ONE APPAREL OR GIFT ITEM*

FOLLOW THESE EASY STEPS:

1. Visit **WWW.DAYONEWELCOME.COM**
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3. Enter access code: **0214**
4. Show your coupon email at the register or use it online for your discount!

Worcester State University Bookstore

www.WSUSHOP.com

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Worcester, MA 01609

* See store for details. Restrictions apply.



MAJORPLUS

4 YEARS 2 PROGRAMS

ENDLESS OPPORTUNITIES

ACADEMIC EXCELLENCE at Worcester State University goes far beyond exceptional professors, abundant course offerings, and a history of being recognized as one of the nation's Best Colleges and Universities by U.S. News and World Report, The Princeton Review, and Money Magazine.

Imagine a competitive edge that you cannot automatically get anywhere else. Worcester State University is known as the Home of MajorPlus, which gives every student the opportunity to graduate with two majors or a major and minor within four years. This advantage doubles the value of your education, puts you ahead of your peers by increasing your marketability after graduation, and opens the door to endless opportunities.

With MajorPlus, you can learn, grow, and experience more, all within four years. By concentrating more on what you are interested in and not having to take classes that you don't want, MajorPlus was designed to give you a much stronger and fulfilling academic experience, with flexibility too. With more than 30 majors, 47 minors and a wide variety of concentrations from which to choose, MajorPlus offers boundless opportunities to pair disciplines to achieve your ideal potential.

Our goal is to help you achieve what's most important to you. MajorPlus delivers on that promise by allowing you to forge your own path with only those areas of study that are meaningful to you. Our students emerge from their academic experience ready to lead, to take on new challenges, and achieve their success.

Double your skill set, expand your career options, and benefit from this unprecedented and affordable added value enhancement that will elevate your future.

**DOUBLE YOUR
SKILL SET.
EXPAND
YOUR CAREER
OPPORTUNITIES.**



Explore our
MAJORPLUS Website
worchester.edu/majorplus

**LEARN MORE:
WORCESTER.EDU/MAJORPLUS**

**SCHEDULE A VISIT:
(VIRTUAL OR IN-PERSON)
WORCESTER.EDU/VISIT**

**CONTACT AN
ADMISSIONS COUNSELOR:
508-929-8040
ADMISSIONS@WORCESTER.EDU**

WORCESTER STATE

MAJORS, MINORS, AND CONCENTRATIONS

Addictions Counseling

Art*

Asian Studies

Biology+

Biotechnology+

Business Administration*+

Chemistry*+

Civic Engagement

Communication

Communication Education

**Communication Sciences
and Disorders***

Composition and Music
Technology

Computer Science*

Criminal Justice*

Data Science

Disabilities Studies

Early Childhood Education

Early Education and Care

Economics*

Education Studies

Elementary Education

English*+

Environmental Science+

Ethnic Studies

Financial Mathematics

Forensic Science

French

Geography*

Geospatial Information
Science

History*+

Intergenerational and
Community Service

Journalism

Latin American and Latinx
Studies

Liberal Studies

**Mathematics for
Elementary Education**

Mathematics*+

Middle East Studies

Middle School Education+

Middle School Mathematics

Music

Normal and Disordered
Speech, Language and
Hearing

Nursing+

Occupational Studies

Philosophy

Physics

Political Science*+

Pre-Law

Psychobiology

Psychology

Public Health*

Public History

Secondary Education+

Sociology*+

Spanish

Spanish Education

Spanish for Health
Professionals

Spanish for the Professions

Spanish Translation

Theatre*

Urban Studies*+

Visual and Performing Arts

Women's, Gender and
Sexuality Studies

Writing

Boldface – Major offered / ***** – Major and Minor offered / **+** – 4-Plus Program offered

Title IX

Non-Discrimination Notice

Worcester State University is committed to creating and maintaining an academic and work environment, and in adherence with federal law, prohibits discrimination based on race, color, religion, national origin, age, disability, gender, sexual orientation*, gender identity*, gender expression*, genetic information, marital or parental status, or veteran status, sex: including sexual violence

We reach these commitment goals by ensuring compliance with The U.S. Department of Education's **Office for Civil Rights** (OCR) Title IX of the Education Amendments of 1972, The Jeanne Clery Act, VAWA, SaVE, Drug Free Schools and Campuses regulations, MA Legislature Bill S.2979, and University Student Code of Conduct and Employee Handbook. Title IX protects people from discrimination based on sex in education programs or activities that receive federal financial assistance.

Title IX states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Title IX Scope:

Title IX prohibits sex discrimination in all university programs and activities, including, but not limited to, admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, discipline, treatment of pregnant and parenting students, class assignment, grading, recreation, athletics, housing, and employment. Incidents falling outside the Final Rule's definition of sexual harassment and jurisdiction, and policy violations that do not fall under the scope of standards defined by the Title IX Sexual Harassment Policy or misconduct falling outside the Title IX Sexual Misconduct Policy that is discovered in the course of investigating, Worcester State retains authority to investigate and adjudicate the allegations under the policies and procedures defined within the Policy Against Discrimination, Discriminatory Harassment, and Retaliation: found on pg. 9 of the Board of Higher Ed. Equal Opportunity, Diversity and Equal Opportunity Plan and the Worcester State Code of Conduct.

Title IX Coordinator

The Title IX Coordinator, Jen Quinn, serves as the Universities central resource for faculty, staff and students on issues related to sexual violence, sexual and gender based harassment, which includes reports of sexual assault, sexual harassment, gender based harassment, dating violence, domestic violence, stalking, and retaliation. Title IX Coordinator manages the University's response to reports, aims to ensure that the University's response promptly and effectively addresses the incident, prevents its recurrence, and remedies the effects of all forms of such

prohibited conduct. Inquiries regarding Title IX or to make a report contact Jen Quinn, Director of Title IX at Jquinn@worchester.edu, wsu_titleix@worchester.edu, 508-929-8243, or in person in the Student Center, room 338. A report may also be filed at this link:

https://cm.maxient.com/reportingform.php?WorcesterStateUniv&layout_id=7.

Members of our community who report having experienced violence can continue to expect thoughtful and compassionate support, including the implementation of specific supportive measures, regardless of whether they choose to file a formal complaint.

Prevention Education

Worcester State University is committed to preventing and addressing sexual misconduct and gender-based violence in our community. The SAVE Committee, Title IX Office and Counseling Center continue to offer training and education to faculty, staff and students to prevent violence before it occurs including topics such as consent, bystander intervention, healthy relationships, and trauma informed approach.

Upcoming Trainings:

Understanding Title IX and How to Utilize a Trauma Informed Approach:

This training is for any faculty/staff who have never been trained in Title IX and Trauma Informed approach. Facilitated by Jen Quinn, Dir. of Title IX and Sarah Valois, Sexual Assault Response Counselor.

- Sept. 29, 2021, 2:00-3:00
- Oct. 5, 2021, 12:00-1:00
- Oct. 18, 2021, 3:00-4:00

Title IX Refresher

This training is for those faculty/staff who have previously been trained in the Understanding Title IX and How to Utilize a Trauma Informed Approach. This training covers ongoing updates and changes as well as a refresher on Title IX Policies. Facilitated by Jen Quinn, Dir. of Title IX

- Tues. Sept. 21, 2020 2:00-2:30
- Thursday, Oct. 1, 2020 3:00-3:30
- Wednesday, Oct. 14, 2020 12:00-12:30

To register: <https://forms.gle/f7adGo6RtKpaxATZ8>

These training sessions will take place in person and zoom synchronously. Location and zoom link will be sent at a later date.

Please see additional [Training Opportunities for Faculty, Staff and Students](#) on the WSU Title IX Web Page.

Worcester State is now part of



HELM

Navigating to Knowledge

The WSU Library has joined the HELM consortium and has migrated to new systems! As a member of HELM, WSU patrons can borrow materials from the twelve other libraries in the consortium via a shared catalog.

Looking for books and ebooks?

With our new catalog, you can search for WSU ebooks and physical materials and even request books from other HELM libraries to be sent to the WSU Library for pickup.

Visit worc-catalog.helmlib.org
or scan this QR code to begin
your search!



Looking for e-resources and more?

Our new Discovery search will look at both our physical and electronic resources for scholarly and peer-reviewed resources, and even provides citations for those resources.

Visit worcester.edu/library
or scan this QR code to find out
more!



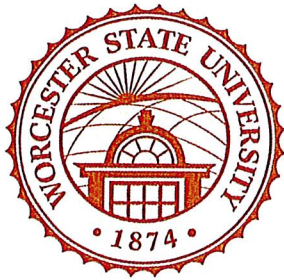
Other institutions in the HELM consortium

- ◆ Berkshire Community College
- ◆ Bristol Community College
- ◆ Holyoke Community College
- ◆ Massachusetts College of Liberal Arts
- ◆ Massasoit Community College
- ◆ MassBay Community College
- ◆ Middlesex Community College
- ◆ Northshore Community College
- ◆ Northern Essex Community College
- ◆ Quinsigamond Community College
- ◆ Roxbury Community College
- ◆ Springfield Technical Community College

Have a question or want more information?

Ask us at the Circulation Desk or online at
libguides.worcester.edu/askus
library@worcester.edu
worcester.edu/library

- 46 -
508-929-8027



WORCESTER
STATE
UNIVERSITY

FY 2022

Comprehensive University Budget

Worcester State University
FY 2022 Budget Package

I Fiscal Year 2022 Budget Overview

II Fiscal Year 2022 Budget

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Appendix

- A Capital Adaptation and Renwal Spending Plan
- B FY 2022 Tuition and Fee Schedule

3/30/2021

I. Fiscal Year 2022 Budget Overview

Memorandum

DATE: MARCH 30, 2021

TO: Barry M. Maloney, President

FROM: Kathleen Eichelroth, Vice President for Administration and Finance



RE: PRESENTATION OF PROVISIONAL FY 2022 BUDGET

The University continues to respond to the everchanging circumstances brought on by the pandemic and its effect on enrollment and operations. In response to the uncertainty surrounding the path forward during the pandemic we are presenting a provisional budget for FY 2022. This budget provides the framework for University operations for the fiscal year beginning July 1, 2021. An extension of the Safe Return to Campus Budget is not included for Board approval at this time. We continue to address our response to the pandemic to ensure we provide a safe and robust experience for our students during this unprecedented time. As we reconcile the original Safe Return to Campus Budget we will continue to update projected spending addressing campus needs through June 30, 2021. At the same time, work groups are assessing campus needs to address continued pandemic response planning through the fall 2021 semester. We will bring the pandemic response budget for FY 2022 to the Board later in the spring. We believe at this time there will be sufficient funding from COVID 19 federal relief funds to offset planned response costs through the end of the 2021 calendar year.

As with the most recent version of the FY 2021 operating budget, the FY 2022 provisional budget reflects anticipated declines in enrollment across all course offerings as a result of the pandemic. In addition ancillary revenue streams historically relied upon to support operations have been detrimentally impacted by the pandemic and there is significant uncertainty with regard to the ability to recover these revenue streams, or the period over which such recovery could be predicted. The FY 2022 operating revenue as presented in this budget is approximately \$6M lower than FY 2021 original budget.

Spending reductions had been built in to the final FY 2021 budget including areas of discretionary spending related to in person events such as food, speakers and consultants. In addition travel, conferencing and professional development were budgeted close to zero. All part-time employment lines were significantly scaled back due to most campus functions being remote and a desire to deploy faculty in the classroom to the fullest extent possible. As we reconcile actual spending in FY 2021 and plan for FY 2022 we have identified activities that should be funded closer to pre-pandemic levels. Expenditures have increased by approximately \$5M in FY2022 across various spending categories. Those requiring an increase in maintenance of effort included Facility Operating Expenses (FFF), Professional Services (HHH), Operational Services (JJJ), Equipment Lease/Rent (LLL), and Technology Expenses. Special Employees (CCC) has experienced the largest increase of \$2.7M as many part-time positions are necessary to support university operations. A \$2M reduction in Capital Adaptation and Renewal funds has been sustained in FY 2022 while still providing the requisite campus based funds to provide a match towards the critical repair grants provided by the Commonwealth.

Our budget assumptions include a sustained decline in revenue through FY 2022 in addition to the need to restore various spending categories which results in a projected budget deficit of \$4,677,152. The projected budget deficit is directly attributable the projected decline in revenue in response to changes in student attitudes and preferences and suspended activities in response to the world wide pandemic. The FY 2022 budget is offset with funds from the American Rescue Plan Higher Education Emergency Relief Fund (HEERF) III enacted on March 11, 2021. The university is identified to receive \$13,191,199 of COVID relief funds through this bill. \$6.6M must be processed as direct payments to students and the remaining \$6,558,606 is available to the institution in accordance with federal guidelines. On March 19, 2021 the Department of Education provided additional guidance on use of funds that includes recovery of revenue losses as a result of the pandemic. The guidance directly correlates to our FY 2022 projected budget shortfall which we will continue to monitor in real time. Our intent is to monitor year over year revenue losses at the close of each semester and prepare federal drawdowns based on actual revenue reporting.

The remaining trust fund budgets have been updated to reflect the projected decline in revenue with appropriate reductions in spending as necessary. The Residence Hall Trust Fund FY 2022 budget has been prepared with an assumption of 60% occupancy for the year and appropriate reductions in spending including the deferral of maintenance costs to FY 2023 when we anticipate occupancy will be more in line with pre-pandemic levels. The Capital Improvement Trust Fund budget for FY 2022 reflects a plan to assist Worcester State Foundation (WSF) in recovering occupancy costs for past use of the May Street building. The University entered into a use agreement with WSF in 2012 that provides for interest only payments in relation to the third party loan that WSF executed with a local bank to purchase the property. Over the past ten years the balloon payment of \$2.2M has continued to be extended, however the occupancy agreement was never updated to address annual payments to WSF to address defeasance of the loan. FY 2022 includes the first half of a payment towards defeasance of the loan on the property over the next two years. The second annual payment would be included in the FY 2023 budget.

Finally, at the Board of Trustee meeting on March 16th the Trustees approved a motion to freeze rates in effect during FY 2021 and have them remain in effect for FY 2022. The Academic Year 2021 - 2022 Tuition and Fee schedule is on the last page of the budget package. The budget package as presented provides for a provisional comprehensive annual operating budget of \$107,191,902. Tuition and fees for an undergraduate Massachusetts resident is set at \$10,586 per year. Tuition and fees for an undergraduate out- of- state student is set at \$16,666 per year. The average cost of room and board is set at \$12,103 per year.

II. Fiscal Year 2022 Budget

Worcester State University
Summary of Sources and Uses of Funds
FY 2022 - All Sources and Trust Funds

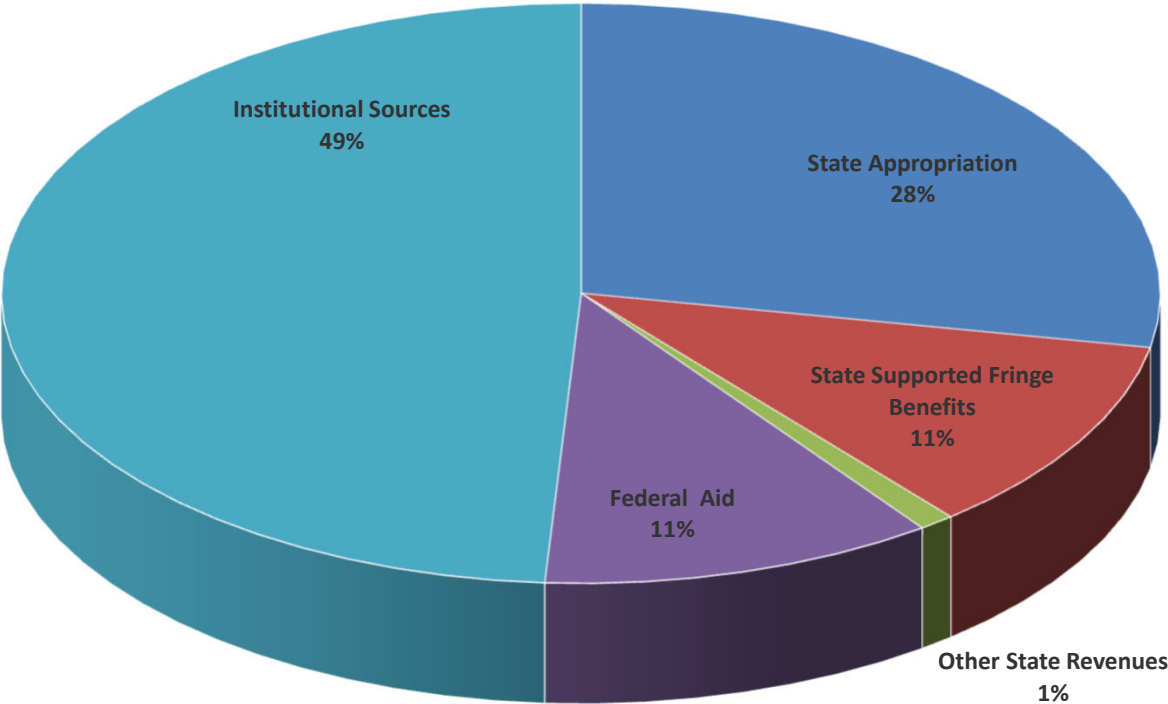
Sources of Funds:

State Appropriation	\$ 30,071,800
State Supported Fringe Benefits	11,878,361
Other State Revenues	1,057,800
Federal Aid	11,951,869
Institutional Sources	52,232,072
Total Sources	<u><u>\$ 107,191,902</u></u>

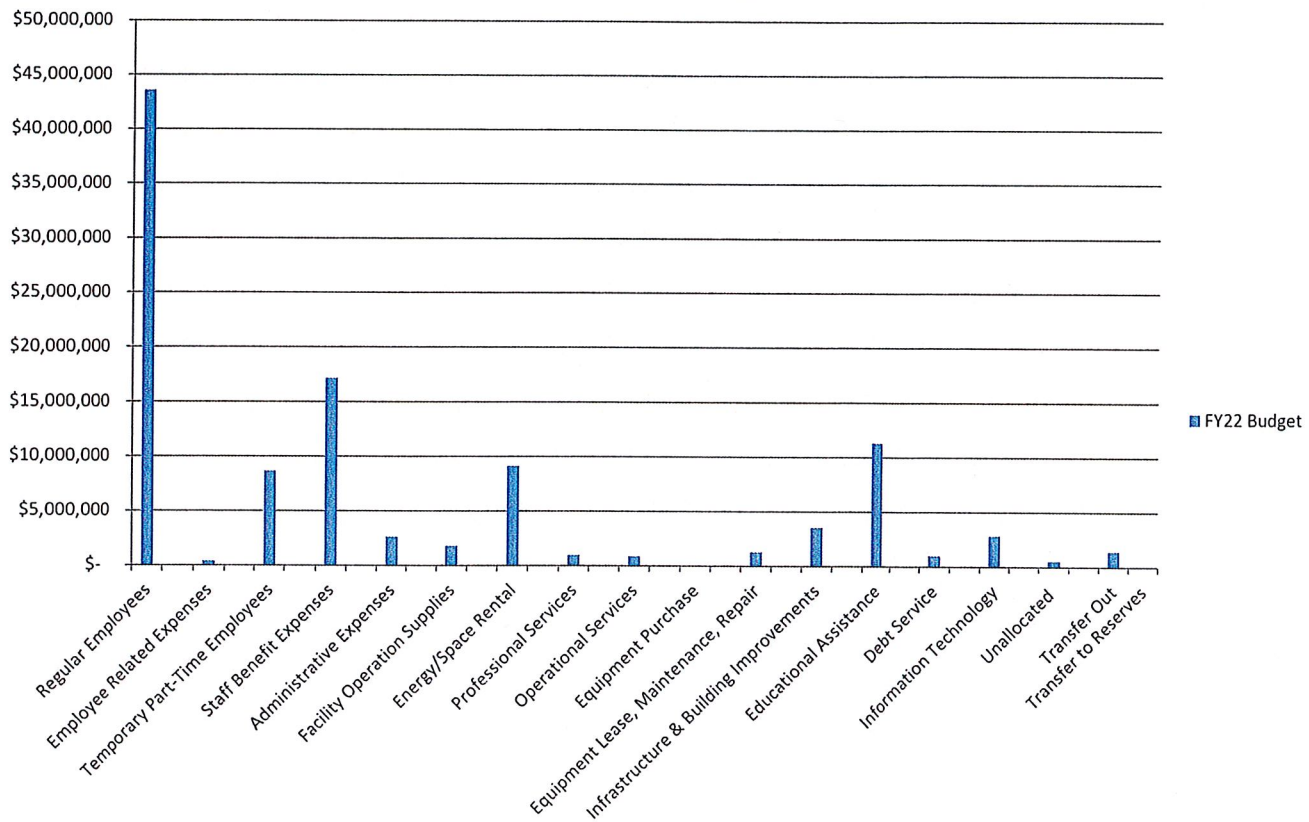
Uses of Funds:

AA	Regular Employees	\$ 43,605,231
BB	Employee Related Expenses	412,973
CC	Temporary Part-Time Employees	8,679,902
DD	Staff Benefit Expenses	17,177,582
EE	Administrative Expenses	2,629,621
FF	Facility Operation Supplies	1,798,332
GG	Energy/Space Rental	9,136,005
HH	Professional Services	967,537
JJ	Operational Services	902,700
KK	Equipment Purchase	5,000
LL	Equipment Lease, Maintenance, Repair	1,281,850
NN	Infrastructure & Building Improvements	3,556,345
RR	Educational Assistance	11,295,428
SS	Debt Service	994,087
UU	Information Technology	2,835,368
XX	Unallocated	524,831
	Transfer Out	1,389,110
	Transfer to Reserves	-
	Total Uses	<u><u>\$ 107,191,902</u></u>

Worcester State University
Sources Of Funds
FY 2022 Budget



Worcester State University Uses of Funds FY 2022 Budget



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

State Sources

Annual State Maintenance Appropriation		\$	30,071,800
State Supported Fringe Benefits	11,878,361		
Student Aid Program (Cash Grant & PT Student)	1,057,800		
Total Other State Sources			12,936,161
Total State Sources			43,007,961

Federal Sources

Federal Grant -HEERF	4,677,152		
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			11,951,869

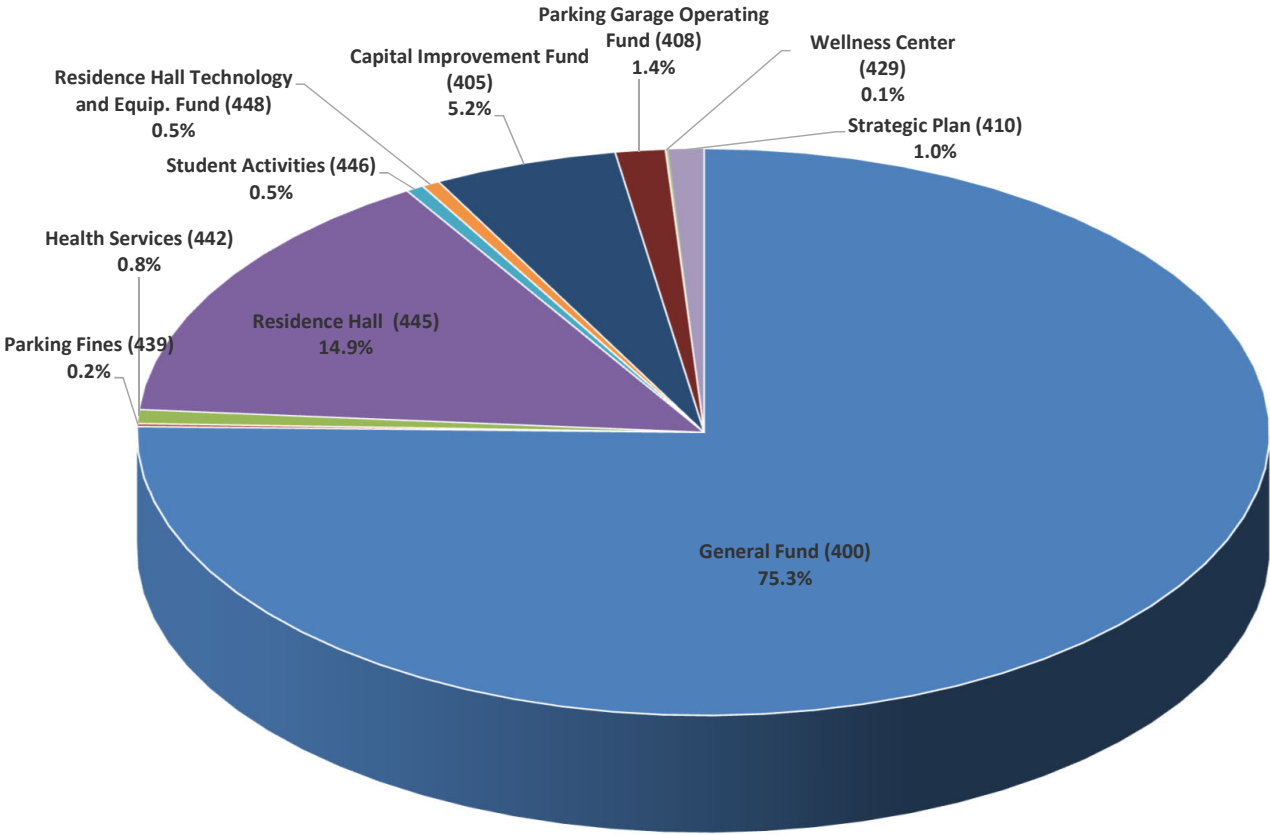
Institutional Sources

Revenue			
General Fund	39,343,231		
Parking Fines Fund	25,000		
Health Services Fund	410,243		
Residence Halls Fund	7,798,282		
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			52,232,072
Total Sources		\$	107,191,902

Worcester State UniversityTrust Fund Summary
FY 2022 Requested Budget

	Budget FY 2022		
	Sources	Uses	
General Fund (400)	\$39,343,231	\$ 39,343,231	75.3%
Parking Fines (439)	90,000	90,000	0.2%
Health Services (442)	410,243	410,243	0.8%
Residence Hall (445)	7,798,282	7,798,282	14.9%
Student Activities (446)	267,076	267,076	0.5%
Residence Hall Technology and Equip. Fund (448)	268,934	268,934	0.5%
Capital Improvement Fund (405)	2,740,301	2,740,301	5.2%
Parking Garage Operating Fund (408)	744,174	744,174	1.4%
Wellness Center (429)	45,000	45,000	0.1%
Strategic Plan (410)	524,831	524,831	1.0%
Total Trust Fund Budget	<u>\$52,232,072</u>	<u>\$ 52,232,072</u>	

**Worcester State University
Trust Fund Summary
FY 2022 Budget**



Worcester State University
Operating Revenue
FY 2022 Revenue

	FY 2022 Proposed Budget	Amendment #1 FY 2021 Approved Budget	FY 2021 Approved Budget
State Sources			
State Maintenance	30,071,800	27,038,460	30,042,733
State Funded Fringe Benefits	11,878,361	10,512,553	11,680,615
Total State Sources	41,950,161	37,551,013	41,723,348
Institutional Sources			
General Trust Fund			
Tuition/ In state Undergraduate	3,603,306	3,933,727	4,283,392
Tuition/ Graduate	1,406,815	1,588,394	1,708,605
Tuition/ Out of State Undergraduate	1,214,237	1,475,548	1,288,377
Total Tuition	6,224,358	6,997,669	7,280,374
Waivers/Undergraduate	(110,504)	(159,307)	(173,468)
Waivers/Graduate	(188,112)	(215,286)	(248,839)
Total Tuition Waivers	(298,616)	(374,593)	(422,307)
Net Tuition	5,925,742	6,623,076	6,858,067
Undergraduate Day Division	29,814,186	29,814,186	33,355,280
Undergraduate Eve/Summer Programs	2,225,796	2,347,864	2,556,563
Graduate School	1,056,954	1,250,745	1,328,694
Total Fees	33,096,936	33,412,795	37,240,537
Undergraduate Day Division waivers	(620,589)	(860,232)	(936,697)
Undergraduate Eve/Summer Programs/waiv	(45,670)	(62,113)	(67,634)
Graduate Fee waiver	(131,351)	(130,219)	(160,753)
Total Fees Waivers	(797,610)	(1,052,564)	(1,165,084)
Net Fees	32,299,326	32,360,231	36,075,453
Application Fees	38,152	107,730	119,700
Special fees	263,675	299,437	332,708
Commencement Fees	1,215	3,443	3,825
Transcript Fees	37,745	47,925	53,250
Orientation Fees	36,375	124,079	137,865
Testing Fees	600	10,863	12,070
Libr. fines/ copier inc.	-	752	835
Activity income	388	45,279	50,310
Commissions	99,717	151,284	302,568
Non-Credit Courses incl Restricted	155,660	528,635	537,497
Center for Effective Instruction	39,685	263,974	268,209
Intensive English Institute	152,080	453,248	487,982
Center for Business & Industry	32,354	45,000	300,000
Facilities rentals	90,731	100,000	480,746
Miscellaneous	169,786	169,786	215,000
Other income	1,118,163	2,351,435	3,302,565
Total General Trust Fund Source	39,343,231	41,334,742	46,236,085
General Operating Budget Income	\$ 81,293,392	\$ 78,885,755	\$ 87,959,433

III. Individual Fund Budgets

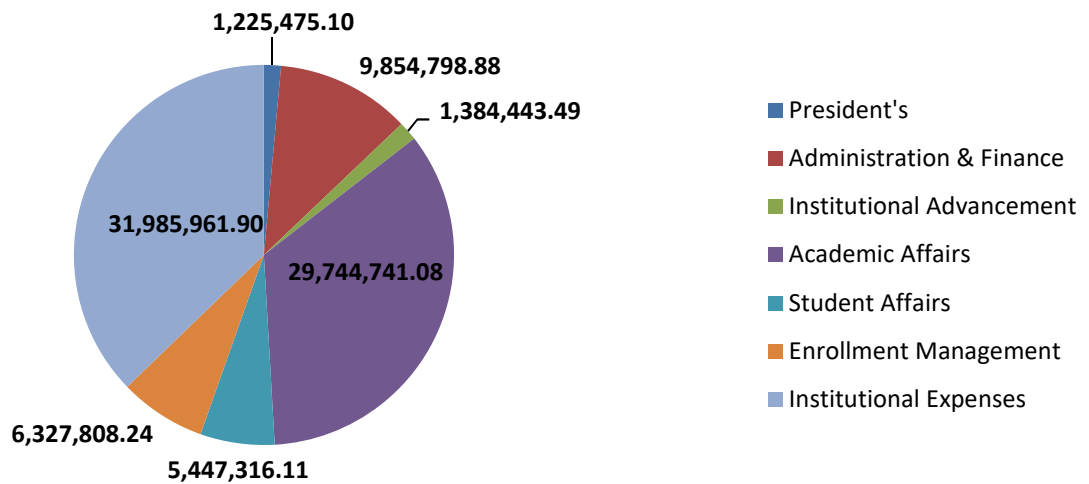
Worcester State University
General Operating Budget (111 & 400)
FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Institutional Revenue	\$ 39,343,231	\$ 47,965,057
State Appropriation	\$ 30,071,800	\$ 30,042,733
State Funded Fringe Benefits	\$ 11,878,361	\$ 11,680,615
Federal Grant- HEERF	\$ 4,677,152	\$ -
Total Sources	<u>\$ 85,970,544</u>	<u>\$ 89,688,405</u>
<u>Uses of Funds:</u>		
AA Regular Employees	\$ 42,290,944	\$ 42,133,903
BB Employee Related Expenses	411,973	733,162
CC Temporary Part-Time Employees	8,422,402	8,612,145
DD Staff Benefit Expenses	16,666,721	16,450,154
EE Administrative Expenses	2,523,701	2,629,549
FF Facility Operation Supplies	1,562,261	1,891,406
GG Energy/Space Rental	2,370,519	2,460,910
HH Professional Services	728,230	1,001,188
JJ Operational Services	893,150	915,383
KK Equipment Purchase	-	-
LL Equipment Lease, Maintenance, Repair	1,243,924	1,253,157
NN Infrastructure & Building Improvements	3,171,100	5,207,619
RR Educational Assistance	2,545,961	2,490,961
SS Debt Service	315,000	307,013
UU Technology Expenses	2,824,658	2,391,424
Transfer to - Capital Improvement Trust Fund	-	1,210,431
Total Uses	<u>\$ 85,970,544</u>	<u>\$ 89,688,405</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

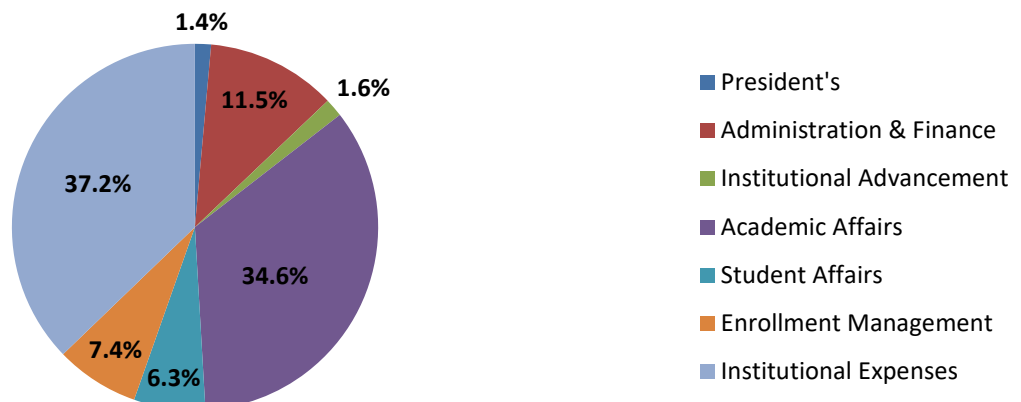
**Worcester State University
400/111 Expenditures by Division
FY 2022 Budget**

Class	Division	Budget FY22 Subtotals	Budget FY22 Exp %
2	President's	1,225,475.10	1.4%
3	Administration & Finance	9,854,798.88	11.5%
4	Institutional Advancement	1,384,443.49	1.6%
6	Academic Affairs	29,744,741.08	34.6%
7	Student Affairs	5,447,316.11	6.3%
8	Enrollment Management	6,327,808.24	7.4%
3	Institutional Expenses	31,985,961.90	37.2%
		<u>\$85,970,544.79</u>	<u>100.0%</u>

**Budget FY2022
Subtotals by Division**



**Budget FY2022
Expense % by Division**



Worcester State University
State Maintenance Appropriation (111)
FY 2022 Budget

		FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>			
	State Appropriation	\$30,071,800	\$30,042,733
	State Funded Fringe Benefits	11,878,361	11,680,615
	Total Sources	<u>\$41,950,161</u>	<u>\$41,723,348</u>
<u>Uses of Funds:</u>			
AA	Regular Employees	\$30,071,800	\$30,042,733
BB	Employee Related Expenses	-	-
CC	Temporary Part-Time Employees	-	-
DD	Staff Benefit Expenses	11,878,361	11,680,615
EE	Administrative Expenses	-	-
FF	Facility Operation Supplies	-	-
GG	Energy/Space Rental	-	-
HH	Professional Services	-	-
JJ	Operational Services	-	-
KK	Equipment Purchase	-	-
NN	Infrastructure & Building Improvements	-	-
	Total Uses	<u>\$41,950,161</u>	<u>\$41,723,348</u>
	Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
General Trust Fund (400)
FY 2022 Budget

		FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>			
	Institutional Revenue	\$ 39,343,231	\$ 47,965,057
	Federal Grant- HEERF	\$ 4,677,152	\$ -
	Total Sources	<u>\$ 44,020,383</u>	<u>\$ 47,965,057</u>
<u>Uses of Funds:</u>			
AA	Regular Employees	\$ 12,219,144	\$ 12,091,170
BB	Employee Related Expenses	411,973	733,162
CC	Temporary Part-Time Employees	8,422,402	8,612,145
DD	Staff Benefit Expenses	4,788,360	4,769,539
EE	Administrative Expenses	2,523,701	2,629,549
FF	Facility Operation Supplies	1,562,261	1,891,406
GG	Energy/Space Rental	2,370,519	2,389,498
HH	Professional Services	728,230	1,001,188
JJ	Operational Services	893,150	915,383
KK	Equipment Purchase	-	71,412
LL	Equipment Lease, Maintenance, Repair	1,243,924	1,253,157
NN	Infrastructure & Building Improvements	3,171,100	5,207,619
RR	Educational Assistance	2,545,961	2,490,961
SS	Debt Service	315,000	307,013
UU	Technology Expenses	2,824,658	2,391,424
	Transfer to - Capital Improvement Trust Fund	-	1,210,431
	Total Uses	<u>\$ 44,020,383</u>	<u>\$ 47,965,057</u>
	Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Capital Improvement Trust Fund (405)
FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Capital Improvement Fee	\$ 2,740,301	\$ 3,281,678
Transfer In - General Fund	-	1,210,431
Parking Revenue	-	61,015
Total Sources	<u>\$ 2,740,301</u>	<u>\$ 4,553,124</u>
<u>Uses of Funds:</u>		
GG - Energy/Space rental	\$ 750,000	-
SS - Debt Service	679,087	\$ 679,087
Transfer Out - Parking Garage Oper. Fund	744,174	744,174
Transfer Out - To Reserves	567,040	3,129,863
Total Uses	<u>\$ 2,740,301</u>	<u>\$ 4,553,124</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Parking Garage Operating Fund (408)
FY 2022 Requested Budget

		FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>			
	Transfer In - Capital Improvement T. F.	\$ 744,174	\$ 744,174
	Total Sources	<u>\$ 744,174</u>	<u>\$ 744,174</u>
<u>Uses of Funds:</u>			
FF	Facility operating supplies	\$ -	\$ -
GG	Energy and space rental	703,044	703,044
HH	Professional services	630	630
JJ	Operational services	-	-
LL	Equipment lease, maint and repair	2,500	2,500
NN	Construction/Maintenance/Improvements	\$ 38,000	\$ 38,000
	Total Uses	<u>\$ 744,174</u>	<u>\$ 744,174</u>
	Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Strategic Plan Trust Fund (410)
FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Transfer in -Reserves	\$ 524,831	\$ 524,831
Total Sources	<u>\$ 524,831</u>	<u>\$ 524,831</u>
<u>Uses of Funds:</u>		
BB Employee Related Expenses	\$ -	\$ -
CC Temporary Part-Time Employees	-	-
DD Staff Benefit Expenses	-	-
EE Administrative Expenses	-	-
FF Facility Operation Supplies	-	-
GG Energy/Space Rental	-	-
HH Professional Services	-	-
JJ Operational Services	-	-
KK Equipment Purchase	-	-
LL Equipment Lease, Maintenance, Repair	-	-
NN Construction/Maintenance/Improvements	-	-
XX Unallocated	524,831	524,831
Total Uses	<u>\$ 524,831</u>	<u>\$ 524,831</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Wellness Center Trust Fund (429)
FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Revenues	\$ 45,000	\$ 125,000
Total Sources	<u>\$ 45,000</u>	<u>\$ 125,000</u>
<u>Uses of Funds:</u>		
BB Employee Related Expenses	\$ -	\$ -
CC Temporary Part-Time Employees	6,500	9,000
DD Staff Benefit Expenses	200	-
EE Administrative Expenses	6,000	25,000
FF Facility Operation Supplies	15,000	9,000
GG Energy/Space Rental	-	-
HH Professional Services	-	-
JJ Operational Services	2,300	-
KK Equipment Purchase	5,000	40,000
LL Equipment Lease, Maintenance, Repair	10,000	30,000
NN Construction/Maintenance/Improvements	-	-
Transfer Out - To Reserves	-	12,000
Total Uses	<u>\$ 45,000</u>	<u>\$ 125,000</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University

Parking Fines Fund (439)

FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Fines and Other Income	\$ 25,000	\$ 78,205
Transfer in - Reserves	65,000	18,691
Total Sources	<u>\$ 90,000</u>	<u>\$ 96,896</u>
<u>Uses of Funds:</u>		
EE Administrative Supplies	30,000	36,896
RR Educational Assistance	60,000	60,000
Transfer Out - To Reserves	-	-
Total Uses	<u>\$ 90,000</u>	<u>\$ 96,896</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Health Services Trust Fund (442)
FY 2022 Budget

		FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>			
	Fees and Other Income	\$ 410,243	\$ 445,573
	Transfer In - Reserves	\$ -	\$ 104,188
	Total Sources	<u>\$ 410,243</u>	<u>\$ 549,761</u>
<u>Uses of Funds:</u>			
AA	Regular Employees	\$ 79,895	\$ 77,731
BB	Employee Related Expenses	-	3,500
CC	Temporary Part-Time Employees	8,000	12,750
DD	Staff Benefit Expenses	30,352	29,530
EE	Administrative Expenses	650	2,500
FF	Facility Operation Supplies	12,000	18,000
HH	Professional Services	200,000	400,000
LL	Equipment Lease, Maintenance, Repair	500	800
RR	Client Medical Services	950	950
UU	Technology Expenses	-	4,000
	Transfer Out - Reserves	77,896	-
	Total Uses	<u>\$ 410,243</u>	<u>\$ 549,761</u>
	Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Resident Hall Trust Fund (445)
FY 2022 Budget

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

Worcester State University
Student Activities Trust Fund (446)
FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Fees	\$ 267,076	\$ 295,913
Transfer In - Reserves	\$ -	\$ 134,087
Total Sources	<u>\$ 267,076</u>	<u>\$ 430,000</u>
<u>Uses of Funds:</u>		
BB Employee Related Expenses	\$ 1,000	\$ 8,000
CC Temporary Part-Time Employees	18,000	30,000
DD Staff Benefit Expenses	377	-
EE Administrative Expenses	30,000	30,000
FF Facility Operation Supplies	158,199	230,500
GG Energy/Space Rental	-	-
HH Professional Services	35,000	70,000
JJ Operational Services	6,000	6,000
KK Equipment Purchase	-	5,000
LL Equipment Lease, Maintenance, Repair	18,500	50,000
NN Construction/Maintenance/Improvements	-	500
Total Uses	<u>\$ 267,076</u>	<u>\$ 430,000</u>
Net Sources / (Uses)	<u>\$ -</u>	<u>\$ -</u>

Worcester State University
Residence Hall Technology and Equipment Trust Fund (448)
FY 2022 Budget

	FY2022 Requested Budget	FY2021 Approved Budget
<u>Sources of Funds:</u>		
Fees and Other Income	\$ 174,570	\$ 327,580
Transfer In - General Fund	\$ 94,364	\$ -
Total Sources	<u>\$ 268,934</u>	<u>\$ 327,580</u>
<u>Uses of Funds:</u>		
AA Regular Employees	\$ -	\$ -
DD Staff Benefits Expense	-	-
EE Administrative Expenses	-	-
GG Energy/Space Rental	268,934	300,438
LL Equipment Lease, Maintenance, Repair	-	-
UU Technology Expenses	-	-
Transfer Out - To Reserves	-	27,142
Total Uses	<u>\$ 268,934</u>	<u>\$ 327,580</u>

Appendix

**Worcester State University
Capital Adaptation and Renewal
FY 2022**

Critical Repair Projects 2,000,000

\$	2,000,000
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Worcester State University
Tuition and Fees - Academic Year 2021/2022

B

	<u>Annual</u>
<u>Undergraduate Day Division</u>	
<i>Cost for Full-Time In-State Student</i>	10,161.00
Tuition:	
MA Resident	970.00
Non-Resident	7,050.00
NE Regional	1,455.00
Fees:	
General Fee	8,373.00
Student Activity Fee	72.00
Student Health Svc Fee	110.00
Capital Improvement Fee	636.00
Total Fees	<u>9,191.00</u>
Health Insurance	TBD
Orientation Fee (New Students)	75.00
Commuter Meal Plan - freshman, sophomore and junior	300.00

Residence Halls

Residence Hall rates	
Chandler Village I	8,078.00
Dowden Hall	7,778.00
Wasylean Hall	8,478.00
Sheehan Hall	8,298.00
Single room varies (average additional charge)	600.00
Residence Activity Fee	50.00
Technology and equipment fee	220.00
Resident Parking Fee-satellite lot	100.00
Board	3,750.00
Damage Deposit (1st Semester)	100.00

Division of Graduate and Continuing Education

	<u>Credit Hour</u>
Tuition:	
Undergraduate	130.00
Graduate	169.00
Fees:	
Administrative Fee	
Undergraduate	125.00
Graduate	126.50
Capital Improvement Fee	26.50

Online Graduate Degree Programs;

Master of Education - Moderate Disabilities	365.00
Master of Education - Early Childhood Education	365.00
Master of Education - Elementary Education	365.00
Master of Science in Nursing - Nurse Educator	450.00
Master of Science in Nursing - Public and Population Health	450.00

Other University fees:

<u>All students</u>		
Application fee	per item	50.00
Transcript fee	per item	10.00
Applied music fee	per course	260.00
Lab Instruction	per course	90.00
<u>Undergraduate Day Division - only</u>		
Student Teaching	per course	75.00
<u>Continuing Education Division - only</u>		
Art Model Fee	per course	25.00
Student Teaching	per course	15.00
Field Work Supervision	per cr hr	15.00
Internship	per cr hr	15.00

Admissions Office
Phone: 508-929-8040
Fax: 508-929-8183



FALL 2021 AND SPRING 2022 PROSPECTIVE STUDENT RECRUITMENT

In order to successfully recruit and enroll our next incoming class for spring 2022 and fall 2022, the Admissions Office will be hosting in-person and “virtual” events throughout the fall and spring. We are committed to providing a variety of options for prospective students to learn about what an amazing place Worcester State is - let us know if you want to help!

Fall Recruitment Plans:

- In Person Campus tours - Monday through Friday and most Saturdays
- In Person Open Houses - Dates: October 16 and November 6
 - o Overview of Worcester State
 - o Academic Department Presentations
 - o Academic and Student Affairs Resource Fair
 - o Campus Tours
- In-Person and Virtual Prospective Student Information Sessions
- Virtual Transfer Student Information Sessions and On-the-Spot Decision Days
- In-Person and Virtual meetings with an Admissions Counselor

Our staff also will be attending in-person and virtual **high school and community college visits** and participating in in-person and virtual **college fairs** over the next several months.

Congratulations Day for Accepted Students: Saturday, April 2, 2022

Congratulations Day is held each April, for students accepted for admission to the university for the upcoming fall semester. The day includes a welcome from the President, campus tours, academic department presentations, and a student life and academic fair. Students and families also enjoy lunch in the dining hall and free admission to athletics events being held on campus that day. It is an extremely important event for showcasing the campus as students decide which university to enroll in for the fall.

How can you help? If you are hosting an event or program where prospective students will be in attendance, we'd be happy to provide admission materials/ information and/or an “admissions welcome” at your event. Contact Joseph DiCarlo, Dean of Enrollment & Director of Admissions at joseph.dicarlo@worchester.edu for more information.

New! Worcester State is now a member of the Common Application and is accepting the Common Application for first-year students applying for Fall 2022 admission.

HOMECOMING WEEKEND 2021
Friday, September 17-Saturday September 18, 2021

Schedule of Events

Friday, September 17

6:00 p.m.~Distinguished Alumni Awards

Blue Lounge, Student Center

2021 Awardees:

- Michael J. Mills '72, for Outstanding Volunteer Service to the Community
- Beverly A. George '72, for Outstanding Achievement in the Field of Education
- David F. Cawley '74 for Distinguished Professional Achievement (to be presented in 2023)
- Charlotte (Zitowitz) Klein '75 (Posthumously), for Outstanding Service to Alma Mater
- Derek E. Canton '15, for Outstanding Young Alumnus

Saturday, September 18

All Day~ Chandler's Virtual 5K

10:00 a.m.~Softball/Baseball Alumni Day and Celebration

Ralph Raymond Diamond/Lyons Field

11:00 a.m.~ WSU Men's Soccer vs. MCLA

Coughlin Field

11:30 a.m.~ Athletic Hall of Fame Ceremony

Wellness Center

2020 Inductees

- Lauren E. (Burke) Novick '02, Women's Basketball
- Brien A. Cullen '77, M.Ed. '85, Football
- Shannon M. (Feeley) Buczek '09, Women's Soccer & Lacrosse
- Alyssa L. Jasper '15, Women's Volleyball, Basketball, Track
- Derrick E. Murphy '15, Football
- Lauren E. (Saylor) Kastrenos '10, M.S. OTR/L '12, Women's Volleyball
- Sharon Pike (Posthumously) Contributor, Women's Basketball
- 2001 Men's Soccer Team

12:00 p.m.~ WSU Women's Tennis vs. Salem State

Tennis Courts

12:30 p.m.~ WSU Homecoming Experience

Central Campus

2 00 p.m.~ Alumni Football Tent

North Side End Zone

2:30 p.m.~ WSU Football vs. Fitchburg State

Half Time Recognition of the 2020 Athletic Hall of Fame Class

5 00 p.m.~ ALANA Homecoming Alumni Reception

President Barry M. Maloney Residence

**For a complete schedule of Homecoming Weekend 2021 events, including registration and tailgating policy
visit: <https://alumni.worcester.edu/homecoming21>**



WSU Homecoming Tailgate Policy

All persons entering campus are subject to University rules, regulations, and the Laws of the Commonwealth of Massachusetts. The University shall not be held liable or responsible for any actions while on state property or in regards to alcoholic beverage consumption.

Individuals participating in activities at Worcester State University are expected to conduct themselves in a manner respectful of the nature and character of the University; including, following the directives of event management staff and public safety officials (Worcester State University Police, City of Worcester Police, etc.).

Persons acting in a disruptive, disrespectful or disorderly manner, violating rules, participating in illegal activity, or other misconduct will be asked to leave the premises and/or be subject to arrest or citation. Students will also be charged with a violation of the Student Code of Conduct. WSU maintains a zero tolerance policy on these as well as underage possession or consumption of alcoholic beverages and providing alcoholic beverages to underage persons.

For Homecoming 2021 on Saturday, September 18, the Homecoming Experience celebration area will open at 12:30 pm in Lot L on central campus. In this location, there will be a Beer/Wine Garden available for those 21 years or older to purchase alcohol. Alcohol may only be consumed in this area and not be transported anywhere else. In addition to the beer/wine garden there will be lawn games, music, and a food truck for purchase. Once the football game begins at 2:30 pm participants will be asked to attend the game or leave the property. At the conclusion of the game all attendees will be asked to leave. Please review the following regarding Worcester State University's Police's Homecoming tailgating policy.

- Those 21 years of age and older may purchase alcohol in the designated beer/wine tent area located in lot L only, IDs will be checked and strictly enforced.

There will be NO

outside beverages allowed anywhere else on campus and ALCOHOL may not be brought onto campus. Consumption of alcohol by those 21 years of age and older are only permissible in the beer/wine designated, police-monitored area of campus. Consumption of alcoholic beverages on any other part of the campus or on public streets that surround campus is prohibited.

- Please note that with the homecoming layout, parking will be available in Lot O and D with overflow located in the parking garage. You may not tailgate by your car on campus for Homecoming 2021 (which includes grills, tents, chairs, games) Your car may not obstruct sidewalks, drive lanes, or pedestrian walkways.
- Guests may enter the Homecoming Experience celebration from Lot O or Lot D parking lots. Early admittance is not permitted. No backpacks or oversized bags, unless they are clear plastic, will be permitted into this section for those walking in. Coolers are not permitted.
- Once in the Homecoming Experience celebration area there will be no containers including cans or bottles allowed. You may purchase at the Beer/Wine Tent area in lot L (Water stations will be available as well)
- The use of drones is prohibited.
- The campus speed limit is 15 mph at all times.
- Violation of this policy will result in arrests or citations. Student violations of this policy are subject to the Worcester State University Student Code of Conduct. Additionally the University will revoke all future tailgating privileges.

The Sine Qua Non Society honors faculty and staff donors who have made financial and in-kind donations while also sharing their time and talent to help students excel.

Thank you for your commitment and support of
Worcester State University during the 2020 – 2021 academic year:

Aidan Abolfazli
Anthony K. Adade, Ph.D.
Jason F. Anderson
Jeremy R. Andreatta, Ph.D.
Timothy Antonelli, Ph.D.
Elena Arranz Alonso, '12
Faith C. Audette, '77
Steven Bandarra
Daron C. Barnard, Ph.D.
Dennis Basins
Jenna M. Beahn-Melvin, M.S., '21
Matthew M. Bejune, M.S.
Keri Bianchini
Laxmi Bissoondial, C.A.G.S., '02
Brenda E. Blood
Maria Bocka
Dean D. Bowen, M.S.
Donald H. Brickman
Jodi M. Briggs-Pickett, M.A.
Charles K. Brownlee, A.B.D.
Donald F. Bullens, M.Ed., '69, '75
Joan E. Butterworth, M.S.
Alexa M. Carlson
Julie C. Carmel
Laura A. Caswell, M.S., '95, '19
Matthew P. Caswell
Krystine M. Cay-Fish, '18
Bernard A. Chase III
Lagnajita Chatterjee, Ph.D.
Mary E. Clay, M.B.A.
Marilyn A. Cleary, M.B.A.
Thomas E. Conroy, Ph.D.
Kyle Cordaro
Ileen Cordova
Kevin Cox
Suzanne F. Crawford-Stacy, M.S., '84
Carole A. Cronin, '85
Brien A. Cullen, M.Ed., '77, '85
Joyce A. Danelius
Darlene A. Danielson
Anthony D. Dell'Aera, Ph.D.
Andrea N. Dever
Joseph J. DiCarlo III, M.A.
Meghna Dilip, Ph.D.
Mary T. Dillon
Sarah E. DiMeo, Ph.D.
Noah M. Dion, Ph.D.
Linda L. Donahue
Carol B. Donnelly, Ed.D.
Kelly K. Downs, M.A.
Elaine M. Dukes, '86
Allison L. Dunn, Ph.D.
Dawn Eades Montagna, Ed.D.
Kathleen M. Eichelroth, C.P.A.
Jennifer A. English
Anne M. Falke, Ph.D.
Robert C. Fink, D.B.A.
Susan J. Fisher
Denise R. Foley, Ed.D.
Sue F. Foo, Ed.D.
Ryan G. Forsythe, Ed.D.
Charles R. Fox, Ph.D.
Kathryn Frazier, Ph.D.
Julie D. Frechette, Ph.D.
Ellen F. Fynan, Ph.D.

Adrian C. Gage, M.Ed.
Meredith Galena, '13
Joanne M. Gallagher Worthley, Ed.D.
Aldo V. Garcia-Guevara, Ph.D.
Maria I. Gariepy, M.B.A.
Julie A. Glovin, M.S.W.
Lisa G. Godfrin-Saulnier, '16
Sara J. Grady, M.B.A.
Michelle Grandone, '85
Aleel K. Grennan, Ph.D.
Ross M. Griffiths, M.S.
Vicki Gruzynski
Golda Guella, '10
Mark R. Gurski, '02
Deanna M. Hajos
Eric W. Hall, '02, '08
Tara A. Hancock, M.S., '06
Patrick D. Hare, M.S., '12, '14
Pamela M. Hayes
Carl Herrin
Jennifer K. Hood-Degrenier, Ph.D.
Anisa Hoxha Luarasi, M.S., '16
Daniel S. Hunt, Ph.D.
Karen L. Hunt
Joanne S. Jaber Gauvin, M.Ed.
Erica Jacobsen
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Nicole D. Kapurch, '97
Joshua L. Katz, '06
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Sandra M. LaCroix
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Colleen E. Laviolette, '82
William Lundmark, M.A.
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Sharon S. McDonald, '86
Jayne A. McGinn, M.S., '97, '14
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John W. Meany, '13
Sandra Medina-Vazquez, '13
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Margarita Perez, Ed.D.
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Tanya L. Trudell, Ed.D., '08
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Marcela Uribe-Jennings, M.Ed., '82, '91
Sarah A. Valois, M.S.W.
Ann T. Veneziano-Korzec, M.S.
Paul J. Vernucci, Jr.
Donald W. Vescio, Ph.D.
Elaine C. Vescio, M.B.A.
Michael G. Vigeant
Susan Vigeant
Mark G. Wagner, Ph.D.
Jonathan R. Walker, '05
Elizabeth J. Wark, Ph.D.
Kristin B. Waters, Ph.D.
Colleen F. Wheaton, M.Ed.
Lois Wims, Ph.D.
Maribeth C. Wrobel, M.S., '03, '07
Weichu Xu, Ph.D.
Sharon R. Yang, Ph.D.

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Jodi Briggs-Pickett at jbriggspickett@worchester.edu.





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Name (printed): _____ Employee ID # _____

Fund Designation: _____ OR Worcester State Fund (our greatest needs): _____

Contribution per pay cycle: \$ _____ Number of Years Commitment: _____ OR Open Commitment: _____

26 Pay Periods	\$4	\$5	\$6	\$8	\$10	\$15	\$20	\$25	\$30	\$35	\$40
Total Yearly Contribution	\$104	\$130	\$156	\$208	\$260	\$390	\$520	\$650	\$780	\$910	\$1,040

I hereby authorize my employer, Worcester State University, or the State Treasurer, to deposit my Worcester State Foundation Annual Giving contribution to the United Bank account herein. My employer, Worcester State University, or the State Treasurer, is also authorized to debit any over deposit or error which it has caused to be made to my account. The State Treasurer, or I, the employee, may cancel this authorization any time with proper notice to the Worcester State University Payroll Office.

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Please return in person or via interoffice mail to: The Office of University Advancement, Administration Building, Office 231, Attn: Ashley King, or call ext. 8939, or email aking7@worcester.edu with any questions.

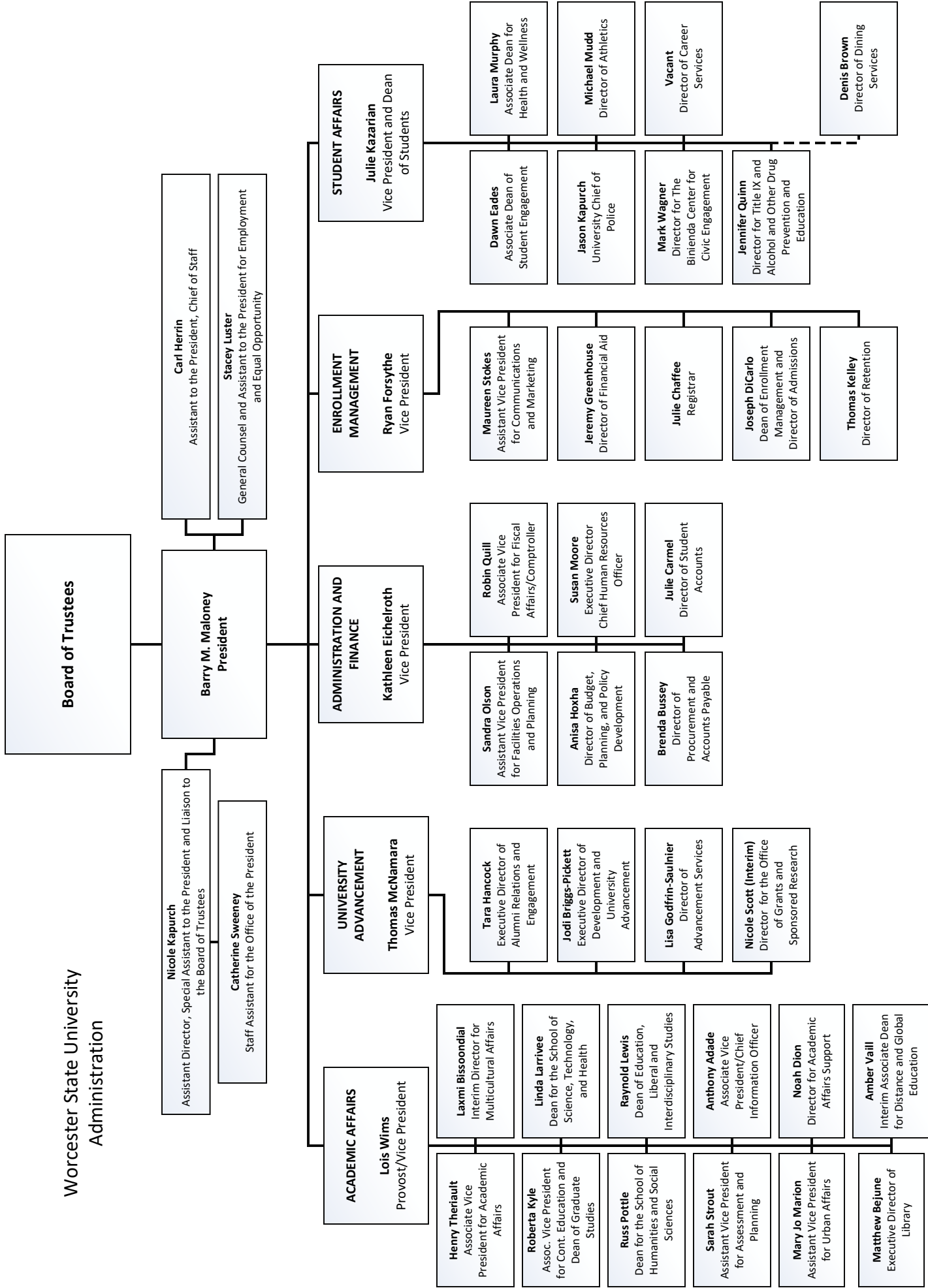
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Account Number

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Worcester State University Administration





2021 Faculty Appointments

Ali Al-Faris Ph.D.

Ph.D., University of Science, Malaysia
Msc., University of Technology, Malaysia
B.Sc., College of Electronic Technology at Bani-Walid,
Libya

Lisa Cappabianca

M.S.N., Worcester State University
B.S.N., The University of Vermont

Sarah Clement

MOT, Worcester State College
B.A., University of Massachusetts Lowell

Megan Connerly Ph.D.

Ph.D., M.S.E., University of Kansas
B.A., Coe College

Miriam Cope Ph.D.

Ph.D., University of Illinois at Urbana-Champaign
M.A., Clark University
A.B., Bryn Mawr College

William Deane Ph.D.

Ph.D., University of Massachusetts Dartmouth
M.S.N., Framingham State University
B.S.N., Curry College
A.S.N., Cape Code Community College

Elizabeth DelSignore

M.S.N., Worcester State University
B.S.N., The University of Vermont

Visiting Assistant Professor

Computer Science
One Year Temporary

Visiting Instructor

Nursing
One Year Temporary

Visiting Instructor

Occupational Therapy
One Year Temporary

Visiting Assistant Professor

Education
One Year Temporary

Visiting Instructor

Earth, Environment and Physics
One Year Temporary

Visiting Associate Professor

Nursing
One Year Temporary

Visiting Instructor

Nursing
One Year Temporary

Elinor Fondell Ph.D.

Ph.D., Karolinska Institutet, Stockholm, Sweden
B.Sc., Stockholm University

Visiting Assistant Professor**Health Sciences**

One Year Temporary

Pamela Harris

M.S.N., Worcester State University
B.A., Assumption College

Visiting Instructor**Nursing**

One Year Temporary

Morgane Houssais Ph.D.

Ph.D., University of Paris
M.S., Institut de Physique du Globe de Paris
B.S., University of Paris

Visiting Assistant Professor**Earth, Environment and Physics**

One Year Temporary

Joshua Koenig Ph.D.

Ph.D., Western Michigan University
M.A., B.A., Southern Illinois University

Visiting Assistant Professor**History and Political Science**

One Year Temporary

Aliza Lamdan

M.S., Worcester State College
M.A., University of Virginia
B.A., Brandeis University

Visiting Instructor**Communication Sciences and Disorders**

One Year Temporary

Cynthia Lebel

B.S.N., Worcester State College
A.D.N., Quinsigamond Community College
L.P.N., David Hale Fanning Technical

Visiting Instructor**Nursing**

One Year Temporary

Linda Lovejoy-Smith

M.S.N./ED, University of Phoenix
B.S.N., Northeastern University

Visiting Instructor**Nursing**

One Year Temporary

Heather Macpherson

M.Ed., Salem State University
M.A., Worcester State University
M.A., University of Rhode Island
B.A., Regis College
A.A., Quinebaug Valley Community -Technical College

Visiting Instructor**English**

One Year Temporary

Emily Maloney

M.S., Worcester State College
B.A., Tufts University

Visiting Instructor

Communication Sciences Disorders
One Year Temporary

Md Masud Rana Ph.D.

Ph.D., University of Technology Sydney, Australia
MSc., Kyung Hee University
B.S., Khulna University of Engineering & Technology,
Bangladesh

Visiting Assistant Professor

Computer Science
One Year Temporary

Ann Marie Reynolds Lynch Ph.D.

D.N.P., University of Massachusetts Worcester
M.S.N., B.S.N., Worcester State University

Visiting Associate Professor

Nursing
One Year Temporary

Ellyn Schmalzer

M.S., B.S., Worcester State University

Visiting Instructor

Occupational Therapy
One Year Temporary

Sara Shafiei-Haghighi Ph.D.

Ph.D., Texas Tech University
M.S., B.S., Shiraz University, Iran

Visiting Assistant Professor

Chemistry
One Year Temporary

Lila Teeters Ph.D.

Ph.D., University of New Hampshire
M.A., Columbia University
B.A., Vassar College

Visiting Assistant Professor

History and Political Science
One Year Temporary



Division of Academic Affairs

Jarred Batchelor Hamilton	Clerk IV	Graduate Admissions
Katherine Bianchi	Staff Assistant, Clinical Instructor	Speech Language Hearing Center Communication Sciences and Disorders
Stefanie Calderon	Staff Assistant	Academic Success Center
Stephen Carroll	Staff Assistant	Informational Technology
Midaly Carrasquillo Delgado	Clerk IV	Visual and Performing Arts
Steven Coppellotti	Staff Assistant	Informational Technology
Elizabeth Dugas	Staff Assistant	Nursing
Dawn Gilliat	Administrative Assistant I	Education
Alyssa Hammond	Technical Assistant I	Earth, Environment and Physics
Christopher Herbert	Staff Associate	Informational Technology

Aimee Jones

Clerk IV

Psychology

Jaime Marino

Staff Assistant, Clinical Instructor

Speech Language Hearing Center
Communication Sciences and
Disorders

Edris Tracy

Clerk IV

Mathematics

Amber Vaill

Interim Associate Dean

Academic Affairs



Division of Administration and Finance

Albeiro Acosta	Maintainer I	Facilities
David Ayotte	Director	Payroll
John Capuano	Assistant Director	Facilities
Louis Dranginis	HVAC and Refrigeration Mechanic II	Facilities
Jennifer Forsberg	Associate Director	Human Resources
Noemia Freitas	Maintainer I	Facilities
Lucinda Lambert- Hutchinson	Staff Associate	Facilities
Gabrielle Noe	Staff Assistant	Human Resources
Jakub Pelic	Maintainer I	Facilities
Kevin Powell	Maintainer I	Facilities

Michelle Price	Staff Assistant	Human Resources
Craig Rhodes	Maintainer I	Facilities
Lauren Richardson	Mail Clerk III	Facilities
Alberto Rosario Ramirez	Maintainer I	Facilities
Nancy Tata	Mail Clerk II	Facilities
Robert Weger	Buyer I	Procurement/Accounts Payable



WORCESTER
S T A T E
UNIVERSITY

2021 Staff Appointments

Division of University Advancement

Michele Kustigian

Staff Assistant

University Advancement



Division of Enrollment Management

Rebecca Cross	Assistant Director	Marketing and Communications
Jeremy Greenhouse	Director	Financial Aid
Lisa McCormack	Staff Assistant	Publications and Printing Services
Gloria McElroy	Assistant Director	Admissions



Division of the President's Office

Nikki Narducci

Staff Assistant

Conference and Event Services

Glenda Rodriguez

Staff Assistant

Office of General Counsel and Equal
Opportunity

Catherine Sweeney

Staff Assistant

President's Office



Division of Student Affairs

Emily Broгна	Campus Police Officer I	University Police
Kyle Cordaro	Communications Dispatcher I	University Police
Eliza Kelley	Staff Associate	Athletics
Hector Martinez-Rivera	Campus Police Officer I	University Police
Dylan Tavano	Communications Dispatcher I	University Police



Fall 2021 Academic Calendar

SEPTEMBER

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

NOVEMBER

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- SEPTEMBER**
- 1 Pre-College Conference and Convocation
 - 2 **Classes begin: day, evening, graduate**
 - 6 **Labor Day: NO CLASSES**
 - 8 Last day to add day courses (state-supported)
 - 15 Last day to drop day courses (state-supported)
 - 15 Last day to add/drop evening/graduate courses (non state-supported)

- OCTOBER**
- 11 **Indigenous Peoples' Day: NO CLASSES**
 - 13 Last day to make up Incomplete grades from Spring/Summer 2021
 - 20 Last day to declare/change major/minor
 - 25 Failure warnings due in the Registrar's Office
 - 27 Failure Warnings issued to students

- NOVEMBER**
- 1-12 Advising for Pre-registration
 - 3 Last day to withdraw from courses/school
 - 10 Last day to elect Pass/Fail option
 - 11 **Veterans' Day: NO CLASSES**
 - 15-19 Pre-registration for Spring 2022
 - 24-27 **Thanksgiving Recess**

- DECEMBER**
- 3 Student evaluation of the faculty due
 - 9 **All classes end**
 - 10 Reading Day
 - 13 Professional Development Day
 - 14-22 Final Exams
 - 23-24 Make-up days for exams postponed due to inclement weather
 - 28 Final grades for Fall 2021 due in Registrar's Office
 - 31 **Semester ends**

EXAMINATION SCHEDULE

CLASS DAY & TIME

EXAMINATION DAY & TIME

MWF8:00/8:30 a.m.WednesdayDec 158:30 a.m.
MWF9:30 a.m.FridayDec 178:30 a.m.
MWF10:30 a.m.MondayDec 208:30 a.m.
MW/MWF11:30 a.m.WednesdayDec 1512:30 p.m.
MW/MWF12:30 p.m.FridayDec 1712:30 p.m.
MW/MWF1:30/2:00 p.m.MondayDec 2012:30 p.m.
MW3:30 p.m.WednesdayDec 228:30 a.m.
F11:30/12:30/1:30 p.m.WednesdayDec 2212:30 p.m.
TR8:00 a.m./8:30 a.m.TuesdayDec 148:30 a.m.
TR10:00 a.m.ThursdayDec 168:30 a.m.
TR11:30 a.m.TuesdayDec 1412:30 p.m.
TR1:00 p.m.ThursdayDec 1612:30 p.m.
TR/T2:30 p.m.TuesdayDec 218:30 p.m.
R2:30 p.m.TuesdayDec 2112:30 p.m.
Continuing Education (Evening) and Graduate Courses may have a final exam at the same day and time slot of their regularly scheduled class during the first week of the Final Exam period. See course syllabus for details.



Spring 2022 Academic Calendar

JANUARY

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

FEBRUARY

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

MARCH

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MAY

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JANUARY

- 17 **Martin Luther King Day: NO CLASSES**
- 18 **Classes begin: day, evening, graduate**
- 24 Last day to add day courses (state-supported)
- 31 Last day to drop day courses (state-supported)
- 31 Last day to add/drop evening, graduate courses (non state-supported)

FEBRUARY

- 21 **President's Day: NO CLASSES**

MARCH

- 2 Last day to make up Incompletes from Fall 2021
- 14-19 **Spring Break: NO CLASSES**
- 21 Last day to declare or change major or minor
- 22 Failure warnings due in the Registrar's Office
- 23 Failure warnings issued to students
- 3/28-4/8 Advising for Pre-registration
- 29 Last day to withdraw from courses/school

APRIL

- 5 Last day to elect Pass/Fail status
- 11-15 Pre-registration for Fall 2022
- 18 **Patriot's Day: NO CLASSES**
- 29 Student evaluation of faculty due

MAY

- 2 **All classes end**
- 3 Reading Day
- 4 Professional Development Day
- 5-13 Final Exams
- 13 Graduate Commencement
- 14 **Undergraduate Commencement and end of semester**
- 20 Final Grades for Spring 2022 due in the Registrar's Office

EXAMINATION SCHEDULE

CLASS DAY & TIME

EXAMINATION DAY & TIME

MWF8:00/8:30 a.m.Friday May 68:30 a.m.
MWF9:30 a.m.Monday May 98:30 a.m.
MWF10:30 a.m.Wednesday May 118:30 a.m.
MW/MWF11:30 a.m.Friday May 612:30 p.m.
MW/MWF12:30 p.m.Monday May 912:30 p.m.
MW/MWF1:30/2:00 p.m.Wednesday May 1112:30 p.m.
MW3:30 p.m.Friday May 138:30 a.m.
F11:30/12:30/1:30 p.m.Friday May 1312:30 p.m.
TR8:00/8:30 a.m.Thursday May 58:30 a.m.
TR10:00 a.m.Tuesday May 108:30 a.m.
TR11:30 a.m.Thursday May 512:30 p.m.
TR1:00 p.m.Tuesday May 1012:30 p.m.
TR/T2:30 p.m.Thursday May 128:30 a.m.
R2:30 p.m.Thursday May 1212:30 p.m.
Continuing Education (Evening) and Graduate Courses may have a final exam at the same day and time slot of their regularly scheduled class during the first week of the Final Exam period. See course syllabus for details.



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Robert C. Mailloux '67
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Rosanne Sullivan Matulaitis '65
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Theresa M. Dorsey-Potts '73

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Veto F. Filipkowski '62, M.Ed. '66

Shakira E. Floyd '13

Elizabeth N. Gilgun '92

Timothy Hagopian '85

Tara A. Hancock, M.S. '06, Executive Director of Alumni

Manasseh A. Konadu '20

Shirley D. Konneh '05

Stephen M. Lenane '20

Lauren M. O'Neill '13

Dana F. Perry '16

Maia Shalev '20

Theresa A. Smith '83

SGA President-Student Representative

Karen Shalev '22

Effective 7/1/21

WSU Fall Days of Giving



October 26 & 27, 2021

On October 26th, 2010, Worcester State College became Worcester State **University**. Starting at 8:00 a.m. on October 26th, 2021, we'll be celebrating for 1,874 minutes (1874 represents the year we were founded...see what we did there?) with our **Fall Days of Giving**. Stay tuned for fun details on how you can get involved and show your support!



For more information, please visit:
www.worcester.edu/daysofgiving

WORCESTER STATE



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4 years, 2 programs,
endless opportunities



Tuition & Fees

\$10,586

In-State

\$16,666

Out-of-State

\$12,500

Average Room & Board



40+

clubs and student
organizations



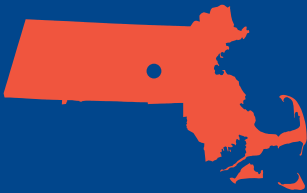
94%

of recent graduates are
employed, in graduate
school, or both within six
months of graduation



**Over
1,500**

resident students



Worcester is a vibrant
city - home to over
33,000 college students



**WORCESTER
STATE
UNIVERSITY**



21

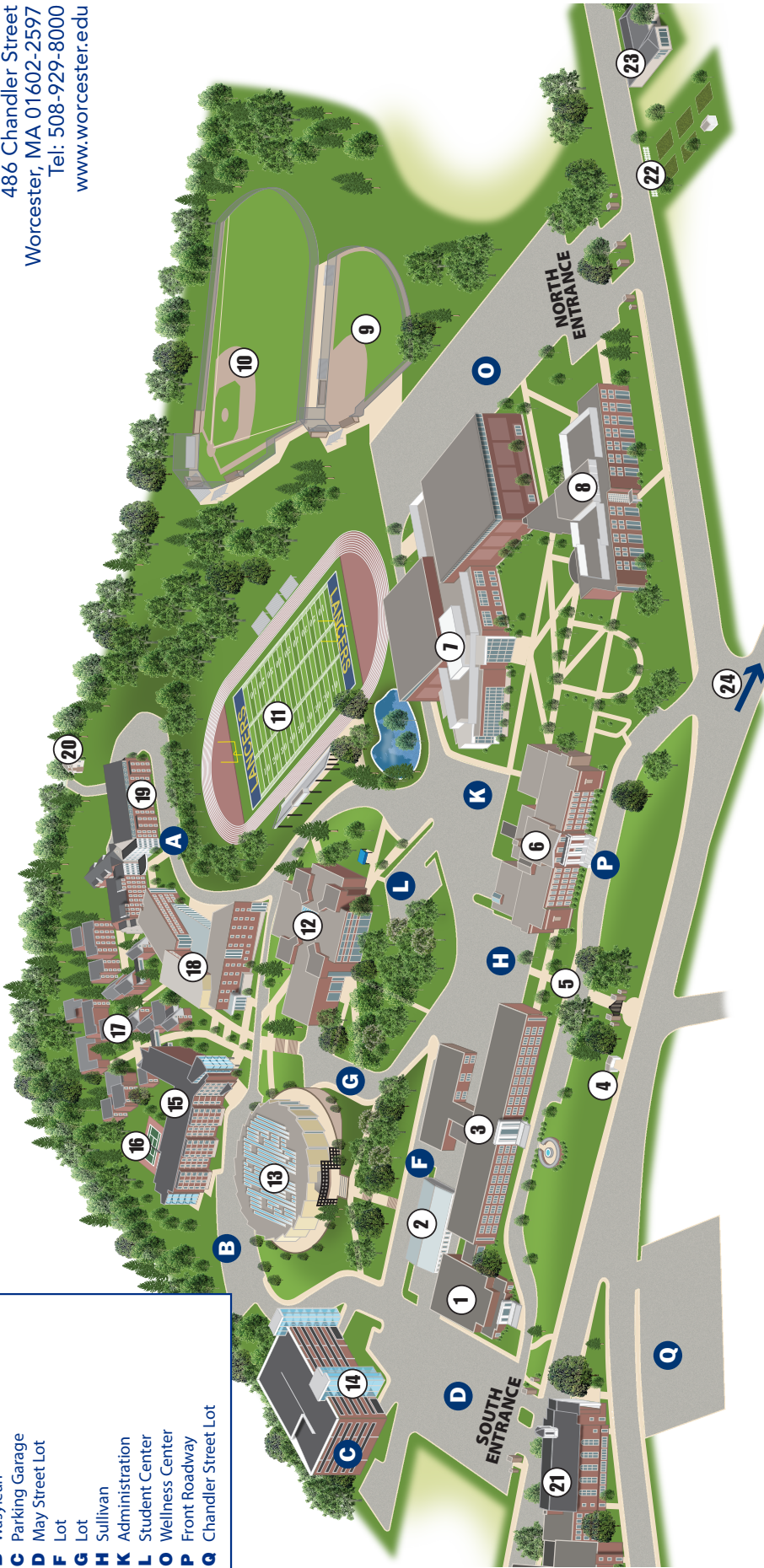
NCAA Division III
varsity teams

NOTES

PARKING LOTS

Visitor Spots are in H Lot

- A** Dowden
- B** Wasylean
- C** Parking Garage
- D** May Street Lot
- F** Lot
- G** Lot
- H** Sullivan
- K** Administration
- L** Student Center
- O** Wellness Center
- P** Front Roadway
- Q** Chandler Street Lot



- | | | |
|---|--|--|
| 1 Sullivan Auditorium | 13 Learning Resource Center (LRC)
Mail Center—1st floor (student package pickup)
Multicultural Affairs—1st floor
Library—2nd & 3rd floors
Information Technology Services—3rd floor | 18 Sheehan Hall—Residence (SRH)
Sheehan Dining Hall—1st floor
Health Services—Lower Level |
| 2 Facilities (TA) | 14 Parking Garage | 19 Dowden Hall—Residence (DH)
G-Store—Lobby |
| 3 Sullivan Academic Center (S)
Eager Auditorium—1st floor | 15 Wasylean Hall—Residence (W)
Woo Scoops, University Police—1st floor | 20 Campus Ministry |
| 4 WRTA Bus Shelter | 16 Tennis Courts | 21 May Street Building & Auditorium (M) |
| 5 Sagamore Road Studios Shuttle Stop | 17 Chandler Village—Residence (CV) | 22 IUI Garden for All Ages |
| 6 Shaughnessy Administration Bldg. (A)
Admissions, Fuller Theater—2nd floor
Academic Mall (various services)—1st floor | | 23 Latino Education Institute (LEI) |
| | | 24 Sagamore Road Studios
Worcester Center for Crafts |

Bus and Shuttle Stops: 4 & 5