

**WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
Wednesday, September 10, 2025
8:30 A.M.**

REMOTE PARTICIPATION
Join Zoom Meeting
<https://worchester.zoom.us/j/94740671829>
Meeting ID: 947 4067 1829

Meeting Called By: Dr. Lisa Colombo (Chair)

Minutes: Nikki Kapurch

Board Members: Dr. Lisa Colombo (Chair); Maureen Power (Vice-Chair); Dr. Lawrence Sasso (Vice-Chair); Monica Aryitey, Esq.; Kelly Brissette; Darnell Dunn; Kristen M. Garvey; David Tuttle; Amy Peterson; Brandol Ogando Saladin; Marina Taylor

WSU Staff: Barry Maloney; Ashlynn Allain; Carl Herrin; Nikki Kapurch; Lois Wims

All documents are 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. Finance and Facilities Committee - June 10, 2025* 2. Human Resources Committee - June 10, 2025* 3. Full Board Meeting- June 10, 2025*	Dr. Lisa Colombo	 1. vote required 2. vote required 3. vote required
2. <i>Administrative Updates</i> Report of the President A. President Maloney's Memo to Trustees re: Speaker & Awards* 1. Approval of Nominees for Speaker & Awards Pool 2. Approval of Honorary Degrees for 2026 B. President Maloney's Memo to Trustees re: Hiring of Associate Vice President (AVP)/ Chief Information Officer (CIO)* 1. Associate Vice President and Chief Information Officer (CIO) job description*	Barry Maloney	 A. Informational 1. vote required 2. vote required B. Informational
3. <i>Adjournment</i>	Dr. Lisa Colombo	 3. vote required

*Attachments

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
Finance & Facilities Committee Meeting
Meeting Minutes

CHAIR:	Dr. Lawrence Sasso (Chair)	DATE:	June 10, 2025
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LOCATION:	Wellness Center, Room 204	MINUTES BY:	Nikki Kapurch
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TIME:	3:00 PM
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COMMITTEE MEMBERS PRESENT:	Lawrence Sasso, Marina Taylor (remotely); Darnell Dunn; Dina Nichols; Amy Peterson
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BOARD MEMBERS PRESENT:	Dr. Lisa Colombo
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WSU STAFF:	Lois Wims; Ashlynn Allain; Kathy Eichelroth; Carl Herrin; Joshua Katz; Nikki Kapurch; Julie Kazarian; Ryan Forsythe; Tom McNamara
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The provision of General Laws, Chapter 30A having been complied with and a quorum present, a meeting of the Finance and Facilities Committee was held on Tuesday, June 10, 2025, in room 204, located in the Wellness Center. Chair Sasso called the meeting to order at 3:04 p.m. Trustee Sasso reported that one Trustee will participate by remote access and announced that all votes will be by recorded roll call.

Administrative Business

APPROVAL OF THE MINUTES - April 8, 2025

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

VOTED: **to approve the April 8, 2025, minutes of the Finance and Facilities Committee meeting as presented.**

In Favor: Marina Taylor (remotely); Darnell Dunn; Dina Nichols; Amy Peterson

Abstained: Dr. Lawrence Sasso (Vice Chair)

FINANCE & FACILITIES COMMITTEE REPORT

FY 2026 Comprehensive University Budget

- Trustee Sasso mentioned that at the April 8th Finance and Facilities committee meeting, the committee members spent a lot of time discussing the budget.
- Trustee Sasso asked VP Kathy Eichelroth to walk the trustees through the FY 2026 Comprehensive University Budget memo included in the packet.
- VP Eichelroth gave the Fiscal Year 2026 Budget overview.
 - The FY 2026 university-wide budget package represents a balanced budget with \$144,175,554 of

sources and uses of funds. Available resources are represented by three distinct categories:

1) State funding for operations and student financial aid of \$67,885,825 (47%); 2) Federal student aid of \$10,245,463 (7%); and 3) Institutional sources of \$66,044,266 (46%) representing eight distinct trust funds. Campus-based trust funds include: General, Parking Fines, Health Services, Residence Halls, Student Activities, Residence Hall Technology & Equipment, Capital Improvement and Wellness Center trust funds.

- The General Operating (GO) budget funds the majority of the University's operating expenditures. The GO budget combines Commonwealth of Massachusetts State appropriations and fringe benefit funding with resources generated through the General Trust Fund. In FY 2026, total operating resources are budgeted at \$107,425,297, with 59% funded by State resources and 41% from General fund revenue, specifically student fees. VP Eichelroth gave a summary of those resources.
- The \$500 annual General Fee increase, authorized by the board at the April meeting, is reflected in the total operating resources, along with the \$58 adjusted student activity fee and room rate change.
- The Governor had not proposed resources in FY 2026 for formula funding or the internship incentive and endowment incentive programs. The Council of Presidents continues to advocate for the restoration of these funds in the FY 2026 budget.
- We have identified a \$2,965,983 budget shortfall between revenue and expenses in FY 2026. The budget plan as presented includes revenue from a \$500 per year General Fee increase and a budgeted draw on reserves of \$1,348,983 to bridge this gap. Although we have budgeted reserve draws over the past few fiscal years, we have not had to use them for actual spending. The General Fee increase will help to partially and permanently close the gap going forward.
- The FY 2026 budget allocates resources for investments in university safety and security. The Executive Director of Emergency Management and Institutional Safety will implement several high-priority plans and will present a more comprehensive, multi-year plan to the board. Additional funds managed by the Center for Teaching and Learning will support professional development opportunities for faculty. Employee Services will also receive funds to launch a professional development program available to all employees.
- We can't rely on or carry the funding for the formula funding if we don't receive it. We're seeing the same with financial aid funding, which is received at the end of the budget process.
- VP Eichelroth reviewed the individual trust funds. Other trust funds are generating revenue. As we near the FY 2025 year-end, we will roll over the final \$20,000 of the Strategic Plan Trust Fund into FY 2026 as a continuation of previously approved projects.
- The FY 2026 budget proposal indicates that the annual cost of attendance for a full-time, in-state student who commutes to campus is \$12,344. The baseline cost for an in-state student living on campus annually is \$25,966. For an out-of-state student living on campus, the baseline cost is \$32,046.
- The Governor awarded SUCCESS funding to state universities for the first time. WSU received a one-time \$1,620,191 SUCCESS Grant. The funding will support 28 projects across Academic Affairs, Enrollment Management, Student Affairs, and Administration & Finance. These projects include initiatives such as student advising, tutoring, orientation, and enhancements to career readiness. Many of our SUCCESS projects started as university proposals during last spring's budget process but were not funded in FY25

due to financial constraints. While we maintain a list of prioritized funding requests, we have not solicited new or additional requests during the FY 2026 budget process.

- Although the Commonwealth's FY26 budget process is not yet complete, we have received strong indications that another round of SUCCESS funds is likely, which will help us continue enhancing student outcomes.
- Sixty students are enrolled in the health insurance program.

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

VOTED: to recommend to the full board the approval of the WSU FY 2026 Comprehensive University Budget as presented.

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

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

VOTED: to adjourn the meeting at 4:00 p.m.

Respectfully submitted,



Barry M. Maloney
Secretary, Board of Trustees

WORCESTER STATE UNIVERSITY
HUMAN RESOURCES COMMITTEE MEETING
Meeting Minutes

CHAIR:	Maureen Power (Chair)	DATE:	June 10, 2025
LOCATION:	Wellness Center, Room 204	MINUTES BY:	Nikki Kapurch
TIME:	2:00 PM		
COMMITTEE MEMBERS PRESENT:	Maureen Power (Chair), Dina A. Nichols, Amy Peterson, David Tuttle (remotely)		
BOARD MEMBERS PRESENT:	Dr. Lisa Colombo, Dr. Lawrence Sasso		
WSU STAFF:	Barry Maloney; Ashlynn Allain; Nikki Kapurch; Sathi Mitra; Lois Wims		

The provisions of General Laws, Chapter 30A, having been complied with and a quorum present, a meeting of the Human Resources Committee was held on Tuesday, June 10, 2025, in room 204, located in the Wellness Center. Chair Power called the meeting to order at 2:03 p.m. Trustee Power reported that one trustee will participate by remote access and announced that all votes would be by recorded roll call.

Human Resources Committee Report

- Trustee Power opened the meeting by stating that the first item for discussion was the approval of the position of Assistant Vice President for Communications and Marketing. This role is currently being filled by Interim Assistant Vice President Deborah Alvarez O'Neil.
- Last fall, Maureen Stokes left the position, and we conducted a national search. Deborah has served effectively as Interim AVP since Maureen's departure. She brings over 25 years of experience in communications and marketing across higher education, nonprofits, and philanthropy. She has led initiatives in crisis communications, brand strategy, and institutional messaging and has been a strong partner in advancing WSU's mission.
- This position reports directly to the Vice President for Enrollment Management, with a dotted line to the President.
- We are presenting our internal candidate to the board tonight. This is a replacement position, not a new one.
- Trustee Power presented the recommendation to the board and mentioned that supplemental materials were included in the packet to support this hire.
- President Maloney highlighted some of Ms. O'Neil's accomplishments. Ms. O'Neil has been with the University for many years and has thrived in her administrative roles.
- President Maloney reminded board members that any position at the rank of dean or higher requires approval by the Board.
- President Maloney is seeking approval to appoint Deborah O'Neil as the Assistant Vice President for Communications & Marketing.

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

VOTED: to recommend to the full board the appointment of Deborah O'Neil as the Assistant Vice President for Communications & Marketing, based upon the

terms described in her letter of appointment dated May 22, 2025

ROLL CALL VOTE: Dina A. Nichols (Chair), Amy Peterson, Maureen Power, David Tuttle

The second item on the agenda was a discussion regarding the 2024-2025 annual evaluation of President Maloney.

President Maloney's 2024–2025 Self-Evaluation

- Trustee Power thanks everyone for participating in the 2024-2025 annual evaluation of President Maloney.
- The Human Resource Committee is charged with conducting the annual evaluation of President Maloney as called for in his appointment contract and as requested by DHE Commissioner Ortega.
- The deadline for submitting the presidential evaluation is September 30, 2025, as set by Commissioner Ortega.
- The following documents were provided for us in conducting the evaluation:
 - Correspondence from Commissioner Ortega
 - BHE Compensation and Evaluation Guidelines/Procedures
 - 2024-2025 self-evaluation
 - Performance Assessment Form
- The evaluation will follow criteria, as required by the BHE, as well as criteria requested by the Board of Trustees:
 1. Retention and Student Success
 2. Academic Management / Leadership
 3. Assessment
 4. Infrastructure
 5. Fiscal Management / Budgeting
 6. Communication
 7. Administrative Management / Leadership
 8. Decision Making and Problem Solving
 9. Fundraising
 10. Equity Work / Campus Climate
 11. External Relationships / Leadership in the Community
 12. Affordability / Access
- The evaluation will be conducted using an assessment form to rate and provide comments on the areas listed.

A numeric rating (whole number only) is to be used as follows:

5=A 4=B 3=C 2=D 1=E

- We will begin the process by having a member rate the President and provide comments from the Assessment Form provided. Another member may then make additional comments if she feels that the comment would add to the review. We will repeat this process for all 12 evaluation areas. At the conclusion of the meeting, the forms will be submitted in order to tally the results for the final reporting on the various areas used in the evaluation.

1. **Retention and Student Success**

Average Rating: 5

Comments:

- Total enrollment, in Spring 2025 (as of May 6), we had 5,664 undergraduate and graduate students. This represents a 1.6% increase over Spring 2024's total enrollment of 5,575 (point-in-time comparison)
- President Maloney continues to stand by his focus to put our students first and his hard work and efforts continue to pay off. Our student population is more diverse than ever, and graduation rates continue to improve.
- Post-pandemic enrollment has presented its challenges. Despite the sharp demographic decline in the population of 18-year-olds and an apparent shift away from higher education by many high school students, President Maloney and his team have done an exceptional job of working to counter this trend with initiatives such as the Strategic Enrollment Management Plan, a 5-year initiative to grow and diversify our student body. They have worked to expand recruitment of adult (non-traditional), graduate, and online learners, with a particular emphasis on first-generation and ALANA/BIPOC students.
- Despite the challenges and obstacles related to student success and retention, I am optimistic about WSU's growth in this area and believe that under President Maloney's leadership, the institution will achieve its goal of enrolling 6,500 students by 2027. Further, while the University continues to see equity gaps, I believe staff and faculty have made incredible efforts to create a sense of belonging, inclusivity, and a welcoming environment for the expression of self-identity, which will pay dividends in the future. At a time when many other colleges are scaling back efforts and initiatives that celebrate their diversity, WSU has continued to embrace them. Aided by Enroll360, the Office of Admissions and its partners on and off campus are working diligently to identify, match, and enroll students who they know can and will thrive at Worcester State.
- Virtual Tours, essentially an upgraded campus tour, were launched in January 2025. It uses AI technology and can be viewed from homes & laptops, with 360-degree photos of everything from student labs to dining halls, to dorms and classrooms. This is a great tool and allows a far greater reach for prospective student engagement.

2. **Academic Management and Leadership**

Average Rating: 5

Comments:

- The online Master of Science in Nursing (MSN) program was ranked second best in the state for 2025 by RegisteredNursing.org, based on factors including program quality, affordability, and graduate success rates.
- President Maloney and his management team are constantly working in a transparent and open manner with every part of Worcester State University to find ways to improve our physical campus, educational opportunities, and campus life experience for our students.
- I'm encouraged by the University's direction in the area of academic management and leadership. Not only has Worcester State University been recognized by national leading organizations, but provided grants and funding to continue providing opportunities for experiential learning. The University continues to explore new pathways to different academic disciplines and real-world experience through partnership and coalition building.
- Early College's evolution over the past few years is notable. It is yielding impressive results as a valuable student recruitment tool, while providing high school students a head start on their

college studies and increasing college readiness, which ultimately yields more successes for the University.

- President Maloney was honored by the Worcester Business Journal as the Large Business Leader of the Year this year. This success is built on 14 years of strong leadership, having joined WSU in 2011. Since then, WSU has achieved the highest growth in enrollment among MA State Universities, increasing by 7% since 2022. Academic areas of study continue to expand.
- This year, the Department of Higher Education approved a Master of Science in Biology. In addition, Worcester State's School Psychology program was awarded the highest possible seven-year accreditation from the National Association of School Psychology.
- WSU's undergraduate Nursing Program continues to be ranked #1 in the state by Registered Nurse.org, and the online Master of Science in Nursing is ranked #2 in the State!

3. **Assessment** **Average Rating: 5**

Comments:

- The President has overseen the implementation of the 2020–2027 Strategic Plan, which emphasizes periodic assessments to ensure progress toward institutional goals. At the midpoint of our 2020-2027 strategic plan, Beyond 150: Lead, Succeed, Engage, we have made considerable progress across all six goals and two overarching areas.
- As Worcester State celebrates its 150-year anniversary, it does so with a focus on continual improvement. Following the roadmap set by the strategic plan, President Maloney has challenged faculty and staff to align strategies with the mission, vision, and values of the institution, follow key performance indicators, and analyze the impact of the outcomes. The General Education/Liberal Arts and Sciences Curriculum (LASC) assessment/review is a great example of this alignment and in fully utilizing talent to deliver on the school's strategic objectives.
- A President-appointed team of faculty has been convened to conduct a thorough review of the General Ed program, as the process of overhauling the program begins. The next step is to come before the Governance Committee, a positive step in President Maloney's effort to ensure thorough representation and strategic input, that key policy decisions by University leaders reflect stakeholder input, and are sound decisions..
- The Admitted Students Questionnaire this year highlighted affordability. Financial aid or the cost of attending were significant factors for 82% of respondents when choosing a college. President Maloney and team have been able to use this data in mobilizing the effort to increase the number of student scholarships.
- The Occupational Therapy Program underwent a thorough program review this year and reported great success.
- The NECHE review that took place a while back generated key recommendations and focus areas to be addressed. It was a favorable report but there is always room for growth. President Maloney has taken those findings seriously and is mobilizing efforts to see that they are addressed.

4. **Infrastructure** **Average Rating: 4.6**

Comments:

- Worcester State University has invested over \$10 million in infrastructure upgrades to support learning and improve operations.
- President Maloney and his leadership team continue to work to not only maintain the campus and facilities, but are constantly working to identify ways to improve them while identifying funding opportunities.

- The physical infrastructure and built environment of and around the campus community play a critical role in both student success and faculty and staff satisfaction. The University has done a tremendous job of keeping up in a sector where deferred maintenance is the norm, balancing critical capital improvements with student-centered and user-focused ones.
- Keeping pace with ADA and sustainability goals is no easy task, but President Maloney's prioritization of these areas is fully recognized in this year's accomplishments.
- In terms of facility and grounds maintenance, WSU continues to be a shining star in the state university universe, and the pride projected from such a well-maintained campus is notable. Landscaping always appears meticulous, the roadways are well cared for, and buildings are, too. This projects a positive message to students, visitors, and employees alike.
- The Division of Administration and Finance conducted a space planning & utilization analysis this year to optimize administrative space use post-pandemic. This is a smart step financially and operationally.
- The University is committed to meeting the State of MA's decarbonization goals, such as seeing to certain HVAC system upgrades and energy efficient retrofits in academic and residential buildings. President Maloney recognizes the challenge of meeting some state targets and is approaching it pragmatically, always focusing on the student experience over all else.
- A major undertaking was the project to install a new electrical distribution system in all buildings this year. This was a critically important step to ensure the reliability and operability of the campus electrical system. Additionally, it advances the University a step further in meeting its decarbonization goals.

5. **Fiscal Management and Budgeting**

Average Rating: 5

Comments:

- WBJ "Large Business Leader of the Year" (Feb 2025)
- Annual fundraising has more than doubled from 2011, and the Worcester State Foundation endowment, which supports the mission of the university, has increased by 248 percent.
- President Maloney's proactive approach to addressing the long-term financial stability of WSU while producing a high-quality education and campus experience for our students should be commended. Due to his continued sound fiscal management, WSU has kept tuition and mandatory fees as affordable as possible for our students, while balancing the University's budget and continuing to have yearly clean audits.
- Delivering a balanced and fiscally responsible budget through the complex algorithm of funding sources and restrictions is among the most critical administrative functions of a public institution. Under President Maloney's leadership and with A&F Vice President Kathy Eichelroth's expertise, Worcester State excels in its financial management, forecasting, and reporting. The University must be celebrated for its visionary leadership and implementation of the Financial Sustainability Task Force and Operational Excellence program, which have yielded \$5.2 million in efficiencies.
- COVID-19 wreaked havoc on all institutions of higher education, including Worcester State University, both financially and operationally. Federal monies certainly helped, but a budget deficit was inevitable. Despite those challenges, each year we have been able to balance our campus budget under President Maloney. This is the result of strong fiscal management. And equally important was the ability for President Maloney to engage and get buy-in from divisions throughout the University to participate in operational efficiency reviews, institute some cost containment initiatives, and work together on strategic budgeting. All while ensuring the

student experience is never compromised. This work and these initiatives have resulted in \$5.2 million in efficiencies. We continue to balance the budget each year, 2024 being no exception.

6. **Communication**

Average Rating: 5

Comments:

- President Maloney consistently emphasized the importance of student engagement and leadership. In his welcome message within the 2024–2025 Student Handbook, he encouraged students to immerse themselves in campus life, stating: “Explore all that’s around you. Get to know your fellow students, faculty, advisors, 23 and staff. Get involved!”
- President Maloney is open, honest, and transparent with his communications about issues facing WSU. As a board member, I never feel that I am being kept out of the loop on the issues and concerns facing the University. He has the ability to quickly and honestly address issues on the campus and our community, whether good or bad.
- Developing a communications strategy that accounts for all of an institution’s audiences can be daunting, but Worcester State University has taken a multipronged approach and successfully created an open and transparent dialogue with its campus community. The Campus Conversations began this year amid growing concerns about national issues having a local impact, showing the commitment that the institution has to its students, faculty, and staff, despite the difficult nature of many of those topics. And in a climate of decentralized media, Worcester State has managed to maintain its position among local news and media outlets while growing its social media presence.
- From Operational Excellence activities to Campus Conversations with students on Zoom, and the many other opportunities for engagement that President Maloney commits himself to, he is mindful of how important it is to be a part of the campus community both physically and intellectually. He does not hole himself up in an office and delegate, but can be seen around campus engaging with students, faculty, and administration alike.
- President Maloney leads with humility and openness. He is relatable and steady in his leadership.
- Opportunities to share the achievements of our students, faculty, and administration are never overlooked. The Worcester State Magazine, published by the Marketing Department, is always a showcase of accomplishments by these individuals. The President's Update newsletter is another great example of sharing accomplishments and is targeted to the audience. It also provides wonderful data on the overall health of the University each quarter, if not more frequently.
- The Assistant VP for Marketing & Communications opening is in the process of being filled. This is a tremendously important role, and thus a swift and successful search was conducted, and a final candidate has emerged.

7. **Administrative Management and Leadership**

Average Rating: 5

Comments:

- **Graduation Rate Improvement:** The six-year graduation rate improved to 61.5% in 2024, up from 48.8% in 2011.
- President Maloney and his leadership team have done a great job of addressing the many issues facing WSU, and their efforts are paying off. While many issues are facing colleges and universities across the country, their proactive approach has helped WSU continue to grow and prosper. From enrolment and finances to program management and educational opportunities

for our students, they continue to be strong proactive leaders.

- The labor market continues to evolve in a post-pandemic society, and public institutions are not immune to those shifts in workplace culture. I admire President Maloney's approach to executive level management, including recruitment and retention. While the University has experienced some turnover this year, I believe the President has made Worcester State University an attractive opportunity, and will be able to backfill those vacancies with talented individuals.
- There are many notable and creative initiatives underway this year, reflecting President Maloney's administrative management and leadership. The WSU Speech-Language-Hearing Center took major steps in advancing its clinical education and community outreach. Partnering with Occupational Therapy and Visual & Performing Arts, a weekly singing program has been launched, bringing together Visual & Performing Arts students, Communication Sciences & Disorders students, faculty, and Parkinson's Disease patients. This is an interdisciplinary program, bridging arts and health sciences for what sounds like holistic treatment. While engaging and fun, most importantly, it is educational for the students and impactful for the patients.
- This year, the Speech-Language-Hearing Center also provided free hearing screenings to over 4,000 students in Worcester and surrounding communities.
- Another notable initiative this year was the Administration & Finance partnering with the Office of Grants and Sponsored Research to streamline post-award grant administration. The training and analysis that went along with implementation is intended to best ensure timely and accurate financial information related to the grants.
- The University Controller also worked with Accounting staff this year, in coordination with the Office of Employee Services, to increase financial efficiencies there and ensure accuracy.
- And one other notable initiative was Administration & Finance implementing a new workflow solution to improve efficiencies, enhance response times, and more.

8. **Decision-Making and Problem-Solving**

Average Rating: 5

Comments:

- President Maloney led the development of the Operational Excellence program through the Financial Sustainability Task Force (FSTF). This initiative utilized broad-based, participatory processes to identify strategic solutions for closing budget gaps, ensuring that financial decisions were made thoughtfully and strategically rather than reactively.
- The number of decisions that the President of a large university has to make on a daily basis has to be overwhelming at times. I have always been impressed with President Maloney's ability to not only make thoughtful and sound decisions, but also know how to properly react to situations. He has the ability to include feedback from others in his leadership team, and if appropriate, the larger campus community, in his decision-making process. In the end, I am always convinced that the final decision he makes on any issue always has the University and our students' best interests in mind.
- President Maloney is well respected in the Worcester community and among his industry colleagues. His ability to receive constructive feedback with openness allowed for the implementation of security enhancements following the violent gun incident last year. A true leader is one who surrounds themselves with subject matter experts, and that's exactly what President Maloney has done, both with personnel on payroll and contracted vendors.

- President Maloney has consistently demonstrated a consistent hand when leading the University. That projected sense of calm and control has allowed the President and the University as a whole to navigate through even the most challenging of times.
- President Maloney's response to the Oct 2023 campus shooting was to engage a nationally recognized safety consulting company, Healy+. This year Healy+ conducted an internal audit of all safety practices on campus. Their goal was to best define the meaning of college campus safety for WSU and make recommendations to best ensure the campus is a safe place to live, work, and learn.

9. **Fundraising**

Average Rating: 5

Comments:

- In April 2025, Worcester State received a transformative \$1.24 million gift from the assets of the former Becker College: The Becker Legacy Endowed Scholarship for Nursing Leadership, Becker Legacy Endowment for Nursing Faculty Development, and the Becker Legacy Study Abroad Program for Healthcare Leadership.
- Under President Maloney's leadership, Worcester State has achieved a 101.7% increase in annual fundraising. In the previous year, the University awarded \$23 million in scholarships and grants, enhancing educational access and affordability.
- Since assuming his position as President of WSU in 2011, President Maloney has been intimately involved in our fundraising activity, and his hard work and effort should be recognized. Under his leadership, annual fundraising has more than doubled, and the WSU Foundation endowment has dramatically increased. With the threat of funding cuts at all levels of government looming, fundraising and institutional advancement has never been more important, not only for financial support but in building loyalty with the philanthropic, corporate and alumni communities. Worcester State University Advancement and Alumni Relations are among the hardest working and most visible departments within the institution. The persistence, work ethic and joy they bring to their work is admirable and is setting a strong foundation for the upcoming capital campaign and securing funding for future generations to become part of the Worcester State legacy.
- Some of the many fundraising initiatives:
 - Long time Foundation Board member Greg Rosen was the focus of a WSU fundraiser, Rise Up For Rosen, this past year, which raised 300K.
 - A new 25K Santander Bank grant was received by the University. This grant allows many students to study abroad. This is a population of students who are 75% Pell eligible, but may not be able to study abroad without the added grant support.
 - Two faculty members secured a grant of 700K per year for four years from the MA Office of Problem Gambling Services. The grant funds are intended for developing and implementing programs to prevent underage gambling, focusing on online sports gambling.
 - A 100K grant per year for seven years was secured to support a student-lead organization promoting student health professionals.
- This year, Advancement actively launched Phase 1 of a multi-year major campaign, focusing this year on campaign readiness. The University has recognized the need to launch a multi-year campaign for scholarships to attract and retain students. They are fully committed to a successful campaign.

10. Equity Work /Campus Climate

Average Rating: 5

Comments:

- In the fall of 2024, Worcester State unveiled the Inclusive Excellence and Belonging Strategic Plan that was launched this academic year.
- President Maloney continues to work in a transparent and proactive manner to bring various campus groups together to help improve the experience that our students have while attending WSU. Set against the backdrop of a deeply divided country on a range of issues related to diversity, equity, inclusion, and racial justice, Worcester State University is not alone in its challenges to create an inclusive campus experience, but has done so in spite of the national rhetoric. Regardless of the politics, this will always be an area that is a work in progress, as the University must be flexible and adapt as systems and people change around it. WSU has implemented strategies to make this work more natural, embedding it into the culture of the campus community and curriculum. Leading with data-backed solutions, President Maloney has set benchmarks to meet equity goals that are delivering measurable outcomes.
- The University has an Office of Inclusive Excellence and Belonging. This is a central hub overseeing WSU's diversity, equity, and inclusion efforts. This includes, among other things, compliance with federal/state laws and promoting campus-wide programming. Several of the DEIB committees include the Campus Climate Committee, the Bias Incident Response Team, and newer ones this year - the Accessibility Committee and the Military & Veterans Affairs Committee. An Adult Learner Advisory Committee is also under consideration. These committees conduct surveys and audits and track data. They conduct training and make policy change recommendations. This all results in ongoing transparency and accountability, as well as community communication.
- Externally, under President Maloney, the Early College program continues to grow. This program is very important to him. It gives students a head start on obtaining a degree. It also provides an opportunity for these students to better afford a college education.
- On March 29th of this year, a successful Brotherhood/Sisterhood Leadership Conference was held on campus.

11. External Relationships/Leadership in the Community

Average Rating: 5

Comments:

- President Maloney facilitated partnerships with Irish institutions, such as Ulster University. In April 2024, he hosted Irish civic leaders Mayor Lilian Seenoi-Barr and Cathaoirleach Niamh Kennedy, awarding them honorary doctorates.
- In 2025, President Maloney was named to the Worcester Business Journal's Power 100 list, recognizing his influential role in higher education and community development.
- President Maloney has always recognized the important role that WSU can play in the larger community surrounding the campus. He is constantly building on existing and developing new external relationships. He serves on many boards and is involved with numerous community groups. He is constantly using these opportunities to promote the outstanding work our students and faculty are doing on campus.
- Building a strong external network is necessary for managing the institution's brand and reputation, attracting talent, and leveraging assets for enhanced growth and development. President Maloney demonstrates an incredible aptitude for building coalitions with community stakeholders and is an important and influential figure in the city of Worcester. Without these qualities, managing incidents on campus, like protests and gun violence, would be much more challenging. Having previously established relationships ensures his ability to manage the

situation swiftly. Further, those relationships help leverage opportunities for innovation and expansion among the entire campus community, from students to faculty. He has done a tremendous job immersing himself in the community with board representation and he has a significant presence at external meetings and events.

- President Maloney was recognized this year by the Worcester Business Journal as the 2025 Large Business Leader of the Year. This speaks to his commitment and involvement in the broader community as well as on campus.
- President Maloney continues to be involved in off-campus boards and committees. Examples include St Vincent's Hospital, Worcester Art Museum, Greater Worcester Community Foundation, and the Worcester Regional Chamber of Commerce, among others.
- In February of this year, over 100 high school students visited WSU for the University's 11th annual ALANA Preview Day. This was an opportunity for ALANA, BIPOC, and first-generation high school students to celebrate Black literary contributions while also exploring campus life, connecting with peers, and engaging with the University culture. This event is a great example of WSU strengthening community ties and reinforcing WSU's regional impact and inclusion goals under President Maloney's leadership.

12. Affordability /Access

Average Rating: 5

Comments:

- Under Worcester State ValuePlus, Massachusetts residents whose families earn less than \$75,000 are likely to qualify for a tuition- and fee-free education.
- Early College is strong and growing, and is benefiting highly diverse populations within Worcester, especially. WSU hosted a professional development day for Worcester Public Schools middle- and high-school counselors focused on Early College.
- Under President Maloney's leadership, WSU continues to be recognized by many national publications as one of the best educational opportunities at an affordable price. Under his leadership, we continue to provide an outstanding education and overall educational experience to our students.
- Maintaining affordability for students to access the quality education and pathways to sustainable careers should be the highest of priorities for the institution's leadership, and I feel that President Maloney has instilled this value and works diligently with his staff to make a Worcester State education and degree a valuable investment. Key initiatives such as ValuePlus and the Student Emergency Fund demonstrate the University's understanding of the industry trends and the needs of the whole student body. It's one thing to enroll, and it's another to keep that student on a healthy path to success for the entirety of their academic career. There's always room for improvement, but WSU continues to be a competitive choice for public education that offers programs and degrees that deliver.
- As noted earlier, the most recent Admitted Students Questionnaire noted that 82% of accepted students stated affordability, financial aid, and the cost of attending as significant factors when choosing a college. Currently, 70% of our students receive financial aid, with the University awarding \$23M in scholarships and grants last year. We are currently able to offer prospective students the WSU Value Plus program, providing free and affordable pathways to a bachelor's degree for in-state students.
- The University's continued investment in online and hybrid classes and degrees provides students improved options for accessibility and indirect cost savings. Early College continues to grow and show successes. The program provides a head start to students on their college

educational outcomes. Worcester Public School students saw a 78% student success rate under Early College, while Springfield achieved 63.8% last year.

- Thea's Pantry, the campus's free food pantry, has been actively supported by the administration as well as fellow students this year. The University has organized several events to support and be in front of the students' needs and overall be best prepared on campus to address food insecurity. This year, it has been widely used by students, helping support their well-being.

Based on the comments and ratings from the trustees for each area, the Chair noted that President Maloney remains a strong supporter of WSU and a prominent leader in Worcester. He continues to make positive contributions and is actively planning and strategizing with his leadership team to advance WSU.

President Maloney's overall average rating across all evaluation areas was 58.75 out of 60.

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

VOTED: to recommend to the full board the report of the Human Resources Committee and approve the FY2025 Annual Evaluation of President Maloney as presented and to forward to Commissioner Ortega as requested, with appropriate documents to meet the September 30, 2025, deadline, and further to recommend the maximum allowance when the merit/salary increase parameters are authorized by the Commissioner.

With no further business to conduct, we would like to request a motion to adjourn the meeting.

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

VOTED: to adjourn the meeting at 3:00 pm

Respectfully submitted,



Nikki Kapurch

Assistant Secretary, Board of Trustees

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES MEETING
Meeting Minutes

CHAIR:	Dr. Lisa Colombo (Chair)	DATE:	June 10, 2025
LOCATION:	Wellness Center, Room 204	MINUTES BY:	Nikki Kapurch
TIME:	4:00 p.m.		
BOARD MEMBERS:	Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence Sasso (Vice Chair)		
MEMBER ABSENT:	Kelly Brissette; Kyrām Pou, Jr; David Tuttle		
WSU STAFF:	Barry Maloney; Ashlynn Allain; Kathy Eichelroth; Ryan Forsythe; Carl Herrin; Nikki Kapurch; Julie Kazarian; Sathi Mitra; Edgar Moros, Deborah Alvarez O’Neil; Lois Wims		

The provisions of General Laws, Chapter 30A, having been complied with and a quorum present, a meeting of the Board of Trustees was held on Tuesday, June 10, 2025, in room 204, located in the Wellness Center. Chair Colombo called the meeting to order at 4:05 p.m., reported that one trustee would participate remotely, and announced that all votes would be made by recorded roll call.

Administrative Business

APPROVAL OF THE MINUTES - Full Board Meeting - April 8, 2025

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

VOTED: to approve the April 8, 2025, full Board meeting minutes as presented.

ROLL CALL VOTE: **7 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson
Abstained: Dr. Lawrence Sasso (Vice Chair)

APPROVAL OF THE MINUTES - Academic & Student Development -April 8, 2025

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

VOTED: to approve the minutes of the April 9, 2025, Academic & Student Development Committee meeting as presented.

ROLL CALL VOTE: **3 approved.** Karen LaFond (Chair), Maureen Power (Vice Chair), Marina Taylor (remotely)

APPROVAL OF THE MINUTES - Nominating Committee - April 23, 2025

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

VOTED: **to approve the minutes of the April 23, 2025, Nominating Committee meeting as presented.**

ROLL CALL VOTE: **3 approved.** Marina Taylor (remotely), Karen LaFond, Dina Nichols

Inclusive Excellence and Belonging Presentation

New Inclusive Excellence and Belonging Committees

- President Maloney welcomed Edgar Moros, Executive Director of Inclusive Excellence and Belonging, who walked us through the PowerPoint presentation that was included in the packet.
- In the fall, the board received a copy of the Inclusive Excellence and Belonging Plan. We have added three new committees since then:
 1. Antiracism Subcommittee
 2. Accessibility Committee
 3. Military & Veteran Affairs Committee
- September 25, 2025, is Unity Day.

FINANCE & FACILITIES COMMITTEE REPORT

FY 2026 Comprehensive University Budget

- Trustee Sasso, chair of the committee, reported that the group convened today at 3 p.m. Trustee Sasso provided a brief summary of the meeting. Trustee Sasso mentioned that at the April 8 Finance and Facilities Committee meeting, committee members spent a considerable amount of time discussing the budget. We stayed in line with the Board's approval in April.
- The committee reviewed the FY 2026 Comprehensive University Budget. We had a \$9.4 million gap two years ago, and today we have identified a \$2,965,983 budget shortfall between revenue and expenses in FY 2026. The budget plan as presented includes revenue from a \$500 per year General Fee increase and a budgeted draw on reserves of \$1,348,983 to bridge this gap. Although we have budgeted reserve draws over the past few fiscal years, we have not had to use them for actual spending.
- Mentioned that the formula funding is pending the completion of the state budget process.
- Discussed that the annual cost of attendance for a full-time, in-state student who commutes to campus is \$12,344. The baseline cost for an in-state student living on campus annually is \$25,966. For an out-of-state student living on campus, the baseline cost is \$32,046.
- Trustee Sasso mentioned that VP Eichelroth reviewed the individual trust funds and the current status of the trust funds. He also noted that other trust funds are generating revenue.
- Chair Sasso commended the Administration and Finance staff for all their hard work and for being fiscally responsible and proactive.

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

VOTED: **to accept the recommendation of the Finance and Facilities Committee and approve**

the WSU FY 2026 Comprehensive University Budget as presented

ROLL CALL VOTE: **8 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence Sasso (Vice Chair)

HUMAN RESOURCES COMMITTEE REPORT

Trustee Power reported that the committee met at 2 p.m. today. The first order of business was to approve the appointment of the Assistant VP for Communications and Marketing. Trustee Power highlighted some of Ms. O'Neil's accomplishments, which were also included in the packet.

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

VOTED: **to accept the recommendation of the Human Resources Committee and approve the appointment of Deborah O'Neil as the Assistant Vice President for Communications & Marketing, based upon the terms described in her letter of appointment dated May 22, 2025.**

ROLL CALL VOTE: **8 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence Sasso (Vice Chair)

The second agenda item that was discussed was President Maloney's 2024–2025 Self-Evaluation

- The HR Committee was charged with conducting the annual evaluation of President Maloney as called for in his appointment contract and also in accordance with the guidelines distributed by the Department of Higher Education, Commissioner Ortega.
- Once approved by the Board of Trustees, an executive summary will be prepared and forwarded to the Commissioner with the appropriate materials by the September 30, 2025, deadline.
- As we have done in the past, we provided comments for each area and used a numeric rating system.
- President Maloney's overall evaluation was highly commendable. He received top scores and a very positive review.
- Due to today's meeting schedule, the final results have not been tallied.

Upon a motion made by Trustee Dunn and seconded by Trustee Sasso, it was unanimously

VOTED: **to accept the recommendation of the Human Resources Committee and approve the FY25 Annual Evaluation of President Maloney as presented and to forward to Commissioner Ortega as requested, with appropriate documents to meet the September 30, 2025, deadline and further to recommend the maximum allowance when the merit/salary increase parameters are authorized by the Commissioner.**

ROLL CALL VOTE: **8 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence Sasso (Vice Chair)

NOMINATING COMMITTEE REPORT

- Trustee Taylor, chair of the committee, reported that the group convened on April 23 at 10 a.m. and provided a summary of that meeting.
- The Nominating Committee was appointed by Chair Colombo at the April 8th meeting and was charged with bringing forth a slate of officers for election at the full Board meeting on June 10, 2025.
- Chair Colombo had appointed Trustee Nichols, Trustee Taylor, and Trustee LaFond to serve.
- Trustee Taylor also acknowledged that an email was sent to all the trustees prior to the meeting seeking any voluntary interest in any of the available positions. She received an expression of interest from Trustee Colombo to continue in the chairperson role and from Trustee Sasso to continue in the vice chair role.
- After a thorough discussion, the trustees agreed to nominate Trustee Colombo for the chair position. Trustees Sasso and Power will continue to serve as vice chairs.
- After a healthy discussion among the trustees, it was agreed to present the following slate of officers to the full Board at the June 10, 2025, meeting.

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

VOTED: to accept the recommendation of the Nominating Committee and approve the Slate of Officers for 2025- 2026 as presented.

POSITION:	NEW SLATE 2025/2026
CHAIR	Trustee Lisa Colombo
(2) VICE-CHAIRS	Trustee Maureen Power Trustee Lawrence Sasso
SECRETARY	President Barry Maloney
ASSISTANT SECRETARY	Nikki Kapurch
(2) FOUNDATION BOARD	Trustee Maureen Power Trustee Darnell Dunn
EXECUTIVE COMMITTEE ALTERNATE	Trustee Amy Peterson Trustee Kelly Brissette
MA STATE COLLEGES PRESIDENTS/TRUSTEES ASSOCIATION ALTERNATE (CHAIR, AND VICE-CHAIRS AS ALTERNATE):	Trustee Lisa Colombo Trustee Maureen Power Trustee Lawrence Sasso

ROLL CALL VOTE: **8 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence

WSU Board of Trustees
June 10, 2025

Sasso (Vice Chair)

Trustee Colombo acknowledged the three outgoing trustees and thanked them for their hard work. She then introduced and welcomed a new incoming trustee, Monica Aryitey, Esq., who was seated in the audience, along with our new Student Trustee, Brandol Ogando Saladin.

REPORT OF THE CHAIR

Chair Colombo presented the 2025-2026 meeting schedule, noting that meetings will now be held on Thursdays instead of Tuesdays.

Upon a motion made by Trustee Peterson and seconded by Trustee Power, it was unanimously,

VOTED: **to approve the 2025-2026 Meeting Schedule as presented.**

Thursday, October 23, 2025
Thursday, November 20, 2025
Thursday, January 8, 2026 (Board retreat)
Thursday, April 09, 2026
Thursday, June 11, 2026

ROLL CALL VOTE: **8 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn; Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence Sasso (Vice Chair)

Trustee Colombo emphasized the importance of trustee presence at events and encouraged board members to attend the Student Convocation on September 3, 2025.

PRESIDENT'S REPORT

President's Update

- He thanked the trustees and the board chair for volunteering their time. He also expressed gratitude to the board members for attending the end-of-the-year commencement ceremonies.
- The president's report is included in the packet. If anyone has any questions about the report's information, please contact the President.
- Vice President Ryan Forsythe provided an update on Fall 2025 enrollment.
- Vice President Tom McNamara gave an update on University Advancement and shared an updated Dashboard document.
- The president discussed in detail the BRIGHTAct testimony that he provided to the trustees.
- Discussed the sub-120 credit bachelor's degree that NECHE has approved. The BHE is set to vote on this. The state university presidents will give testimony at the meeting, hoping to delay the vote.
- Vice President Kazarian has been managing our university bookstore and will be partnering with new bookstore providers, eCampus, which will handle textbooks, and UGS, which will handle the spirit apparel known as the Lancer Gear Shop, starting the week of June 23.
- The packet includes the WSU Strategic Plan Mid-Cycle Progress Report 2023-2024 for your information. The report contains a lot of valuable data.

WSU Board of Trustees
June 10, 2025

With there being no further business, the WSU Board of Trustees meeting was adjourned at 5:36 p.m.

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

VOTED: **to adjourn the meeting at 5:36 p.m.**

ROLL CALL VOTE: **8 approved.** Dr. Lisa Colombo (Chair); Maureen Power (Vice Chair); Darnell Dunn;
Karen LaFond; Marina Taylor (remotely); Dina Nichols; Amy Peterson; Dr. Lawrence
Sasso (Vice Chair)

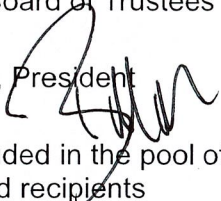
Respectfully submitted,


Barry M. Maloney
Secretary, Board of Trustees



WORCESTER STATE UNIVERSITY

TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney, President 

RE: Names to be included in the pool of approved speakers, honorary degree, and award recipients

DATE: September 3, 2025

At its June 2025 meeting, the Speakers and Awards Committee approved several recommendations for inclusion on the University's standing list of approved commencement speakers and award recipients. Those names have been submitted for approval to the All University Committee (AUC), which is scheduled to consider them on September 9, 2025. I am seeking your approval, contingent upon the AUC's approval, for the potential speakers/awardees indicated below. Their biographical information is provided in support of their inclusion on the list.

By way of background on the process, I'll note that a call is sent to the campus community at the beginning of each academic year to solicit nominations for commencement speaker, honorary degree recipients, and community service awardees. Nominations can be made by direct submission to the Speakers and Awards Committee through the [Call for Speakers and Awards](#), which are accepted throughout the year. They are evaluated by the Speakers and Awards Committee during both the fall and spring semesters. That committee then develops a list to recommend to the All University Committee, which then forwards all finalists as recommendations to the President. The Board of Trustees grants final approval, upon the President's recommendation.

Please find below my recommendations, pending their approval by the AUC, for commencement speaker, honorary degree recipients, and community service awardees for inclusion in the pool of approved speakers, degree recipients, and awardees, followed by summary biographical information for each

Commencement Speaker Candidates

1. Fraidy Reiss
2. Chelsea Page Moses

Honorary Degree Candidates

1. Herb Alexander
2. Michael Angelini
3. Diane Aramony

4. David Bedard
5. Craig Bovaird
6. David Cawley
7. Thomas and Claudia Corcoran
8. Martín Espada
9. Mark and Jan Fuller
10. Lionel Lamoureux
11. Dr. Dale Magee
12. Ruth Rubin
13. Dr. GB & Lexi Singh
14. George and Sheila Tetler

Community Service Award Candidates

1. Joshua Croke
2. Barbara Kirklauskas
3. William Murphy

Biographical Summaries - Speakers & Award Committee candidate recommendations

Herb Alexander (for honorary degree)

Herb Alexander is the founder of Alexander Aronson Finning CPAs (AAFCPAs), a firm he launched in 1973 following formative roles at Arthur Andersen and as a Chief Financial Officer in the private sector. Over the course of his 50-year career, Mr. Alexander became widely respected for his depth of knowledge, innovative financial strategies, and steadfast commitment to ethical service. He advised closely held businesses with expertise spanning assurance services, tax planning, succession and transition planning, mergers and acquisitions, business valuations, and forensic accounting. As a trusted advisor and expert witness, Mr. Alexander's counsel was sought across industries and legal forums alike.

As the leader of AAFCPAs' Trust Services, Mr. Alexander served as a financial advisor, trustee, and fiduciary to family trusts—ensuring that financial stewardship was always aligned with the values and long-term goals of the families he served. His approach consistently balanced practical financial guidance with a deep respect for the human impact of financial decision-making.

A consummate professional, Mr. Alexander held numerous distinguished credentials, including Certified Public Accountant (CPA), Certified in Financial Forensics (CFF), and Chartered Global Management Accountant (CGMA). He was a National Association of Corporate Directors (NACD) Fellow and his outstanding academic performance was recognized with the silver medal for high achievement on the CPA exam.

Mr. Alexander is a true believer in using business as a force for good. His leadership extends well beyond the boardroom and into the community. He served with distinction on the Board of Directors of Boston Private Financial Holdings Corp. and its subsidiary, Boston Private Bank & Trust Company, playing a critical role in its growth from a single-office entity to a \$6.8 billion national financial institution. Under his governance, the board earned the NACD New England "Board of the Year" Award in 2007.

He also contributed his financial expertise to many civic and cultural institutions, including serving as Chair of the Audit Committee for the Worcester Art Museum Board of Trustees, on the Alumni Board of the Boston University School of Management, and on the Advisory Committee of Northeastern University's Graduate School of Professional Accounting.

Mr. Alexander's lifelong dedication to community was formally recognized through the Parker Trowbridge Award from Easter Seals Massachusetts and the Good Scout Award for Community Service from the Knox Trail Boy Scout Council.

His commitment to philanthropy is also exemplified by the values of AAFCPAs, which has donated more than \$250,000 to nonprofits through its direct-giving program in 2023 alone. The firm's participation in GivingTuesday over the past eight years has yielded nearly \$200,000 in contributions, with over \$26,000 raised in 2023 by team members and company matches.

Herb Alexander's career is a testament to the power of integrity, compassion, and service. His legacy is one of not only business excellence but also the elevation of community well-being.

Professional Background:

Alexander Aronson Finning, Founder, 1973-2024

Professional Degrees/Awards:

National Association of Corporate Directors (NACD), Fellow

Parker Trowbridge Award from Easter Seals Massachusetts

Good Scout Award for Community Service from the Knox Trail Boy Scout Council

Distinguished contributions:

Boston Private Financial Holdings Corp., Board of Directors

Worcester Art Museum Board of Trustees, Audit Committee Chair

Boston University School of Management, Alumni Board

Northeastern University Graduate School of Professional Accounting, Advisory Committee

Michael Angelini (for honorary degree)

Mr. Michael Angelini is recognized for his distinguished legal career, exemplary civic leadership, and lifelong dedication to community service throughout Central Massachusetts.

Mr. Angelini has been a pillar of the legal profession for more than five decades. A graduate of Wesleyan University (B.A., 1964) and Duke University School of Law (J.D., 1968), Mr. Angelini joined Bowditch & Dewey, LLP in 1973 and went on to serve as its Managing Partner from 1990 to 1996 before becoming chairman in 1997. His leadership helped position Bowditch & Dewey as one of the most respected law firms in the region, while his guidance within the firm cultivated a culture of excellence, service, and integrity.

A Fellow of the American College of Trial Lawyers, Mr. Angelini is recognized nationally for his contributions to the legal profession. He served as president of the Massachusetts Bar Association from 1983 to 1984 and was a founding director of the Worcester County Bar Foundation. His professional legacy includes a deep commitment to access to justice. In 1982, he was instrumental in reorganizing legal services for low-income residents of Worcester County, facilitating the formation of the Legal Assistance Corporation of Central Massachusetts—an enduring example of his belief in equity under the law.

Beyond his legal acumen, Mr. Angelini has demonstrated a rare and sustained commitment to public service. He is the recipient of the Massachusetts Bar Association's Community Service Award—twice honored in 1986 and 1993—and the prestigious 2005 Isaiah Thomas Award, presented annually to a citizen of Worcester for outstanding community leadership.

Mr. Angelini's extensive service on boards and committees throughout Worcester County speaks to his deep civic devotion. He has served as president or chairman of many key organizations, including the Worcester Economic Club, Greater Worcester Community Foundation, Salvation Army Advisory Board, Worcester Foundation for Biomedical Research, and the Massachusetts Mental Health Legal Advisors Committee. He has also provided strategic direction as a trustee or director for Clark University, the University of Massachusetts Medical Center Foundation, The Hanover Insurance Group, and the Worcester County Law Library Trust, among many others.

Throughout his life, Mr. Angelini has remained rooted in service—engaging in organizations focused on youth, housing, public health, and economic development. His leadership has extended into nearly every

sphere of public life, from banking and healthcare to municipal governance and charitable outreach. Whether on the Northborough Housing Authority or the Worcester Area Youth Resources Council, Mr. Angelini has worked tirelessly to strengthen the region's social fabric.

Mr. Angelini embodies the values sought for an honorary degree from Worcester State in his service, leadership, and commitment to making a meaningful impact in the lives of others. His remarkable professional achievements are only matched by his generous spirit and tireless advocacy for the public good.

Professional Background:

Bowditch & Dewey, LLP - Chairman, former Managing Partner

Professional Degrees/Awards:

Wesleyan University - B.A. 1964

Duke University - J.D. 1968

American College of Trial Lawyers - Fellow

Distinguished contributions:

Massachusetts Bar Association - President 1983-1984

Worcester County Bar Foundation - Founding Director

The Hanover Insurance Group - Chairman

University of Massachusetts Medical Center Foundation, Inc. - Director

Worcester County Law Library Trust - Trustee

Salvation Army Advisory Board - Chairman

Greater Worcester Community Foundation, Inc. - President

Worcester Economic Club, Inc. - President

Massachusetts Mental Health Legal Advisors Committee - Chairman & Director

Clark University - Trustee

Worcester Foundation for Biomedical Research - Chairman

Diane Aramony (for honorary degree)

Diane M. Aramony, Worcester State University class of 1973, is deserving of an honorary degree because of her distinguished professional achievements, enduring commitment to education and mentorship, and remarkable philanthropic contributions that reflect the University's core values of leadership, service, and global engagement.

A Worcester native and first-generation Lebanese American, Ms. Aramony earned her B.A. in French from Worcester State before obtaining a Master of Arts from Middlebury College. She began her professional journey as a French teacher in Framingham Public Schools, where she inspired a love for language and culture in her students. Diane's path soon led her to Mutual of America Life Insurance Co. in New York, where her exceptional leadership and strategic insight propelled her through the ranks to Executive Vice President and Corporate Secretary. In this role, she served as a trusted liaison between the company's Board of Directors and its senior management, while also playing a key role in shaping the organization's growth and operations nationwide.

Beyond her corporate accomplishments, Diane is a passionate advocate for young women and underserved youth. As a founding co-chair of Women Leaders for MENTOR, she has championed initiatives that bring positive role models into the lives of girls at risk, fostering leadership and resilience in

future generations. Her long-standing involvement with the Girl Scouts Council of Greater New York—where she was honored at the Tribute Dinner in 2007—further exemplifies her dedication to empowering young women.

Diane's generosity and unwavering support of Worcester State are exemplary. She has endowed multiple scholarships and stipends that honor both her own educational journey and her family's legacy: the Fred & Lillian Anber Aramony Scholarship for students of Middle Eastern descent in Business Administration, the Jennie Celona Study Abroad Scholarship, the Diane Aramony Student Teacher Stipend, and the Kahil Gibran Scholarship. These gifts reflect her deep belief in the transformative power of education, global experience, and cultural heritage. Her continued participation in university events, including the annual Scholarship Brunch, underscores her lifelong bond with her alma mater.

Diane Aramony embodies the spirit of Worcester State University—scholarship, service, leadership, and global citizenship. Her life and career serve as a model of what it means to lead with integrity, vision, and compassion. In honoring her with this degree, we celebrate not only a trailblazing alumna, but a true champion for education, equity, and excellence.

David Bedard (for honorary degree)

A proud alumnus with a degree in Business Administration, Mr. Bedard has exemplified the values of innovation, service, and community throughout his career and personal life. While a student, he contributed to the vibrancy of campus life by playing club football. Since graduating, he has remained deeply connected to Worcester State—demonstrating what it means to give back with purpose and heart.

Professionally, Mr. Bedard built a distinguished career in the fields of marketing and media. He began as an Account Executive for WSNM-TV before launching Bedard Enterprises in 1999, a company focused on marketing, advertising, media, and real estate development. He later served as a Producer and Senior Account Manager at Spectrum Reach. In retirement, he continues to build community, serving as President of Red Sox Nation at the Villages, a club of over 1,000 members who gather around their shared passion for the team.

Mr. Bedard's civic spirit is reflected in his support for the Special Olympics of Florida and the Knights of Columbus, and most meaningfully, through his enduring commitment to Worcester State University and its students. As a dedicated member of the Worcester State Foundation Board, he has championed programs that directly impact student lives.

Together with his family, Mr. Bedard established the Bedard Family Scholarship for Business Entrepreneurs, awarded annually to two students majoring in business or economics who exhibit entrepreneurial ambition and innovation. This scholarship not only relieves financial burdens but also celebrates the entrepreneurial spirit that defines both Mr. Bedard and Worcester State's forward-thinking students.

Equally impactful is the Bedard Family Meal Support Fund, founded by David and his wife Linda. This fund provides food-insecure students with access to the university's dining services. In the 2022–2023 academic year alone, this initiative enabled 1,573 meal swipes, ensuring that students could focus on learning without the barrier of hunger.

Craig Bovaird (for honorary degree)

A proud alumnus of Worcester State, Craig Bovaird is a distinguished business leader whose career has exemplified the highest ideals of professional achievement, community investment, and educational impact. The 2008 recipient of Worcester State's Distinguished Alumni Award for Outstanding Professional Achievement, Mr. Bovaird has long demonstrated how a Worcester State education can be the foundation for remarkable success and meaningful service.

As retired president of Built-Rite Tool & Die Inc./Reliance Engineering, Mr. Bovaird led with innovation and resilience. His strategic decision to grow Built-Rite at a time when many local plastics companies were moving operations overseas demonstrated his visionary leadership and commitment to Central Massachusetts. Under his guidance, Built-Rite became a model of specialized manufacturing

excellence—providing jobs, supporting regional economic health, and proving that smart, values-based leadership could thrive in competitive markets.

In 2007, Mr. Bovaird was named the U.S. Small Business Administration's Massachusetts Small Business Person of the Year, a prestigious honor that recognized his entrepreneurial success, innovation, workforce development, and strength in overcoming challenges. This recognition reflects the values that Worcester State champions—hard work, ingenuity, and community-minded growth.

Beyond his professional accomplishments, Mr. Bovaird is also a dedicated mentor and generous supporter of Worcester State students. His role as a judge for the university's Next Big Idea entrepreneurial competition has had a lasting impact on student success and inspiration. One of those students, Derek Canton '22, winner of the competition, credited Bovaird for helping spark his entrepreneurial journey:

"A big part of unlocking my entrepreneurial passion was that Bob [O'Brien] and Craig really took me under their wings after I won the competition," Canton said. "The reason why that story is so important to me is there are people from Worcester State who are investing in their students outside of just the classroom."

This investment—in time, knowledge, and belief in others—is what sets Craig Bovaird apart. His story is one of a Worcester State graduate who built a thriving business, remained rooted in the community, and reached back to uplift the next generation. Through mentorship, leadership, and a deep commitment to Worcester State University, Craig has embodied the spirit of lifelong learning and service.

David Cawley (for honorary degree)

Mr. Cawley graduated from Worcester State College in 1974 with a B.A. in psychology. Upon graduation, he joined the active duty US Army and was assigned to The Department of Neuropsychiatry at Ireland Army Hospital, Fort Knox, KY. It was there that he met his wife Chris, who was serving on active duty as a registered occupational therapist.

After completing his active military commitment, Mr. Cawley earned a master's degree in 1979 from the University of Louisville. David and Chris were married and began their professional careers, which took them from rural Maine to the Washington, D.C. area, and finally to Atlanta. Over a twenty-one year period, David served in several senior executive roles in establishing and managing behavioral health management services across the country.

In 2000, Mr. Cawley co-founded The Cawley/Johnson Group in Atlanta. Through his leadership, Cawley/Johnson has become a national leader in providing comprehensive behavioral health management and consulting services. The company has worked with 170 health systems in 39 states nationwide since 2000 to include a continuum of services ranging from acute inpatient, crisis intervention, psychiatric emergency rooms, outpatient, and home health programs.

Mr. Cawley has been a generous benefactor to Worcester State and its education mission for a number of years. He funds four annual scholarships in his parents' name and memory. Two are awarded to Worcester Fire Department relatives of active or retired firefighters to honor his father Tom Cawley, a retired District Chief. Two are awarded to primary education majors to honor his mother Rita O'Connor Cawley, a retired Worcester school teacher and WSU Alum, Class of 1939.

David (as well as his wife Chris) is a member of the WSU 1874 Pillar Society, having named WSU in the Cawley's family trust planning, assuring support for Worcester State students far into the future.

Professional Background:

The Cawley - Johnson Group: Co-Founder & Owner 2000 - present

Charter Behavioral Health System: VP for Contract Services 1996 - 1998

Mental Health Management: Executive Vice President 1984 - 1993

Degrees/Professional Awards:

University of Louisville, 1979, Master's Degree

Worcester State College, 1974, Psychology

Thomas and Claudia Corcoran (for honorary degrees)

Claudia Corcoran, a proud member of the Worcester State College Class of 1968, dedicated her career to shaping young minds as an elementary school teacher in the Reading Public Schools. Her passion for education and lifelong commitment to learning represent the very best of Worcester State's mission. As an alumna, Claudia has not only demonstrated excellence in her professional life, but continues to invest in the future of our students through her and her husband's extraordinary generosity.

Thomas A. (Tom) Corcoran's remarkable career spans over five decades of visionary leadership in aerospace, defense, and technology. Born in Ireland and educated at Stevens Institute of Technology, where he later received an honorary doctorate, Mr. Corcoran rose to serve in senior executive roles at some of the world's most influential companies, including General Electric, Martin Marietta, and Lockheed Martin. As president and COO of Lockheed Martin's electronics and space sectors, he guided the company through major growth and innovation, helping expand revenue from \$3.5 billion to \$8 billion annually.

As a distinguished Stevens trustee for three decades, Mr. Corcoran has been a guiding force in advancing the Institute's mission, fostering growth, and championing innovation. He has served as vice chairman of the board and chair of several committees. His career began at GE, where he rose to COO of GE Aerospace. He later became president and COO of LM Electronics' and space business segments. He retired after 36 years to pursue other initiatives, including serving as chairman, CEO, and president of Allegheny Teledyne, and as a senior advisor for The Carlyle Group. He has served on numerous public and private company boards. He has supported several Stevens Institute of Technology initiatives, including the University Center Complex and Gateway Academic Center, both of which include spaces bearing the Corcoran name.

Today, as president of Corcoran Enterprises LLC and a senior advisor to The Carlyle Group, Mr. Corcoran continues to shape global industries and to serve on the boards of public and private companies, including those of universities. He has also served as a guest lecturer at WPI, Dartmouth College, and Stanford University.

Together, Tom and Claudia Corcoran have demonstrated a deep commitment to global citizenship and student enrichment through their philanthropic support of Worcester State's International Programs Fund. Thanks to their generosity, students—many of whom are the first in their families to attend college—have had the opportunity to travel abroad, expanding their academic horizons and cultural understanding. For students with limited financial means, this access to international experiences is nothing short of life-changing.

The Corcorans' support has not only connected Worcester State students to Ireland but also has helped fulfill Worcester State's mission of preparing students to lead and serve in a diverse, interconnected world. Their legacy is already reflected in the lives they have touched—students inspired to pursue graduate education abroad, broaden their worldviews, and become more engaged global citizens.

Joshua Croke (for community service award)

Joshua Croke (they/them) is the co-founder and president of Love Your Labels, a creative nonprofit designed to elevate LGBTQIAP2+ youth through art and fashion. Love Your Labels is responsible for Queer Art & Fashion, an annual gala that celebrates local designers and the greater queer community at Mechanics Hall. The event has been wildly successful attracting patrons from around the region. Recently, Joshua was a key organizer in rallying public support for Worcester to become a gender-inclusive sanctuary city. The extent of this achievement cannot be underestimated. Joshua excels in facilitating community engagement, co-creating innovation strategies that advance community priorities, developing intersectional partnerships, and implementing creative projects with a focus on advancing equitable development in Worcester and beyond. Joshua has been recognized with accolades such as Worcester Business Journal's Central Mass Power 50 and BEQ Pride Magazine's LGBT Leaders Under 40. They also serve on the board of the Worcester Education Collaborative, the board at the

Worcester Art Museum and the Greater Worcester Community Foundation. They also sit on the Community Advisory Board for UMass Chan's Collaborative in Health Equity. These affiliations demonstrate Joshua Croke's leadership and commitment to fostering intersectional areas of community, health, education, and advocacy. Whether speaking at conferences or collaborating on community projects, Joshua Croke is dedicated to creating equity-centered, joyful environments where everyone can thrive. They exemplify the WSU mission and values statement and should be recognized for their tremendous contributions to our community.

<https://www.joshuacroke.com/>

Martín Espada (for honorary degree)

Martín Espada is a Puerto Rican American poet, nationally esteemed for his poems, essays, and translations. The author of more than twenty books, his most recently published collection, "Floaters," won the National Book Award and the Massachusetts Book Award in 2021. The collection includes the story of two migrants, Óscar and his daughter Valeria, who drowned crossing the Rio Grande at the U.S. border.

Mr. Espada's 2025 book, "Jailbreak of Sparrows," was released last April by Knopf, to excellent reviews.. He is currently a professor at the University of Massachusetts Amherst where he teaches poetry.

Born in Brooklyn in 1957, Mr. Espada earned a B.A. from the University of Wisconsin-Madison in history and a J.D. from Northeastern University. For decades, he worked as a tenant lawyer with Su Clínica Legal in Greater Boston, representing underprivileged clients in Massachusetts while also writing poems and essays.

One of his first books of poems, "The Immigrant Iceboy's Bolero," featured photographs by his father. In 2001, he became the poet laureate of Northampton, Mass., and in 2018 he received the prestigious Ruth Lilly Poetry Prize, a lifetime achievement award from the Poetry Foundation. He was the first Latino poet to receive this award.

His books include: "Vivas to Those Who Have Failed" (2016), "The Trouble Ball" (2011), "The Republic of Poetry" (2006), "Alabanza" (2003), and "Imagine the Angels of Bread" (1996), all published by W. W. Norton. The title poem of his collection "Alabanza," about 9/11, has been widely anthologized and performed, and he has also performed in "The People Speak," a documentary film based on historian Howard Zinn's "A People's History of the United States." His book of essays and poems, "Zapata's Disciple" (1998) was banned in Tucson as part of the Mexican-American Studies Program outlawed by the state of Arizona.

Fellow poet Richard Blanco notes: "Espada's poems continue to define the role of the poet as an emotional historian. Like Whitman, Espada stirs in us an undeniable social consciousness and connectedness."

More information about Mr. Espada's achievements and samples of his work are available at the Poetry Foundation: <https://www.poetryfoundation.org/poets/martin-espada>

Mark and Jan Fuller (for honorary degrees)

Mr. Mark and Mrs. Jan Fuller are recommended in recognition of their outstanding and sustained commitment to advancing higher education, civic life, and student opportunity. As Chairman and Treasurer of the George F. and Sybil H. Foundation, Mark Fuller has continued a powerful legacy of community stewardship and educational access first envisioned by his great-great uncle and aunt, the George and Sybil. Under Mark's leadership, the Foundation has not only generously supported Worcester State University, but has also helped transform its cultural and academic landscape.

The Fuller Foundation is a pivotal supporter of the Fuller Theater, a cornerstone of the University's Visual and Performing Arts program and a vibrant space for creative expression. In his own words at the Theater's 2009 dedication, Mark Fuller spoke to the profound transformation he has witnessed at Worcester State over the years. His remarks reflected a deep appreciation for the University's growth,

curricular innovation, and the rising demand for its programs. Importantly, he championed the Foundation's expanding philosophy to include support for public higher education—breaking a longstanding precedent and opening new doors for generations of Worcester State students.

Beyond funding for the Theater's makeover, the Fullers' vision and advocacy have supported student success directly. The George F. and Sybil H. Fuller Foundation Scholarship provides essential financial assistance to students with demonstrated need, with a strong focus on supporting participants in the Latino Education Institute and Latino/a students. This targeted support advances the University's commitment to equity, belonging, and the success of traditionally underserved populations.

As faithful stewards of legacy and visionary advocates for educational access, Mark and Jan Fuller exemplify what it means to be true friends of the institution. Their leadership has helped Worcester State move closer to realizing our full potential—transforming not only our physical spaces, but also students' lives.

Barbara Kirklauskas (for community service award)

A proud double alumna of Worcester State, Ms. Kirklauskas earned her B.S. in Middle/Secondary Education in 1964 and her M.Ed. in 1967. She devoted her entire professional career to the Worcester Public School system, where she served as a teacher, assistant principal, and ultimately as principal at some of the city's most impactful institutions, including Burncoat High School, Doherty High School, and South High Community School. Her career, which spanned over three decades, was marked by tireless service to students, mentorship of faculty, and leadership that helped shape generations of Worcester youth.

Ms. Kirklauskas's deep compassion and desire to serve did not end with her retirement in 2001. In 2022, recognizing a spiritual need on campus, she took action to create a quiet and inclusive space for reflection, worship, and guidance. Through her vision and generous support, the Kirklauskas Spiritual Life & Interfaith Center was established. Today, this vital space offers Catholic Masses, Christian Bible studies, daily prayer accommodations for Muslim students, and interfaith resources. It has grown to include a Spiritual Life Coordinator, priests affiliated with the Diocese of Worcester, and a locally connected Rabbi—creating an environment of spiritual nourishment and belonging for students of all backgrounds.

Her quiet generosity extends even further. Ms. Kirklauskas is a devoted supporter of both the Worcester State University Library and the International Programs Office. Her contributions—through scholarships, program support, and advocacy—have enriched student learning and enabled global educational experiences that would otherwise be out of reach for many. She has helped open doors for students to discover new perspectives, explore new places, and expand their understanding of the world.

Outside of her work in education and campus philanthropy, Ms. Kirklauskas finds joy in culture, travel, and the arts. She and her late husband, Joseph Kane, traveled extensively, enriching their own understanding of diverse cultures—experiences that continue to inspire her support for global education. She is also an active member and longtime treasurer of the Embroidery Guild of America, where her creative expression and skill benefit that community.

Barbara Kirklauskas exemplifies the values of service, compassion, and community that Worcester State seeks to instill in every student. Her legacy is woven into the lives she has touched—through teaching, mentorship, spiritual guidance, and generous philanthropy. She has made Worcester State a better, more inclusive, and more humane place.

Professional Background:

Worcester Public School System: 1967-2001

Doherty High School, Burncoat High School, South High Community School

Teacher, Assistant Principal, Principal.

Degrees/Professional Awards:

Worcester State University, 1967, M.Ed

Worcester State University, 1964, B.S. Middle/Secondary Education

Lionel Lamoureux (for honorary degree)

Mr. Lamoureux created the Finish Line Fund at Worcester State University, which helps students in need of financial assistance to complete their education and graduate – typically covering the cost of that last class or two or some lab fees that may be standing in the way of degree completion.

In the spring 2022 semester, Casandra P. '22 feared she wouldn't graduate on time. The biology major had one last course -- Pre-Calculus -- hanging over her head. She would need to find a way to pay for and complete the class so that it would not stand in the way of earning her degree, acquiring a job or internship, or attending graduate school.

"The Finish Line Fund allowed me not to have to delay successfully completing my college degree," Casandra has said. "It gave me a fortunate opportunity to not have to deal with the financial stresses."

Though not alumnus of Worcester State, Mr. Lamoureux saw the value of public education and wanted to contribute. "There's an appeal in trying to help students who don't have the funds to go to private schools," Lamoureux has said. "And public schools are teaching good work skills, so when people get out, they get employed pretty quickly."

"We're in a position where we can help others," he added, "so we do that whenever we can," referring to his family.

Professional Background:

Lamoureux Ford - President & Founder 1977- 2020. family-owned business and winner of several corporate awards for excellence

Professional Degrees/Awards:

Assumption BA, 1968, Foreign Affairs & Economics

Lamoureux Ford supports the Telegram & Gazette Santa initiative and has, for the past 35 years. Lamoureux Ford is also a benefactor for:

Our Lady of the Angels School Worcester, Dock Dog Days-Klems, East Brookfield Fire Department 4th of July Fireworks, East Brookfield Senior Center, Rutland Fire Department, Spencer Exchange Golf Tournament, Center of Hope Foundation/Special Olympics, Bay Path Reg. Voc. Tech. High School, David Prouty High School, Tantasqua Reg. High School, Assumption College, BeLikeBRiT Foundation, Eagle Hill High School, Wickaboag Sportsmen's Club, Paxton Center School, Mary Queen of the Rosary - Spencer, North Brookfield Youth Center, Oakham Police Officers Association, American Legion POST 138, Old Sturbridge Village, West Brookfield White Christmas, Hamilton Sportsman Club

Dr. Dale Magee (for honorary degree)

B.Dale Magee, M.D., grew up in Niagara Falls, NY, and attended upstate New York schools for both his undergraduate degree and his medical degree. He did his medical residency in Cleveland, OH, at Case Western Reserve University. Directly after completing his residency, Dale moved to Massachusetts, where he began working at Fallon Clinic. He next opened up his own practice in Shrewsbury. In addition to his medical practice, Dr. Magee has been president of the Worcester and Massachusetts Medical Societies, and participated in a number of groups dealing with quality in health care at the local, state, and national levels.

Dr. Magee was first elected in 2010 and continues to serve on the Shrewsbury School Committee as secretary,. In 2011, Dr. Magee was still practicing medicine in Shrewsbury, teaching as a faculty member at UMass, and working as the Public Health Commissioner for the city of Worcester. He retired from active medical practice in 2015. In 2024, Dale founded The New England History of Medicine Society and is an avid medical historian.

Dr. Magee and his wife Melanie have been consistent supporters of the Shrewsbury Public Library, where Dale serves as a trustee on the board of the Shrewsbury Public Library Foundation. They sponsor "Sunday hours" every year at the library.

In 2003, Dr. Magee and Melanie established the Magee Family Education Scholarship at the Greater Worcester Community Foundation, and in 2021, the couple established The Magee Scholarship for First-Generation Students at Worcester State.

Professional Degrees:

SUNY Buffalo – B.S. Psychology

SUNY Upstate Medical University – 1975 - M.D. Medicine

Case Western Reserve University School of Medicine – 1979 - OB-GYN Residency

Dartmouth Institute – 1998 - M.S. Health Policy, Quality Measurement

Chelsea Page Moses (for Commencement speaker)

Chelsea Page Moses, Miss Trans Massachusetts 2023 who went on to become Miss Trans Global USA 2024, had hosted an event at National Black AIDS Awareness Day 2025 where she spoke about her experiences as a black trans woman. She shared timely information, experiences, and perspectives about how we as a community can further initiative to include diverse populations and share their experiences in a way that leads to a better world. In the current state of the country, including governmental policy changes, DEI initiatives being pulled back, and people trying to silence those who are labelled "different," Ms. Page Moses is a beacon of hope and inspires others through her work to engage in conversations about how to better our communities and promote diversity.

Ms. Page Moses' voice as a Commencement speaker would further Worcester State's mission to be a more inclusive university. Having her in that role would also provide an opportunity to connect the Worcester community with the trans community, as well as their allies.

<https://misstransglobalusa.com/>

The following is drawn from her submission for Miss Trans Global USA: Born in Florida, Ms. Page Moses has lived around the country and abroad and has called Massachusetts home for over 17 years. She attended fashion school in Los Angeles, co-founded All Star Management (working with celebrities), and became a pioneer in the healthcare field. She was an instrumental part of the first neurological disease day program in the country. She later opened Four-Star Healthcare Concierge Services, which continues to provide services to older adults and those with disabilities. For these accomplishments, she was awarded special recognition by the City of Boston – presented to her by Athena Garrison, the very first trans individual to serve in the state legislature.

As Miss Trans Massachusetts 2023, Chelsea stood proudly on a platform promoting visibility, pride, and self-confidence for all, particularly for those in the LGBTQIA+ community. She received an award for her work from Massachusetts Governor Maura Healey and Lt. Governor Kim Driscoll. Chelsea is an official LGBTQ+ international ambassador and has been an advocate worldwide.

In March of 2024, Chelsea was crowned Miss Trans Global USA. She has been using this title to continue her "visibility for all" campaigns as well as focus on mental health, particularly in the trans community.

William Murphy (for community service award)

The owner of Fairway Mortgage, William Murphy, class of 1993, is a highly regarded mortgage originator with over 25 years of experience in the industry. As a top producer, Mr. Murphy has helped countless individuals and families achieve their homeownership dreams.

But his accomplishments extend far beyond the professional realm. With a passion for fitness and a commitment to giving back, Mr. Murphy has completed multiple marathons, ultramarathons, and ironman competitions. He holds a second-degree black belt in Krav Maga and has raised over \$650,000 for various charities, including the Make-A-Wish Foundation, Fairway Cares, The American Warrior Initiative, and the Dana Farber Cancer Institute.

Mr. Murphy recently completed the Great World Race, running seven marathons in seven days across all seven continents, starting with Antarctica. For Murphy, the race was more than just a physical challenge. It was a mission to raise funds for Make-A-Wish Massachusetts and Rhode Island. His campaign, Running the World for Wishes, raised over \$100,000—more than double his original goal—while helping grant wishes for at least 10 children.

Mr. Murphy is also a national bestselling author, with his book “Thriving Through the Storm” earning a spot on the Wall Street Journal, USA Today, Amazon, and Barnes & Noble bestseller lists. As a coach, commentator, podcast host, and media guest, he inspires and motivates audiences with his powerful messages and insights.

In 2008, Mr. Murphy established the William Murphy Scholarship at Worcester State University. The endowed scholarship's first preference is that it be awarded to an incoming freshman who is a graduate of Worcester's North High School and second preference is given to an incoming freshman who is a graduate of a Worcester public high school. Furthermore, Bill has also established an Adopt-a-Scholar scholarship at Worcester State University. This scholarship is a four-year commitment to support WSU students in their education journey.

Mr. Murphy has remained connected to Worcester State as a regular presenter to business students, has met individually with students about internship and job interviews, and has participated in mentoring events sponsored by the Alumni, Athletic, and Career Services Offices. He also, was honored as a Distinguished Alumni in 2007. Not only is Mr. Murphy one of many Worcester State University alumni who lead by example, but he is the University's youngest alumnus to establish an endowed scholarship.

Mr. Murphy's strong commitment to philanthropy is markedly evident by the obstacles he faced while training for the 2021 Boston Marathon. Sixty days before the race, Bill tore his left quad. Yet he remained determined to participate in the event to raise money for the Make-A-Wish Foundation. “I decided I wanted to do it on crutches ... well, the BAA said no,” he recalled. “But because of Covid, they still had a virtual option, so it was OK to get another venue, and Worcester State allowed me to use the track.” With a crowd on hand, Bill finished in 6 hours, 17 minutes, among the world's fastest on crutches.

In Spring 2024, Mr. Murphy worked with the WSU Admissions Office to coordinate two in-person visits to North High School. He volunteered to speak to high school juniors and seniors interested in applying to WSU, to discuss overcoming adversity, as well as his journey from North to Worcester State and his later professional success. Mr. Murphy offered to donate his book to the participating students. In fall 2024, he was recognized with an Alumni Achievement Award from the Worcester Educational Development Foundation.

Beyond all of his impressive achievements, Mr. Murphy is a dedicated advocate for mental health and wellness. He is the founder of the nonprofit Thrive Foundation and holds a bachelor's degree in psychology from Worcester State University and a master's degree in counseling psychology from Framingham State University.

William Murphy has made exemplary contributions to his professional field, the Worcester community, Worcester Public Schools, and to society. Through his volunteerism he serves as an outstanding role model for current Worcester Public School students, and has achieved outstanding success in community service, business, and humanitarian efforts.

Fraidy Reiss (for Commencement speaker)

Between 2000 and 2018, nearly 300,000 minors under the age of 18 were legally married in the United States. A few were as young as 10, though most were 16- or 17-year-old girls married to adult men.

According to the U.S. State Department, child marriage is a human rights abuse, yet the issue persists across the United States. The practice has devastating, lifelong consequences for American girls,

harming their health, education, economic opportunities, and overall quality of life. It also undermines statutory rape laws, often concealing what would otherwise be considered a sex crime. Victims of child marriage are significantly more likely than other married women to be beaten or abused by their spouses. Child marriage is associated with numerous severe health consequences, including heart attack, cancer, diabetes, stroke, and various psychiatric disorders. Additionally, it increases the risk of poverty and suicide.

In recent years, this practice has been outlawed in thirteen states—New York, Vermont, Michigan, Connecticut, Washington, Virginia, New Hampshire, Rhode Island, New Jersey, Delaware, Pennsylvania, Minnesota, and Massachusetts—largely due to the advocacy of Unchained At Last, the nation's only organization dedicated to helping women escape forced marriages. As Unchained's founder and executive director, Fraidy Reiss, would be an inspiring Worcester State Commencement speaker.

Ms. Reiss is herself a survivor of a forced marriage. At the age of 19, her family arranged her marriage to a man who turned out to be violent. At 27, she defied her husband and insular religious community to become the first person in her family to attend college, graduating as valedictorian from Rutgers University at age 32. Over time, she divorced her husband, gained full custody of her two daughters, and secured a final restraining order against her ex-husband.

A survivor turned advocate, Ms. Reiss is internationally recognized as an expert on forced and child marriage in the United States. Her research and writing on the subject have been published in the Journal of Adolescent Health, The New York Times, The Washington Post, and numerous other outlets. She has been featured in books (including as one of the titular women in Hillary and Chelsea Clinton's The Book of Gutsy Women), films (such as the award-winning documentary Knots: A Forced Marriage Story), and countless television, radio, and print news stories. Through Unchained At Last, she leads a growing national movement to end child marriage in all U.S. states and at the federal level. Legislation she helped draft and advocate for has been passed into law in several states.

Unchained At Last also provides crucial, comprehensive, and often life-saving direct services to individuals, primarily women and girls, fleeing arranged or forced marriages or resisting impending coerced marriages. These services help clients not only escape their situations but also rebuild their lives, often after being shunned by their families or forced into hiding. Unchained never charges clients for its unique array of services, which include:

Planning and implementing escapes, including international escapes in collaboration with the U.S. State Department for those taken overseas for forced marriages.

Free legal representation.

Psychotherapy, mentoring, and emotional support.

Career counseling and financial coaching.

Emergency financial assistance for needs such as plane tickets, food, and winter coats.

Assistance with finding shelter, avoiding homelessness, and transitioning from domestic violence shelters to new homes.

Transportation and accompaniment to court appearances, medical appointments, and other stressful engagements.

Ruth Rubin (for honorary degree)

Ruth R. (Sadick) Rubin, class of 1952, and her late husband, Allen Rubin, have long exemplified the spirit of generosity, leadership, and unwavering support for Worcester State University. Through their philanthropic efforts and deep commitment to community service, they have made a lasting impact on the University and beyond.

A true pioneer in alumni engagement, Mrs. Rubin graciously opened her heart and home to classmates, alumni, and students, hosting the first-ever class reunion at her Paxton residence. In celebration of her fiftieth reunion, she and Allen welcomed classmates from near and far, establishing a tradition that continues to this day.

Beyond fostering connections, Ruth and Allen made a profound commitment to education by establishing the Allen and Ruth R. (Sadick) '52 Rubin Scholarship to Honor Their Parents. Inspired by the values instilled in them—hard work, motivation, and the transformative power of education—they sought to support ambitious students with financial need. Since Allen's passing in 2016, Ruth has continued their shared legacy, ensuring their vision of educational opportunity endures. More recently, Ruth has established The Allen & Ruth Rubin '52 Meal Plan Support Fund at Worcester State University, broadening her support..

Mrs. Rubin's dedication extends far beyond Worcester State. A devoted advocate for her Jewish heritage, she has served on numerous boards and committees, including her recent volunteer work at Bet Shalom. Additionally, she has contributed her time and talents to key cultural and civic organizations, including the Worcester Art Museum, Friends of Worcester's Institute Park, the Worcester Historical Society, Preservation Worcester, and the Massachusetts Symphony Orchestra Association.

Ruth's lifelong commitment to service, education, and community enrichment embodies the very essence of the Community Service Award. Her selflessness, leadership, and philanthropic vision have left an indelible mark on Worcester State University and the greater Worcester community.

Dr. GB and Lexi Singh (for honorary degrees)

Throughout their lives and careers, Dr. and Mrs. Singh have demonstrated a steadfast dedication to the well-being of others. As an accomplished surgeon and nurse, respectively, they have not only advanced the practice of medicine but also embodied the values of empathy, integrity, and service in every facet of their work.

Worcester State University has been profoundly enriched by the Singhs' vision and generosity. Their leadership in establishing the Nursing Faculty Development Fund has helped ensure that nursing faculty can pursue advanced degrees, directly enhancing the educational experience for future generations of nurses. Their transformational gift toward the creation of a state-of-the-art Nursing Simulation Center in the Dr. Lillian R. Goodman Department of Nursing is a testament to their belief in the power of education and innovation.

Beyond their philanthropy to the university, the Singhs have given generously of their time and hospitality, especially through their annual East Coast Florida reception, where they have cultivated strong bonds among alumni and friends of Worcester State.

Their commitment to service extends far beyond the university. Dr. and Mrs. Singh have been long standing supporters of Open Sky Community Services (formerly Alternatives Unlimited), offering significant support to improve the lives of individuals with developmental and psychiatric disabilities. Their compassion and advocacy have helped empower some of the most vulnerable members of our community.

Dr. G.B. and Lexi Singh exemplify the values Worcester State seeks to instill in its graduates: a deep sense of purpose, a commitment to the common good, and a life devoted to service and excellence. Their enduring impact on healthcare, education, and community makes them truly worthy of this highest institutional honor.

George and Sheila Tetler

Attorney George W. Tetler III has given of his time, and together with his wife, Shelia, also provided financial resources for decades to Worcester State University as well as the greater Worcester community. Together they established the George and Sheila Tetler Academic Achievement Award, which is given to the senior with the top academic performance in business administration.

Mr. Tetler was honored at the Worcester State Scholarship Tea in 2010, which honors outstanding citizens whose work stimulates the vitality, health, and success of their communities.

Mr. Tetler was a partner at Bowditch & Dewey, LLP and is currently a partner at Prince Lobel. His deep background in insolvency and bankruptcy matters is invaluable to clients in structuring business and financing transactions. His breadth of experience and practical, common-sense approach to complex business transactions and business issues enable him to devise successful solutions to advance his client's business objectives.

Professional Background:

Prince Lobel - Partner September 2024

Bowditch & Dewey, LLP - Partner 1987 - 2024

Professional Degrees/Awards:

Boston University School of Law - LL.M Taxation

American College of Bankruptcy - Fellow

American University Washington College of Law - J.D.

Denison University - B.A

Distinguished contributions:

WSU Foundation Board - Member 2008 - present

WSU Board of Trustees - Member 2002 - 2012

WSU Board of Trustees - Former Chair 2005 - 2009

WSU Foundation Board - Chair 2001- 2003

WSU Next Big Idea Contest - Planning Committee NS Judge

Greater Worcester Community Foundation - Board Member 2011 - present

American Antiquarian Society - Treasurer 1996 - 2015

Worcester Chamber of Commerce - Former Chairman

Worcester Art Museum - Former Corporator

Worcester Business Development Corp. - Former Director


Worcester Municipal Research Bureau - Former Vice Chair, Director, and President

United Way of Central Massachusetts - Former Chair

Music Worcester - Former Chair



TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney, President 

RE: Hiring of Associate Vice President (AVP)/ Chief Information Officer (CIO)

At Worcester State University, technology is not just a support function—it is the backbone of how we teach, learn, research, and operate as a modern institution. From safeguarding our data to enabling world-class instruction, the role of the Chief Information Officer (CIO) is central to our ability to deliver on our mission and prepare the university for the future.

With the departure of our former CIO, Dr. Anthony Adade, we now face a critical leadership gap at the very center of our digital and operational infrastructure. To remain competitive, secure, and student-focused, we must move forward quickly with a national search to identify and recruit a highly qualified leader for this role.

The absence of a permanent CIO places the university at risk of delayed projects, weaker IT governance, and increased exposure to cybersecurity threats. Information technology is deeply embedded in every aspect of our work—from instructional delivery and research support to financial operations and compliance. This role cannot remain vacant without significant institutional impact.

Strategic Importance of the Role

The Chief Information Officer (CIO) plays a critical role in advancing Worcester State University's mission by ensuring that faculty and students have the digital tools and platforms necessary for success in teaching, learning, and research. As the steward of enterprise systems and IT infrastructure, the CIO drives efficiency and modernization across the university, supporting seamless operational continuity. Equally important, this leadership role is essential for safeguarding the institution against escalating cyber risks and for ensuring compliance with state and federal requirements. The CIO oversees the cybersecurity frameworks, proactive monitoring systems, and rapid response protocols that protect the university from potentially devastating operational and reputational harm.

In today's rapidly evolving digital landscape, the CIO also serves as the architect of innovation, particularly in integrating artificial intelligence (AI) as a new generation tool across academic and administrative functions. By championing responsible and ethical use of AI, the CIO will ensure that Worcester State University remains competitive, forward-thinking, and prepared to harness the next wave of digital transformation for the benefit of the entire community.



Beyond daily operations, the CIO provides forward-looking vision and strategy, guiding digital transformation and aligning technology with the university's long-term strategic priorities.

Financial and Resource Considerations

While recruiting a senior leader is a significant investment, the risks of leaving this position vacant far outweigh the cost. The absence of a permanent CIO increases the likelihood of project delays, system inefficiencies, and cybersecurity incidents—each of which can create both financial and reputational liabilities far greater than the cost of hiring. A qualified CIO not only ensures stability and continuity but also strengthens the university's resilience and delivers long-term savings by modernizing systems, mitigating risks, and enabling smarter resource allocation.

This position has been budgeted in the salary range of \$185,000 to \$195,000 annually, which is consistent and competitive when compared with peer state universities. As the table below illustrates, Worcester State's planned range falls within the market, ensuring we remain competitive while also maintaining fiscal responsibility.

Comparison of CIO Salaries at Massachusetts State Universities

State University	CIO Salary
Bridgewater	\$218,549.93
Salem	\$213,629.84
Framingham	\$191,143.03
Westfield	\$186,812.48
Fitchburg	\$158,430.48
MCLA	\$138,632.13

This comparison shows that Worcester State's proposed range positions us appropriately in the middle of the market—competitive enough to attract qualified leadership talent, yet measured relative to peer institutions. By moving forward with this investment, Worcester State can secure the leadership required to protect and modernize its technology infrastructure, safeguard against escalating cyber risks, and ensure continuity in support of the university's academic and operational mission.

I recommend and request the Board's support to proceed with a national search for the next Associate Vice President/Chief Information Officer. Promptly filling this position will provide the leadership and vision needed to safeguard our technology environment, strengthen our operations, and position Worcester State University for continued growth and success.

Thank you for considering this strategic addition to our university's leadership team.



OFFICIAL TITLE: Associate Vice President and Chief Information Officer (CIO)

SUPERVISION RECEIVED: Provost

SUPERVISION EXERCISED: Supervises subordinate professional, classified and student employee personnel assigned to the Office of University Technology Services.

General Statement of Duties: The Associate Vice President and Chief Information Officer (AVP/CIO) is a senior leader responsible for providing strategic direction and operational oversight for all information technology (IT) services and resources at Worcester State University. The AVP/CIO will lead the IT division in support of the university's academic, research, and administrative mission. This role requires a visionary leader with a deep understanding of higher education, a collaborative spirit, and a proven track record of managing complex technology environments, fostering innovation, and delivering exceptional service to a diverse community of students, faculty, and staff.

Responsibilities:

(E) = Essential

- **Strategic Leadership and Planning:**

1. Develop and execute a comprehensive IT strategic plan that aligns with and supports the university's institutional goals and priorities.
2. Anticipate and evaluate emerging technologies and trends, making recommendations for their potential application within the university.
3. Serve as a trusted advisor to the university's senior leadership on all matters related to technology.
4. Lead the development of IT policies, standards, and governance structures to ensure the effective and secure use of technology across the campus.

- **Management and Operations:**

1. Provide leadership and direction for all IT functional areas, including enterprise systems, network infrastructure, cybersecurity, help desk support, academic technology, and data management.
2. Oversee the development and management of the IT budget, ensuring resources are allocated effectively and responsibly.
3. Lead, mentor, and develop a high-performing IT team, fostering a culture of collaboration, professional growth, and service excellence.
4. Ensure the reliability, security, and scalability of all IT systems and infrastructure.

- **Collaboration and Communication:**

1. Serve as the primary liaison between the IT division and the university community, including academic departments, administrative offices, students, and external partners.
2. Establish and maintain strong working relationships with key stakeholders to understand their



technology needs and priorities.

3. Chair or serve on various university committees related to technology, data, and planning.
4. Communicate complex technical concepts and initiatives in a clear and accessible manner to both technical and non-technical audiences.

- **Innovation and Service Delivery:**

1. Promote and support the use of innovative technologies to enhance teaching, learning, research, and administrative processes.
2. Lead initiatives to improve the user experience and ensure the delivery of high-quality, responsive IT support services.
3. Champion a culture of continuous improvement, regularly assessing IT services and processes to identify opportunities for enhancement.

- **Cybersecurity and Data Privacy:**

1. Develop and implement a robust cybersecurity program to protect the university's digital assets, data, and reputation.
2. Ensure compliance with all relevant federal, state, and institutional regulations related to data privacy and security (e.g., FERPA, HIPAA).
3. Lead the university's IT disaster recovery and business continuity planning.

- **Additional Responsibilities:**

1. (E) Demonstrates civility and professional, customer-service oriented behavior, worthy of emulation by other staff and students.
2. (E) Responsible for contributing to the WSU Strategic Plan.
3. (E) Responsible for contributing to Equal Opportunity/Affirmative Action objectives.
4. Performs other duties as assigned.

Required Qualifications:

- A minimum of 7-10 years of progressively responsible leadership experience in information technology, with at least 3-5 years in a senior leadership role (e.g., Director, AVP, or CIO) within a higher education or similarly complex, mission-driven organization.
- Demonstrated strategic planning and organizational leadership skills.
- Excellent communication, interpersonal, and team-building abilities.
- Strong financial management and budget oversight skills.
- Proven ability to manage and lead change in a complex, distributed environment.
- Deep understanding of current and emerging technologies relevant to higher education.
- Expertise in cybersecurity, data privacy, and IT governance.

Preferred Qualifications:



WORCESTER STATE UNIVERSITY

NON-UNIT JOB DESCRIPTION

Position Number: 00194154

Reports to: 00209213

Incumbent: Vacant

Department: 630

- Master's degree in a relevant field (e.g., Information Technology, Computer Science, Business Administration) is required.

By signing below, I acknowledge that I have received a copy of this job description. I understand that this is a professional position, exempt from overtime under the Fair Labor Standards Act. I acknowledge that I must be able to successfully perform the essential functions of my position with or without reasonable accommodation. Questions relating to my responsibilities or need for accommodation, now or in the future, will be directed to my supervisor and/or Human Resources.

** Please note that the job description is subject to revision and updates as needed.*

Employee Signature

Date

Supervisor or Human Resources Signature

Date