

## **CURRICULUM VITAE**

### **BARRY M. MALONEY**

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## **HIGHER EDUCATION EXPERIENCE**

**President, Worcester State University**

2011 – present

### **Selected Highlights:**

- Transformed institutional finances through Operational Excellence, achieving \$5.5M in efficiencies without layoffs or across-the-board cuts, narrowing a multi-million-dollar structural deficit that emerged during the pandemic.
- Cultivated strong government, community and international partnerships, including formal relationships with Irish municipalities, local school districts (Early College), and state agencies (SUCCESS/NISS collaboration, appointments to Department of Higher Education statewide positions).
- Secured significant philanthropic funding – in 2025 alone, secured \$1.24M endowed scholarship gift from Becker College, \$760K Foundation grant, and increased alumni engagement through 30+ signature events.
- Received exceptional presidential evaluation scores from the Board of Trustees (58.75/60 in 2025 and 54.6/55 in 2024), showcasing top-tier performance across leadership categories including retention, academics, fundraising, fiscal management and communication.
- Named Worcester Business Journal's Business Leader of the Year Award for large organizations, 2025.
- Demonstrated calm, effective crisis leadership, coordinating a nationally praised communications and safety response following an on-campus shooting incident.
- Led strategic planning execution, achieving 91% of strategic plan metrics with 81% of initiatives completed by the mid-point.
- Enhanced the university's presence in the community through civic engagement and regional events, such as the annual MLK Breakfast, and by serving on the boards of multiple nonprofit and cultural institutions.

- Implemented strategies that led to enrollment growth and retention gains to reverse post-pandemic declines, for a record-high incoming class (2024), driving a 1.6% total enrollment increase and ~87% persistence rate in 2025, while implementing EAB Enroll360 to boost first-year deposits 5.7% YoY.
- Launched innovative affordability programs, including ValuePlus (tuition-free pathway) and enhanced financial aid packaging, directly supporting underserved and first-generation students, which exceeded 45% and 50%, respectively, of the 2025 incoming class.
- Pursued academic excellence and improved institutional reputation, as evidenced by top-ranked Nursing and MSN programs (#1 and #2 in Massachusetts), more faculty recognitions including Fulbrights and publication in highly regarded journals.
- Expanded academic portfolio via nine online graduate programs and five undergraduate programs and through accelerated 3+3 and international law/graduate partnerships.
- Championed faculty innovation with increased funding for the Center for Teaching and Learning and for experiential learning and early college programming.
- Directed major campus infrastructure and sustainability projects, including, in 2025, \$10M+ in capital upgrades, \$10.7M state-funded electrical modernization, and a comprehensive Decarbonization Plan (2025–2050); oversaw to completion a \$200M, 10-year campus-wide modernization plan that included construction of two new signature buildings, both of which earned LEED Gold environmental certification.
- Introduced pioneering inclusion and student wellness initiatives, including Unity Day, 24/7 telehealth mental health support, and JED Campus certification, and drove adoption of diversity curriculum components and an action plan for improving campus climate.

## **Accomplishments by Area:**

### ***Enrollment Management and Student Success***

- Achieved status as second highest enrolled state university in Massachusetts as of 2025, a result of multi-year prioritization of retention and persistence metrics and due to securing the needed technologies, products and expertise/talent.
- ~90 percent of recent graduates indicate they are employed, in graduate school, or both, within six months, consistently over the past several years.
- Adopted proven strategies in admissions such as early-action, test-optional, and targeted Worcester Public Schools on-the-spot admissions decisions.
- Established 14 articulation agreements with regional colleges and universities, streamlining transfer pathways for students, and 14 agreements with international partners.
- Enrollment increased in the decade prior to the pandemic, including a five-year period with highest first-year class growth among the nine Massachusetts state universities.

- After a yearlong study, launched the RASE Plan emphasizing academic innovation, which resulted in adoption of MajorPlus – an academic platform which has attracted highly qualified new students as intended. Over 65% of new students attending WSU cite MajorPlus as a reason they chose to attend WSU.
- In 2023, developed a five-year strategic enrollment management plan outlining undergraduate growth for the next five years. Plan was approved by the Board of Trustees.

### ***Academics***

- First fully online graduate programs (3) were launched Spring 2020 that have driven growth in graduate enrollment.
- Continuity in the chief academic officer/provost position and Dean level has led to a more stable academic experience for faculty and departments.
- Experienced significant increases in student participation in research, internships, practica, and study away.
- Graduated our largest number of graduate students in 2024 and again in 2025.
- Achieved successful 10-year reaccreditation from NECHE (formerly NEASC).

### ***Financial Management***

- Guided institution to an A bond rating and strong financial stability, amid national headwinds for regional higher education institutions.
- Annually received approval of the Board of Trustees for institutional budget proposal.
- Achieved annual balanced budgets, clean audits and consistently strong bond ratings.
- Maintained lean operations – a Boston Globe story on administrative growth in higher ed indicated our level of full-time, professional staff actually declined between 2018 and 2022.

### ***Fundraising***

- Grew endowment from \$18 million in 2011 to \$60 million in 2025.
- Built a high-retention philanthropic culture, overseeing 400+ annual donor-funded student scholarships, with a 90% graduation rate among recipients.
- Received \$3.5 million bequest from an alumnus, the largest single gift in the University's history, as well as \$4M in gifts from another, to fund the Aisiku STEM Center and other programs, and a \$1M gift led us to name the Wellness Center after the DeFeudis family.
- Closed on two seven-figure donations, for graduate and STEM programs, in 2017.
- Instituted a new Grants and Sponsored Research office that has seen grant funding increase from \$1.4M in FY21 to \$4.5M in FY25.

### ***Campus Climate and Belongingness***

- Doubled the percentage of BIPOC students enrolled in first ten years at Worcester State, from 16 to 32 percent, a figure that now exceeds 40%, in a manner consistent with federal laws and legal opinions.
- Unity Day has grown from a walk and rally in 2021 to a full day of events, with hundreds of students, faculty and staff participating in what is now an annual tradition.

- Recognized in 2018 for outstanding commitment to creating diverse hiring pools and for having a majority-female senior executive group.
- Earned the 2025-26 Silver Military Friendly® School and Military Friendly® Spouse designations for the second year in a row for its commitment to military-affiliated students.

### ***Campus Safety and Security***

- Crisis leadership and safety reform: Navigated a significant 2023 campus incident response, oversaw formal after-action review interfacing with consultant, and restructured safety and security operations under new leadership.
- Expanded and updated agreements are underway with Worcester-area public safety and emergency operations agencies.
- New technologies have been adopted on campus to improve security and aid with investigations.

### ***University in the Community***

- Earned recognition by Carnegie Foundation as a community-engaged university, and had the designation re-affirmed.
- Stood up an on-campus COVID 19 vaccination clinic in 2021, providing 83,000 immunizations for the community, with St. Vincent Hospital and Commonwealth Medicine.
- Partnered with a developer as an anchor tenant in a new ice arena in Worcester, and with Idea Lab, a downtown entrepreneurship venture.
- Appointed by Mayor Petty to chair Worcester's Advisory Committee for Diversifying the Teacher Workforce.
- Developed a partnership agreement with the Guild of St. Agnes early childhood education center.
- Established Arts Fellowship position, expanding the university's relationship with the Worcester Art Museum.
- Oversaw the operations of the Worcester Center for Craft, a nonprofit partnership with the Worcester State Foundation and Worcester State.

## **Westfield State University**

1991-2011

Interim President

2006-2008

Interim Chief Executive Officer

2004 (6 mos.)

Instructor

1996-2006

*Courses in: Career Development (Psychology), Cooperative Education, First-Year Experience*

Also served in many administrative roles, including Vice President for Student Affairs, Vice President for Advancement and University Relations and Executive Assistant to the President

## HIGHER EDUCATION LEADERSHIP ROLES

- Massachusetts Department of Higher Education's MassTransfer Steering Committee, appointed 2025 by DHE Commissioner Noe Ortega and BHE Chair Chris Gabrieli
- Massachusetts Department of Higher Education's statewide Equity Advisory Board, appointed by Commissioner Carlos Santiago, 2019-2022
- Board of Advisors, Campus Compact for Southern New England, 2018-2019
- National Collegiate Athletic Association's (NCAA) Division III Presidents Advisory Group, 2015-2019
- Chair, Higher Education Consortium of Central Massachusetts, 2016-2018
- Chair, Massachusetts State Universities Council of Presidents, 2014-2016; Vice Chair, 2013-2014
- President, Association of Professional Administrators, Westfield State University Chapter, 1998-2000
- President's Committee, Cooperative Colleges of Greater Springfield Consortium, 2006-2008

## OTHER EXPERIENCE

**Aide to Town Administrator** for Town of Middleton, Massachusetts (1989 and 1990) Key responsibilities: Organized Middleton's Affordable Housing Plan, worked on Middleton's Property Revaluation Program

**Aide to Mayor Richard E. Neal**, City of Springfield, Massachusetts (1988)

## EDUCATION

### University of Maine, Orono, ME

Master of Public Administration, 1991

Bachelor of Science in Political Science and Public Management, 1989

Leadership Program at Harvard University, Cambridge, MA

Institute for Educational Management, Harvard Graduate School of Education, 2007

## PRESENTATIONS/SELECT SPEECHES

- March 2025, Featured Presenter on business management philosophy, Worcester Business Journal's Business Leaders of the Year event
- Annual presenter for the statewide Executive Leadership Institute (ELI) leadership development program for higher education professionals
- May 2019, Panelist, NAFSA's Presidents and Provosts Summit on Global learning and Campus Internationalization, Washington, D.C.

- October 2017, Panelist, Association for Collaborative Leadership Conference
- June 2017, Panelist, 6<sup>th</sup> Annual Deshpande Symposium for Innovation and Entrepreneurship in Higher Education
- October 2016, Featured Presenter, via video, with Worcester State University panel, "Toward a More Inclusive Campus Climate," Hispanic Association of Colleges and Universities annual conference
- April 2016, with Governor Baker and UMass President Meehan, Invited Speaker, state's unveiling of the Commonwealth Commitment
- November 2014, Panelist, Worcester Business Journal's "Power Breakfast" series
- November 2013, Keynote Speaker, Worcester Education Development Foundation Distinguished Alumni & Friends annual awards celebration

### **CIVIC ENGAGEMENT AND GOVERNING BOARDS**

- Governing Board, St. Vincent Hospital, Worcester, Chair, beginning January 2023
- 'First Wednesday Group' Worcester business leader roundtable, Chair, 2022 - present
- Elected Member, American Antiquarian Society
- Board of Directors, Worcester Regional Research Bureau, 2019 - present
- Board of Trustees, Ascentria Care Alliance, Worcester, MA 2024 - present
- Worcester Educational Collaborative city diversity program, appointee, 2023
- Co-Chair, with Mayor Joseph Petty, of the Worcester Advisory Committee for Diversifying the Teacher Workforce, 2019
- Board of Directors, Worcester Business Development Corporation
- Board of Directors, Worcester Area Chamber of Commerce
- Corporator, Greater Worcester Community Foundation
- Board of Trustees, Wilbraham & Monson Academy, Wilbraham, MA
- Board of Trustees, Spectrum Health Systems, Inc., Worcester, 2014 – 2019
- Board of Directors Westfield Boys and Girls Club, 2010 – 2011
- Member, Amelia Park Children's Museum, Westfield, MA, 2004 – 2009

### **PUBLICATIONS/WRITINGS**

December 9, 2024, "Guest Column: A bachelor's degree has never been more valuable or affordable," Worcester Business Journal.

Nov. 24, 2024, "Guest Column: Worcester State offers free path to higher education," Telegram and Gazette.

Feb. 4, 2024, "Guest Column: Not so fast on reinstating SAT," Telegram and Gazette.

Aug. 6, 2023, T&G, "Guest Column: Worcester State's commitment to diverse students endures," Telegram and Gazette, in wake of Supreme Court decision.

Dec. 18, 2022, "Guest Column: Education a ticket to opportunity and political power for women," Worcester Telegram and Gazette, re: recent Massachusetts election and former WSU Pres. Jannelle Ashley.

March 29, 2022, "Early College is Delivering; Let's Build on It," Commonwealth Magazine. Co-authored with Quinsigamond Community College President Luis G. Pedraja.

March 18, 2022, "'A More Perfect Union' in Worcester? How Meaningful Change Can Occur in our Diverse City," Worcester Telegram and Gazette guest editorial. Co-authored with Jennifer Davis Carey, executive director, Worcester Education Collaborative.

February 7, 2021, "Guest Column: Combatting a pandemic of selfishness," Telegram and Gazette, re: standing up a COVID-19 vaccination clinic on campus.

October 22, 2020, "Guest Column: Massachusetts state universities offer golden ticket to economic opportunity," co-authored with Massachusetts College of Liberal Arts President James Birge.

October 11, 2019, "As I See It: Worcester State University Leading the Way on Student Voting and Activism," Worcester Telegram and Gazette, co-authored with Mark Wagner, Ph.D.

March 31, 2019, "As I See It: Takeaways from the Elite School Admissions Scandal," Worcester Telegram and Gazette.

Sept. 21, 2018, "As I See It: Public Higher Education Investment Pays Off," Worcester Telegram and Gazette.

Maloney, Barry M. (foreword), Conroy, Thomas E., Ph.D. (2017) *Worcester State University*. Mt. Pleasant, SC: Arcadia.

Sept. 29, 2015, "As I See It: More to a Scorecard than Data," Worcester Telegram and Gazette.