



Framingham State University

BOARD OF TRUSTEES

BOARD MEETING ■ MAY 11, 2022 7:15 P.M. ■ REMOTE & ALUMNI ROOM, MCCARTHY CENTER

MINUTES

In Attendance: Nancy Budwig, Beth Casavant, Diane Finch, Kevin Foley, Mike Grilli, Anthony Hubbard*, Hillary Nna*, Claire Ramsbottom*, Robert Richards

The meeting was called to order at 7:15 p.m.

Roll call of attendance: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes; Mike Grilli – yes; Anthony Hubbard – yes; Claire Ramsbottom – yes
Hillary Nna – yes; Robert Richards – yes.

1.0 Chair's Report

Chair Foley presented a motion to approve the consent agenda:

- Minutes (March 23, 2022)
- Personnel Actions Report

The motion was made by Mike Grilli, Beth Casavant seconded the motion.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes; Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved

Chair Foley continued his report:

- Commencement will be held on Sunday, May 22, 2022 at the DCU Center. It will be a combined ceremony for both undergraduate and graduate classes.
 - Chair Foley thanked the trustees who are able to participate in the commencement ceremony.
- Prospective Board members were nominated and should be approved shortly.
 - Mariel Freve of Northborough is currently a VP and Chief Accounting Officer.
 - Lino Covarrubias, currently serves as CEO of Jewish Family Service of MetroWest.
 - One vacancy remains.
- A request was made for a Board member serve on VP of Diversity, Equity and Inclusion Search Committee.
- Appreciation was extended to Trustee Nna for her contributions as the Student Trustee.
 - Chair Foley welcomed McKenzie Ward, the newly elected Student Trustee for the academic year 2022-2023.

* Notates remote attendance.

2.0 President's Report

President Cevallos provided the following updates:

- Bradlee Joseph Nadeau, a student who recently passed away, was commemorated in a memorial service on campus. Bradlee Nadeau's family will attend commencement to receive the diploma he would have received this spring.
 - The President thanked Mark Powers for his assistance in ensuring the diploma would be made available for Bradlee's family to receive.
- The Danforth Art School Summer Programs – page 21, full Board of Trustees materials.
 - Enrollment is very strong: 291 students are enrolled for this year; 100 more students than the previous year.

The President invited Thomas Kelley, FSU Athletic Director, to present an update to the Board regarding Athletics.

Thomas Kelley commented that this was a good year for sports at FSU, noting the following championship wins:

- Women's Volleyball won the 2021 MASCAC Tournament Championship and faced RIT in the NCAA Tournament.
- Men's Soccer finished second in the MASCAC.
- Football captured the 2022 MASCAC Championship and faced Muhlenberg in the NCAA Tournament.
- Women's Basketball won the MASCAC regular season title after going 12-0 in league play. The team continued in winning the 2022 MASCAC Tournament Title and made the programs second appearance in the NCAA Tournament.
- Softball won the 2022 MASCAC Softball Tournament and will be making their fifth appearance in the NCAA Tournament this coming weekend at Salisbury University.
 - Gwendolyn Carpenter was named MASCAC Tournament MVP – she is the first athlete to be selected MASCAC Tournament MVP in two different sports in the same year – Softball and Women's Basketball.
- Women's Lacrosse captured their first MASCAC Tournament Title with a victory over Bridgewater State.
- Joshua Onujiogu – Two-time MASCAC Defensive Player of the Year – had visits with several NFL teams leading up to the 2022 draft and signed as an undrafted free agent with the Seattle Seahawks.
- Cheerleading earned their first national title as the 2022 NCAA Collegiate National championships in Dayton in April.

The President continued with an update on the Provost search.

- Three finalists visited the campus.
- The search firm provided the President with references and campus survey responses.
- The President and Dr. Niemi will review the materials and Dr. Niemi will recommend the final candidate.

President Cevallos presented a motion to approve the honorary degree given to the commencement speaker. This year's speaker will be Jonathan Lemire.

The motion was made by Diane Finch and seconded by Mike Grilli.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes; Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved.

Dr. Lorretta Holloway provided the following highlights from the Diversity, Inclusion, and Community Engagement (DICE) Report – page 34 and 35 for the full Board of Trustees materials.

- Center for Inclusive Excellence (CIE) collaboration with CELTSS and the Dean of Education and Social and Behavioral Sciences hosted workshop for faculty to discuss ways to facilitate challenging conversations about race and identities in the classroom.
- Higher Education Innovation Fund Grant will provide training for ten staff and faculty to participate in a June training to certify them as facilitators of the *When Cultures Meet (WCM)* program.
- The Director of the CIE is offering a four-session *Foundations in Social Justice* course as part of the Adventures in Lifelong Learning program.

Eric Gustafson reported the following from Development and Alumni Relations:

- Fundraising efforts have generated \$1.93M, year to date.
 - Notable gifts include \$200,000 gift to provide scholarships for students pursuing their master's degree in counseling psychology; a \$20,000 gift to an existing endowed scholarship fund; a \$18,750 gift to establish a new endowed fund to support the Danforth Art Museum; a \$10,000 gift to support scholarships for veteran students; and a \$10,000 gift to support the FSU Foundation's General Scholarship Fund.
- Alumni Relations sponsored a reception for the Richard C. Logan Gymnasium dedication. Forthcoming events include Reunion Weekend and the annual Rams Booster Club Golf Tournament.
- The Danforth Art Museum: the current exhibitions will be ongoing through the month of June. Forthcoming event is Danforth Annual Juried Exhibition.
- The Art School is collaborating with the Admissions Office to further engage in student recruitment opportunities.
- The financial support of the Trustees is critical in the grant application process. To be able to report that the University is receiving 100% support of the Board is essential, regardless of the size of the contribution is a great incentive for potential funders.

President Cevallos invited Dr. Vincent Ferraro to introduce the Student-in-the-Spotlight, Laura J. Lopez.

Dr. Ferraro introduced Laura Lopez, a graduating senior at the University. Laura came to the University in the fall of 2020, as a transfer student from MassBay Community College, after completing her associate degree in criminal justice. He noted that to transition to a new institution at the beginning of the pandemic was truly an accomplishment, but to do so as successfully as Laura has, is truly remarkable. Laura has an outstanding GPA and is a

phenomenal student by any metric. She is a member of the Alpha Phi Sigma, the Criminal Justice Honor Society, she was presented a departmental award for excellence in Criminology, and will lead her fellow graduates into commencement as the marshal of the College of Education and Social and Behavioral Sciences.

Laura thanked the Trustees for the opportunity to tell her story. As she completed her associate's degree, she initially sought universities that were further away for the area. She wanted to explore a different setting, but an advisor suggested she look in her "back yard" and she decided to apply to FSU.

Although she began studying at the University in the midst of the pandemic, she was able to make strong connections with her professors, who also assisted in preparing her for life after FSU. She recently applied for an internship with the Massachusetts State Police Crime Lab, and was notified yesterday that she had been accepted.

In closing, she expressed her gratitude for the opportunity to attend a "close knit school" where she received the guidance and education that allowed her to flourish as a student and prepared her for her future endeavors.

President Cevallos concluded his report by thanking Dr. Ellen Zimmerman, for her work as interim Provost. He noted that Dr. Zimmerman came at a difficult time for the division, then had to address the challenges of the pandemic. He commended her for her dedication and hard work, continuing to stay in her role as interim provost through the worst of the pandemic.

3.0 Student Trustee Report

Trustee Hillary Nna presented the following updates:

- Student Government held elections and new officers were appointed.
- The semester concluded with events to promote student engagement. A banquet to celebrate student leaders was held.
- Student leaders were encouraged to participate various initiatives taking place on campus, such as the Provost search, capital project ranking and the parking committee.

4.0 Academic Affairs Committee

Trustee Nancy Budwig reported on the following updates provided by the Academic Affairs Committee:

- Recruitment strategies were presented, including holding on-campus visits for accepted students and continuing to reach out to prospective graduate students.
- Student access to materials and textbooks through Open Educational Resources (OER).
- Retention initiatives: College Dean's initiatives included academic policy revisions, career readiness, outreach for internship/partnerships and use of various centers.

Trustee Budwig asked Dr. Ellen Zimmerman to continue the report regarding student retention.

- Dr. Zimmerman noted the creation of the university-wide Retention Committee, led by Dr. LaDonna Bridges and Lauren Keville. She asked Dr. Bridges to update the Board on the committee's work.

Dr. Bridges discussed the following:

- Steering Committee Efforts: *FSU Retention & You* newsletter – page 43, full Board of Trustees materials
 - Focuses on new topic of general information and announcements for involvement opportunities.
- Four Working Subcommittees – page 44, full Board of Trustees materials
- Subcommittee group themes – page 45, full Board of Trustees materials
- Tangible projects – page 45, full Board of Trustees materials

Regarding the recruitment and retention on first-generation students, Trustee Diane Finch asked what percent of the students are first-generation.

- Dr. Bridges responded that her report indicates approximately 56% of students are first-generation.

Trustee Finch continued by asking, what is the retention rate for first/second-year students, for the population of first-generation students.

- Dr. Bridges responded that it is not significantly different from continuing generation students, at approximately 68-69%.

Trustee Hubbard asked Dr. Bridges to elaborate on the focus group initiative. He asked how many students are expected to participate, and what would be the level of commitment required of the students. What are the goals for their persistence in having feedback from a consistent group of students.

- Dr. Bridges responded that she would rely on different groups to nominate students. Additionally, University members such as Sara Gallegos, will assist in working with SGA and student clubs to encourage participation. Eric Nguyen will also assist in recruiting students from various groups. The hope is that the students to be able to provide the steering committee and subgroups with a sounding board and consult them regarding initiatives that would be successful.

Trustee Claire Ramsbottom suggested considering the cost of recruitment versus the cost of retention. Trustee Robert Richards asked if the Onboarding and Transition subcommittee considered surveying the parents to review what the onboarding process was like for them. The questions led to a larger conversation regarding the topic.

Trustee Budwig asked for an additional information to the chart included on page 46, full Board Materials, to include a column itemizing what success would look like to the projects initiated. She added that the DESE data, for example, was very helpful, and asked if a longer report could be included for review by the Academic Affairs Committee and also for the full Board in the coming academic year, to further track and report the measurable outcomes.

5.0 Enrollment and Student Development Committee (Claire Ramsbottom)

Trustee Ramsbottom updated the Board on items presented at the committee meeting:

- The committee will schedule a special meeting to discuss the strategic enrollment initiatives prior to June 9, when interviews for the vendors responding to the RFP will begin.
 - The full Board will be invited and asked to participate in the meeting.

Trustee Ramsbottom asked Dr. Lorretta Hollow to update the Board on Campus ESP:

- Campus ESP is an interactive tool to digitally communicate and engage with prospective students and their families.
- Residence Life and Athletics can also use Campus ESP to engage with students as well.

Trustee Finch requested disaggregated information on the incoming first year class.

Trustee Ramsbottom asked for further information on the financial data provided by Dr. Hamel included on page 12 of the Enrollment and Student Development Committee materials.

6.0 Administration, Finance, and Information Technology Committee (Trustee Grilli)

Trustee Grilli presented the following updates:

- The Board will be asked to vote for the approval of the FY'23 budget.
- There will not be an increase in tuition, housing, or fees.
- State and Federal COVID funds have been utilized; the budget throughout the pandemic has been balanced, as is the FY'23 budget.

Trustee Grilli invited Dr. Dale Hamel to provide additional details. Dr. Hamel provided the following information from the May 4, 2022 Finance Committee meeting:

- “Short-term” impact (Covid and associated funding relief):
 - Covid Impact: aggregate FY20 – FY22 identified impact is \$28.4M
 - Federal Covid Relief Bills (HEERF) Institutional Aid Funding: \$12.5M; FY20-FY22 allocations: \$9.5M, \$3M has been reserved for the for FY23 budget page 10, Finance Committee Materials.
 - Bond Restructuring has had the most significant impact: FY21-FY22, restructuring savings of \$9.5M; debt service reserves release of \$2.8M; for the aggregate FY21-FY22 impact totaling \$12.3M.
- FSU enters the FY23 budget cycle with FY20-FY22 budgets addressed.
- “Structural” concern (enrollment declines):
 - Dr. Hamel reviewed pages 15-16 which graphically detailed the enrollment for years fall 2014 through fall 2022, showing a decline of 1,600 students over the 8-year span.
 - In September the Board considered “Response options” including the approval of \$1M for Enrollment Management Investment Fund. In January, the Board approved a second Bond Restructuring.
 - FY23 Budget Objectives were reviewed. These include:
 - Develop the annual budget within the context of a five-year budget plan.
 - Account for the impact of continued near-term enrollment decreases with stabilization around fall 2024.
 - Minimize impact on student costs: restore price position, provide additional financial aid and deploy incremental aid as part of a comprehensive enrollment management strategy.
- Adjustments for personnel reductions and reallocations in recognition of enrollment reductions were addressed for FY23; stabilization would be reached at 10/1 ratio for faculty, 7/1 ratio for staff.

- Assuming a state appropriations increases of 4%; 2% for collective bargaining, allocation for formula reserve is an additional 2% (House bill).

Dr. Hamel reviewed the College Operating Budget on page 30.

- Five-year budget assumptions were discussed: out year assumptions will require drawing from reserves to establish a balanced budget.

Trustee Grilli presented the motion for approval of the FY2023 trust fund budget and fees.

The motion was made by Mike Grilli, Diane Finch seconded the motion.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes; Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved.

7.0 Compliance, Audit, and Risk (CAR) Committee (Anthony Hubbard)

Anthony Hubbard reported on the CAR Committee meeting held on April 19, 2022, which included the following:

- Presentation reviewing University’s insurance coverage.
- Discussion regarding current status of internal assessments.
 - The Director of Enterprise Risk Management & Internal Assessment position remains unfilled.
- Compliance update by the General Counsel.
- Information Technology security update by Roy Galang.

Trustee Hubbard invited Ann McDonald and Natasha Bizanos-Ashe to report to the Board on Liability and Insurance at FSU.

Counsel Ann McDonald reviewed the Massachusetts Tort Claim Act and discussed the insurance policies that are required to specific business operations for: Danforth Art Museum, student clinical and outside placements, cyber insurance, specific athletics programs, specific vehicles, and general liability.

Natasha Bizanos-Ashe reviewed and discussed the details of the policies purchased by the University as outline on page 58 of the full Board materials.

8.0 Governance Committee (Trustee Casavant)

Trustee Casavant presented a motion for the approval of the Chair Overstay and read the motion.

The motion was made by Beth Casavant, Diane Finch seconded the motion.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – abstained; Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved.

Trustee Casavant continued with her report in discussing the Trustee Retreat: May 25, 2022.

- Hours of the retreat have been extended to allow adequate time for discussion.

- Reviewed the retreat schedule and agenda
- Trustee Self-Assessment and External Assessment are available in a bound copy which has been distributed. Those participating remotely will be sent a copy in the mail.

Trustee Casavant read the motion for the approval of Trustee Emeritus: Robert Richards
The motion was made by Beth Casavant and seconded by Mike Grilli.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes;
Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved.

9.0 Chief of Staff, General Counsel and Secretary to the Board of Trustees Report

Counsel Ann McDonald reported on the following:

- Community Sponsorships to be approved were reviewed.
 - Chair Foley signed the approval of sponsorships.
- Transition to New Commissioner – Listening Session
 - Representatives from across the state university system and community colleges were in attendance.

10.0 New Business

Chair Foley introduced a motion to approve the Delegation of Authority to Presidents Javier Cevallos until June 30, 2022 and then to Dr. Nancy Niemi from July 1 – August 31, 2022.

The motion was made by Diane Finch, Mike Grilli seconded the motion.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes;
Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved

11.0 Public Comment

There was no public comment.

12.0 Adjourn Open Meeting

Chair Foley noted that this would be President Cevallos' final Board of Trustees meeting. He commended and thanked President Cevallos for all of his contributions to the University.

The motion to adjourn the meeting was made by Diane Finch, Mike Grilli seconded the meeting.

Roll call vote: Nancy Budwig – yes; Beth Casavant – yes; Diane Finch – yes; Kevin Foley – yes;
Mike Grilli – yes; Anthony Hubbard – yes; Hillary Nna – yes; Claire Ramsbottom – yes

- Motion approved.

The meeting ended at 9:18 p.m.

Pages referenced from the Board of Trustees, Academic Affairs Committee, and Enrollment and Student Development materials are available upon request from the Office of the Chief of Staff, General Counsel, and Secretary to the Board of Trustees.