

**Welcome to
Framingham State University!**



Framingham
State University

A Brief Introduction to Our Campus and Community

ABOUT FSU

FSU is deeply committed to inclusive excellence, encourages a supportive, diverse and collaborative learning environment, and provides a culturally relevant education.

Founded: 1839

Status: Public, four-year coeducational (undergraduate and graduate)

Campus: 78 acres on a traditional New England campus, plus 65 acres at the Warren Center in Ashland

President: Dr. F. Javier Cevallos

Degrees: BA, BS, BSEd, MA, MBA, MEd, MHA, MHR, MPA, MS, MSN, PBTL, PSM

Programs: 36 bachelor's degrees with 57 specialized concentrations, 63 minors, and 30+ master's degree programs

Team Name and Colors: Rams, Black and Gold

Enrollment (Fall 2018):

Undergraduate: 3,937

Graduate: 1,628

Total: 5,565





MASSACHUSETTS SYSTEM OF PUBLIC HIGHER EDUCATION

Massachusetts Board of Higher Education

- The Board of Higher Education is responsible for defining the mission of and coordinating the Commonwealth's system of public higher education and its institutions. The system exists to provide accessible, affordable, relevant, and rigorous programs that adapt to meet changing individual and societal needs for education and employment. The public system is committed to continuous improvement and accountability in all aspects of teaching and learning.
- State Universities (9)
- Community Colleges (15)
- UMass System (5)





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President **Dr. F. Javier Cevallos**



16th President of FSU

Began presidency on July 1, 2014

Former President at Kutztown University,
2002-2014

President's Office – Dwight Hall, Room 300
Telephone: 508-626-4575

Assistant to the President: Katie Hebert



PRESIDENT'S EXECUTIVE STAFF

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

Ann S. McDonald, Esq.

Executive Vice President for Administration, Finance, and Technology

Dr. Dale Hamel

Vice President for Enrollment and Student Development

Dr. Lorretta Holloway

Vice President of Diversity, Inclusion and Community Engagement

Constanza Cabello, Ed.D.

Provost and Vice President for Academic Affairs

Angela M. Salas, Ph.D.



UNION REPRESENTATIVES **AFSCME/APA/MSCA**

AFSCME

- Unit I Steward - Nicole Carey
(ncarey@framingham.edu)
- Unit II Steward -vacant

APA

- Chapter President - Mark Powers
(mpowers@framingham.edu)

MSCA

- Chapter President - Robert Donohue
(rdonohue@framingham.edu)



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Mission Statement

Framingham State University prepares students for a productive life, enhanced by learning and leadership, that contributes to the culturally diverse world of the twenty-first century. The University is an important educational and cultural center in the MetroWest Region of Massachusetts committed to excellence, access, and service. A Framingham State University education cultivates thoughtful, responsible local and global citizens, prepares students for careers, and positions them for success.



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Vision Statement

The FSU community envisions a University that is a vibrant intellectual environment pursuing shared goals; an innovator in higher education and a leader in inclusive excellence; a thriving living-learning community committed to fostering each individual student's success and providing a life-changing experience for all students who commit to take advantage of all that is offered here; a warm, welcoming environment for faculty, staff and students of diverse talents and backgrounds; a place where everyone's role and contributions to the mission are valued; an institution that is deeply engaged with and meaningfully contributing to the MetroWest region and well beyond.



Core Values

The following shared core values direct our thinking, planning, actions, and initiatives:

- *Academic Excellence:* We strive to inspire a culture informed by the joy and work of learning, in which curiosity, discovery, innovation, and excellence are the driving forces in everything we do.
- *Ethical Citizenship:* We seek to foster a culture of ethics, integrity and respect, such that it creates the fertile ground that motivates our work and work ethic.
- *Personal and Professional Growth:* We aspire to create a nurturing culture where all thrive and are supported in their own paths toward lifelong growth and leadership in personal and professional ways.
- *Global Stewardship:* We endeavor to advance global understanding, empathy and stewardship for people and the environment, embracing diversity and a sense of community in both local and global settings.
- *Public Purpose and Commitment:* We strive to construct a community that is committed to public purpose, informed action and service.
- *Inclusive and Collaborative Community:* We seek to encourage a supportive, diverse, collaborative and cohesive environment in which we learn from each other through informed, clear, and open communication.



University-wide Strategic Goals (2017-2022)

This *2017–2022 Strategic Plan* is focused on three overarching goals:

- Academic Distinction and Student Success
- Inclusive Excellence and Organizational Effectiveness
- Reputation, Relationships, and Resources

Individual divisions and departments set specific objectives in support of these goals.



University-wide Strategic Goals (2017-2022)

Selected examples of how progress and success will be measured in relation to the University-wide Strategic Goals are shown below:

Academic Distinction and Student Success

- Provide a **high-quality, highly relevant education**, rooted in the arts and sciences, that is transformative, distinctive, and responsive to evolving student, workforce, and societal needs
- Prepare students to be **ethical and engaged citizens** committed to public purpose, inspired to serve, and eager to play leadership roles in their communities, workplaces and the wider world
- Provide **student services and support systems** that promote achievement of educational, personal, and career goal

Inclusive Excellence and Organizational Effectiveness

- Be a **vibrant and inclusive community** that attracts and retains students, staff, and faculty who embrace the University's core values and will enrich campus life with their presence and engagement
- Foster a climate and **provide necessary tools and support** to ensure that every member of the campus community has the opportunity to thrive and succeed
- Provide the **physical, technological, and administrative infrastructure** necessary to create a work environment that promotes excellence, encourages innovation, facilitates collaboration, and supports achievement of strategic goals

Reputation, Relationships, and Resources

- Establish a **public identity and reputation** that reflect FSU's impressive academic strengths, comprehensive co-curricular activities, as well as its contributions to and impact in the wider world
- Play a **critical and catalytic role as a partner** in the MetroWest region's economic, social, and cultural development
- Establish a **financial resources model** to promote long-term stability and sustainability, affordability, and demonstrable return on investment



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Organizational Chart

You can view the University's Org Chart and Divisional Org Charts at:

[University Organizational Chart](#)



Inclusive Excellence

Inclusive Excellence was first introduced by the American Association of Colleges and Universities (AAC&U) in 2005 as a methodology for helping colleges and universities realize the benefits of diversity and inclusion, and their positive impact on institutional quality. As a guiding principle, Inclusive Excellence is meant to include and engage the rich diversity of students, staff, faculty, administrators, alumni and community constituents in the overall success of the university. Thus, we recognize this work to be a journey of discovery and transformation for every aspect and level of the university.

Inclusive Excellence “Levers”

Vision & Buy-In

*Leadership &
Accountability*

*Capacity
Building*

*Leveraging
Resources*

I.E. Focus Area	Description
Access & Equity	<i>The compositional number and success levels of historically underrepresented students, faculty and staff.</i>
Climate	<i>Development of psychological and behavioral climate supportive of all students, faculty & staff.</i>
Diversity in the Curriculum/Co-Curriculum	<i>Diversity content in courses, programs and experiences across the institution and in the social dimensions of the campus environment.</i>
Intercultural Learning & Development	<i>Acquisition of content knowledge about diverse groups and cultures and the development of cognitive complexity.</i>
Community & Civic Engagement	<i>Development of knowledge, skills, values and motivation to build partnerships and social capital for the betterment of our communities.</i>



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Inclusive Excellence

Every FSU employee is critical to promoting Inclusive Excellence and your supervisor will discuss with you how your department and your role contributes to this important effort.

Read our full Strategic Plan for Inclusive Excellence at:
https://www.framingham.edu/Assets/uploads/the-fsu-difference/centers-and-institutes/center-for-inclusive-excellence/_documents/Inclusive%20Excellence%20Strategic%20Plan%20-%20051215.pdf



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Resources - Being New at FSU





PEOPLE

Your supervisor is your primary resource at FSU

- Discuss with your supervisor what is expected of you and what to expect of your department. Also, discuss work schedules and peak periods.

Coworkers, campus partners, committee members...our FSU “Family” is our greatest resource



YOUR FSU ID CARD

- Helps Identify You As Employee
- Building/Parking Lot Access
- Ram Cash Account
- Library Card
- Discounts at the Bookstore
- Discounted Movie Tickets – Game Room, McCarthy Center

To obtain an ID card, please fill out the [New Employee ID Application](#). The form is also available at the ID Office on the ground floor of the McCarthy Center (MC100A). The form should be returned to the ID Office during business hours.



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DINING SERVICES

Sodexo

There are many locations on campus to dine or just grab a coffee.

View a dining map at:

<https://framingham.sodexomyway.com/Images/map.pdf>

Learn more about dining on campus at:

<https://framingham.sodexomyway.com>



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OFFICE OF HUMAN RESOURCES

Dwight Hall, Suite 207

M-F 9 a.m. – 5 p.m.

Ext. 4530

- Benefits and Workers' Compensation
- Employee/Labor Relations Issues
- Equal Opportunity Plan administration
- Workplace Accommodations
- Hiring and Employment Opportunities
- Retirement and Exiting Information
- Payroll
- Training/Professional Development Opportunities



EMPLOYEE ASSISTANCE PROGRAM (EAP)

Mass4You

- Coordinated by the Group Insurance Commission (GIC) and the Commonwealth of MA for Benefit Eligible employees and administered by Optum.
- Mass4You program specialists can help you and your family with WorkLife services referrals, child, family and parenting support, financial and legal help, adult and eldercare support, stress management, and chronic illnesses and conditions support.
- Phone: Dedicated and confidential phone line 24/7 at 1-844-263-1982
- Deaf and hard of hearing, TTY support 711+1-844-263-1982
- Web: www.liveandworkwell.com (use access code **mass4you**)
- Mobile: Download the *myliveandworkwell* mobile application (use access code **mass4you**)
- Substance Use Disorder (SUD) Support: Confidential SUD Hotline – Members call 1-855-780-5955



CHILD DEVELOPMENT LAB

- Fully licensed by the Department of Early Education and Care
- Accredited pre-school program
- 2 yrs. 9 mos. through 5 yrs. of age
- Use of Dependent Care FSA allowed



EARLY CHILDHOOD CENTER

- Serves children of FSU's students, faculty, and staff
- Children must be 2 yrs. 9 mos. – 6 yrs. of age
- M-F 7:00 a.m. to 5:30 p.m.
- 2, 3, 5 full day options available
- See <https://www.framingham.edu/the-fsu-difference/centers-and-institutes/centers-for-early-childhood-education/index>





HENRY WHITTEMORE LIBRARY

- Available to students, faculty and staff
- Member of Minuteman Library Network
- Access to electronic journals and newspapers
- Use your ID card as a library card. Stop by the library to receive a barcode sticker.



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ATHLETIC AND RECREATION CENTER

Located next to Dwight Hall

Access with FSU ID

Employees may use the Fitness Center and participate in classes (i.e. Yoga, Zumba), most at no or low cost

Check Website/FacStaff Email for Hours/Course Offerings



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NEW TO THE AREA?

Framingham is “the heart of MetroWest”

Along with great neighborhoods, Framingham has extraordinary options for shopping and dining, a vibrant and innovative center for business and industry that hosts a number of world class companies, an expanding hub of cultural and educational opportunity, unmatched road and railway access, and active investment in the Town’s infrastructure.

Learn more at www.chooseframingham.com



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Welcome to the Framily!

We hope that you share our excitement about the contributions you can make to FSU's continued success.

We encourage you to take full advantage of the many opportunities and resources available at Framingham State University.