



BOARD OF TRUSTEES

BOARD MEETING ■ SEPTEMBER 23, 2020, 7:15 P.M. ■ ALUMNI ROOM & REMOTE

In Attendance: Nancy Budwig, Beth Casavant, Kevin Foley*, Mike Grilli*, Brian Herr, Anthony Hubbard*, Richard Logan, Hope Lozano Bielat, Dana Neshe, Robert Richards and McKenzie Ward*

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

1.0 Chair’s Report

Chair Kevin Foley welcomed the Trustees and guests to the first Board of Trustees meeting of the 2020-2021 academic year being held in a hybrid format.

Noting the campus was quite different this fall, he acknowledged the challenging times we live in- the continued uncertainties and racial inequities, which have been compounded by COVID-19. With this he commended the President, the executive team, staff, and faculty for addressing these issues.

For the Trustees attending on campus, assurances were made that all current restrictions and requirements to maintain public health as dictated by the Commonwealth of Massachusetts as well as campus policies were being upheld. Due to the hybrid format of the meeting, all votes will be taken by a roll call, and Trustees will be called upon by Ann McDonald, Secretary to the Board of Trustees.

Chair Foley welcomed McKenzie Ward, the new Student Trustee, joining the Board this academic year. Ms. Ward introduced herself, a sophomore FSU student, double majoring in English and History. She is the Opinion’s Editor for *The Gatepost*.

The Chair asked for a motion to approve the consent agenda that included the following:

- Minutes (June 15, 2020)
- Personnel Actions Report

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On a motion duly made and seconded, it was voted to approve the consent agenda including the minutes from the June 15, 2020 Board of Trustees meeting and the personnel actions report.

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* denotes physical attendance



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The Chair asked for a motion to approve the rescission of delegation of authority due to the COVID-19 pandemic:

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On a motion duly made and seconded, it was voted to approve the rescission of limited delegation of authority to address COVID-19 matters otherwise delegated to the Board that was duly granted on March 25, 2020.

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2.0 President's Report

President Javier Cevallos thanked everyone involved in working to prepare for students return to campus this fall. He welcomed Trustee Ward and commended her for her writing in the *Gatepost*.

President Cevallos continued by reporting on the following items:

- Summer delegation of authority summary:
 - Walden Boston Trust Account Signature Authority, authorizing signatory to add secondary signatory consistent with other investment accounts.
 - Rescinding of the Board of Trustees approval of the investment funds into quasi-endowment funds, per the approval of the Finance Committee's after review of the final FY'21 budget needs.
 - Approved amendment to Follett Bookstore contract to adjust for COVID-19 enrollment downturn.
- Initial and on-going COVID-19 operational planning, creation of various working groups, Continuity Teams, Oversight, and Campus COVID-19 Analytics Team (CCAT).
- Campus operations status and including and emphasis on information transparency.
- Specifically thanked everyone who has worked with the antiracist activities, as they are a priority for the FSU community as a whole.

Vice President of Diversity, Inclusion and Community Engagement Report

Dr. Constanza Cabello highlighted the following items from her report:

- Interested in going beyond inclusivity and diversity, Dr. Cabello stated the definition of antiracism (NAC International Perspectives: Women and Global Solidarity) as the active



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process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

- Surveying the campus climate, looking at systemic racism and reviewing institutional priorities.
- Focusing on Black and Latinx student retention.
- Created the Institutional Inclusivity Excellence Committee: over 70 attendees.
- Faculty are doing amazing work with a syllabus statement, racial justice group, teaching reform, and faculty development. Working with the union on these efforts.
- NCAA Diversity and Inclusion Designee, developing ways to work more with our athlete populations.
- 6th year in a row to receive the HEED (Higher Education Excellence in Diversity) Award. FSU is the only public college in Massachusetts awarded the honor this year.

Development and Alumni Relations Report

Eric Gustafson highlighted the following from his report:

- Spring was a very challenging fund raising environment, but efforts finished strong. Finishing FY20 at \$3,510,463.
- Fundraising will continue to progress, beginning to normalize campaigns. Year-to-date in FY21, we have raised \$891,031.
Began virtual fundraising; major gifts for Food and Nutrition students, and a new endowed scholarship Hospitality and Management were secured.
- Alumni Engagement continued with virtual events. Fall events included Virtual Homecoming events, annual Business Coaching, and Swiacki Children's Literature Festival.
- Danforth Reopening. Three new exhibits; safe place to see art during this difficult time. Art school has moved from DPCE. This will foster further collaboration between Danforth and Art School.

Student-in-the-Spotlight

President Cevallos invited Zack Dumay as the Student-in-the-Spotlight. Mr. Dumay was introduced by Dr. Anna Smalley Flanagan, professor in the Department of Psychology and Philosophy.

Zach Dumay is a 2020 graduate, and as described by Dr. Smalley Flanagan, his academic advisor, a very hard worker. Mr. Dumay double majored in Criminology and Psychology, combining his interest in law enforcement and psychology. While studying full-time, he worked in a psychiatric research lab, as well



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as working an internship at the Learning Center for the Deaf. Recently, two of Mr. Dumay’s research presentations were accepted to the Massachusetts Undergraduate Research Conference.

Mr. Dumay thanked the faculty who supported him and challenged him to be the best student he could be. He thanked faculty Dr. James McQuaid and Dr. Michael Greenstein for the encouragement he received from. About Dr. Ellen Zimmerman and Dr. Joseph D’Andrea, he stated, “none of this would be possible without their help”.

3.0 Student Trustee Report

Trustee McKenzie Ward reported on the following items to the Board of Trustees.

- The Administrator’s Forum has been confirmed for October 20, 2020, and will be held via Zoom in a webinar format.
- She thanked Dr. Hamel for addressing issues regarding the bookstore.
- Described student concerns regarding off-campus parties, and the pressure felt by some students to hold their peers accountable for their actions.
- The Student Government Association will be reviewing bylaws/constitution to promote an antiracist campus. Addressing how students can make a change on campus.

4.0 Academic Affairs Committee

Academic Affairs committee report was given by Trustee Nancy Budwig, and remarked on the following items:

- Preparations made for a multimodal fall semester.
- Academic aspect of antiracism: a variety initiative will be required. Operations must be in place for faculty to receive training.
- Strategic planning initiatives were reviewed, concentrating on how programs can thrive.
- Discussed various leadership initiatives with point people for implementations and strategies issues.

Faculty Presentations included the following:

Dr. Sarah Pilkenton reported on adapting chemistry labs for online learning.

- Significant challenges to teaching online. Considering all of the changes, she confronted the issues in posing the following questions:



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- How do we best address student needs who cannot come to lab, how to give students who come in person the best experience, how to keep lab safe?
- Discussed courses where adaptations were required, as an example CHEM 107/108 labs; 115 students in CHEM 107; 18 students per sections, but only 6 in-person at a time. Rotating system was required.
- How to develop sense of community, using Blackboard and VoiceThread.
- Online lab modules included slide demonstrates, prelab lectures, and then lab demonstrations via Blackboard.
- Lab demonstrations were recorded this summer. Using videos and still images to show how to conduct lab classes online.

Dr. Benjamin Alberti reported on design initiatives for online teaching.

- Began with addressing challenges of online teaching, with the questions of what are the right things to teach, and how to teach them effectively.
- Developed design initiative by working with a designer over the summer.
- Faculty met each week over the summer. Reviewed goals and motivations.
- Create coherence and structure to be consistent in all courses.
- Developed resources online for faculty.

5.0 Enrollment and Student Development Committee

Trustee Brian Herr remarked that the most pressing issues for the Enrollment and Student Development Committee are:

- Admissions/enrollment/student housing
- COVID-19
- Addressing systemic racism

He invited Dr. Lorretta Holloway to provide highlights.

Dr. Holloway began with updates regarding COVID-19 testing:

- There had been onboarding testing which included asymptomatic and comprehensive testing.
- Dean of Students, Meg Nowak, addressed student concerns raised by Trustee Ward.
 - Students have been asked to self-police some of the COVID-19 mitigation policies and procedures. The Office of the Dean of Students contacts individuals violating policies



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and conversations with concerned students are documented, as are those with individuals that do not comply with safety policies.

- Framingham Police Department investigated an off-campus incident, but deemed that the gathering did not constitute a party. The University was informed.
- The Office of the Dean of Students is in contact with, and have relationships with local businesses, i.e. Sheraton Hotel, to be informed if parties are being held.
- Assured that students, faculty and staff are all held in accordance to state and local health safety policies.

Dr. Holloway continued to report on the following:

- Enrollment: review of freshman and transfer students showed that numbers are down, graduate numbers are up.
- Reviewed residence halls numbers- which are at 36.87%. We did not meet the projected capacity for fall 2020.
- Antiracism work will include addressing racial trauma.

Trustee Anthony Hubbard raised questions regarding the compliance and noncompliance of students to COVID-19 policies; whether policies are being taken seriously and if there is a difference in the nature of noncompliance. To which Dr. Holloway responded that students on campus are complying with policies. There have been some commuting students that have complained about the scheduling of COVID testing, as it may conflict with student's schedules or because of the inconvenience of testing on Tuesdays if their class meets on Wednesday. That said, Dr. Holloway noted that she has not been made aware of people demonstrating anti-masking behaviors. Noncompliance has been more out of carelessness or discomfort.

6.0 Administration, Finance and Information Technology Committee

Trustee Mike Grilli began by asking for a motion to approve the FY2020 Independent Audit of Financial Statements Delegation.

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On a motion duly made and seconded, it was voted to approve the delegation to the Board of Trustees Finance Committee (the "Finance Committee") and the Board of Trustees Compliance, Risk and Audit Committee (the "C.A.R." Committee) authorization to review and approve the FY2020 Independent Audit of Financial Statements in order to meet Office of the State Comptroller's deadline of



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October 30, 2020 for submittal.

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Trustee Grilli reported highlights from the Finance Committee meeting:

- Reviewed the \$7million budget deficit, which is to be collected and offset by capital and cash reserves.
- Losses sustained in the spring 2020 have been made up.
- The FSU Budget Committee will schedule a meeting with the trust-fund managers in late October or early November 2020.

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

Chief of Staff, General Counsel and Secretary to the Board of Trustees, Ann McDonald, Esq. reported on the following:

- Provided an update to the Title IX Policy per federally mandated requirements that took effect on August 14.
 - She recommended that Kim Dexter address the updates in greater detail with the CAR Committee, at a future date as it is a state university policy.
- Ann quickly reviewed several significant changes to the policy and the University’s response to them through the revised policy or the use of other applicable campus policies.

8.0 Presidential Review Committee

Trustee Nancy Budwig summarized the review process. Statewide benchmarks, institutional level goals were reviewed.

Trustees Beth Casavant and Mike Grilli joined the Committee in the middle of the review process. Trustee Budwig shared her gratitude for their contributions.

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On a motion duly made and seconded, it was voted to approve the recommendation of the Board of Trustees Presidential Review Committee for the submission of the evaluation of President F. Javier Cevallos to Commissioner Carlos Santiago of the Department of Higher Education with the accompanying compensation recommendations.

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Several Trustees thanked Trustee Budwig for her work on this committee, including Trustee Grilli and Chair Foley.

9.0 New Business

Chair Foley asked President Cevallos to discuss the campus's proposal of a new university seal.

A brief conversation took place regarding the samples included in the Board of Trustee Meeting materials.

- In accordance with FSU's antiracist stance, a proposal to change the current university seal in the near future and prior to any revisions of the Commonwealth's seal was discussed. The current seal's depiction of a Native American is not appropriate.
- Counsel McDonald will have further discussions with Trustee Hubbard and the Governance committee and review the Board of Trustee's by-laws that dictate the content of the seal.

Comments: There was no public comment.

Adjourn Open Meeting

The open meeting adjourned at 8:49 p.m.

Respectfully Submitted,

Kevin Foley
Chair
Framingham State University, Board of Trustees

Dr. F. Javier Cevallos
President
Framingham State University