

FITCHBURG STATE UNIVERSITY
Presidential Search Committee Minutes
Tuesday, March 5, 2024
10:00am
Presidents' Hall
Guglielmi Mazzaferro Center

Committee Members Present: Lindsay Carpenter Connors, Mario Delci, Eric Gregoire, Meg Hoey, Carolyn Hughes, Kelli Lundgren, Randi Miller (WittKieffer), Jessica Murdoch (ex-officio), Deborah Phillips, Elise Takehana, Jonathan Thompson, Richard Toomey, Allison Turner

Absent: Jennifer Flanagan, Adriana Padilla Salgado, David Tiernan

Call to order

Chair of the Presidential Search Committee, Eric Gregoire called the meeting to order at 10:04am.

Approve minutes from the March 1, 2024 meeting – VOTE 08PSC-23/24

Approval of the minutes from the March 1, 2024 meeting has been deferred to a later date.

Mr. Gregoire reminded the committee that no candidate information should be mentioned as this meeting is in open session. He stated that this meeting is centered around finalizing the draft slate of questions for the semi-finalist interviews.

The committee decided to amend the questions as follows:

1. In our first five minutes, please tell us why you are interested in this opportunity at Fitchburg State and how your background fits with this position.

General Leadership

2. Tell us about a failure or mistake you've made in your career. How did you handle it and what did you learn from it?
3. The trust and efficacy of your teams are crucial for institutional success. What specific strategies do you employ to cultivate strong working relationships while holding team members accountable?

Financial Management

4. How have you created and implemented innovative financial management? How have you handled making difficult decisions that may not be popular on campus?

Academic Planning & Enrollment Management

5. How would you prioritize academic innovation and embrace shared governance with faculty? *Follow up question if needed.*
6. How have you improved Student Success at your institution while being adaptable and responsive to emerging trends?

Students

7. How do you interact with students and encourage student engagement?

Diversity and Inclusion

8. How have you addressed diversity and inclusion within your organization in structurally significant ways that improve a sense of belonging and cohesion on campus? *Add follow up if necessary. Want to be sure they address students, staff and faculty.*

Faculty and Staff

9. What are the key elements that create a positive work environment and how would you address faculty and staff experiencing professional fatigue?

External Engagement

10. It is essential for a president to collaborate with a variety of stakeholders, including the MA Public Higher Education system and community organizations. Please describe a partnership you developed with an external stakeholder that was mutually beneficial. What led you to develop this relationship and what were the outcomes?
11. Fundraising, development and alumni engagement will be major tasks for the next president. Please share your experience in philanthropy with specific examples of donor cultivation and successful solicitations.

It was also decided to move the student question to #7. Once the list has been finalized, the final copy will be sent to the committee.

Mr. Gregoire briefly explained that he will ask the first question and move around the table so committee members can also ask questions. The order of the questions will be reversed for each candidate so that every committee member is able to ask questions.

He also let the committee know to expect an email that will contain the hotel logistic information and outlined the upcoming Board of Trustee/Search Committee meetings.

Trustee Gregoire asked if there were any additional questions or comments. There were none.

Adjournment

A motion was made to adjourn by D. Phillips and seconded by M. Hoey.

Roll Call

L. Carpenter Connors	yes	A. Padilla Salgado	absent
M. Delci	yes	E. Takehana	yes
J. Flanagan	absent	J. Thompson	yes
E. Gregoire	yes	D. Tiernan	absent
M. Hoey	yes	R. Toomey	yes
C. Hughes	yes	A. Turner	yes
D. Phillips	yes		

With no further business before the committee, the meeting adjourned at 10:57am.

Respectfully Submitted,



Eric A. Gregoire, Chairman of the Presidential
Search Committee
Board of Trustees