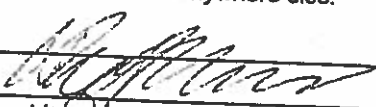


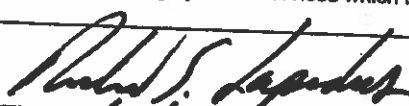
**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

2020 JAN 24 AM 11:28

STATE EMPLOYEE INFORMATION	
Name:	Teresa Fava Thomas
Title or Position:	Professor of History
State Agency:	Fitchburg State University
Agency Address:	160 Pearl St, Fitchburg MA
Office Phone:	978.665.5487
Office E-mail:	tthomas@fitchburgstate.edu
My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.	
PARTICULAR MATTER	
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter. Assigning a book I authored for HIST 2420 or Italian American Immigration History. I wrote the book, The Reluctant Migrants, Teneo Press.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. Assigning a book I authored as one of five books of required reading for HIST 2420 or Italian American Immigration History. I wrote the book, The Reluctant Migrants, Teneo Press.
FINANCIAL INTEREST IN THE PARTICULAR MATTER	
Write an X by all that apply.	<input checked="" type="checkbox"/> X I have a financial interest in the matter. <input type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter. <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter.

	<input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.
Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it. Do not know the exact royalty per book. Teneo Press describes royalty rate on a softcover as \$1.05 Current enrollment is 14 students. Book retails for \$35 in bookstore. Students have option of purchasing a used copy, either from FSU Bookstore or anywhere else.
Employee signature:	
Date:	14 June 2020

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Richard S. Lapidus
Title or Position:	President
Agency/Department:	Fitchburg State University
Agency Address:	160 Pearl Street
Office Phone:	978-665-3421
Office E-mail	rlapidus@fitchburgstateuniversity.edu
DETERMINATION	
Determination by appointing authority: Write an X by your selection.	As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee. <input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <input checked="" type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.
Appointing Authority signature:	
Date:	1/21/2020
Comment:	

Attach additional pages if necessary.

File copy with: