



Lori A. Shibinette  
Commissioner

Lori A. Weaver  
Deputy Commissioner

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STATE OF NEW HAMPSHIRE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
OFFICE OF THE COMMISSIONER

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January 5, 2022

His Excellency, Governor Christopher T. Sununu  
and the Honorable Council  
State House  
Concord, New Hampshire 03301

**REQUESTED ACTION**

Authorize the Department of Health and Human Services, to enter into an educational tuition agreement and to pay said costs in an amount of \$3,000 as follows:

Institution:	Southern New Hampshire University 2500 North River Rd Manchester, NH 03106
Course Title(s):	Leading People and Organizations Organizational Strategy in a Global Environment
Course Date(s):	Begin: 03/21/2022 End: 08/14/2022
Employee:	Anela Kruščica
Funding Source:	05-95-95-953010-56770000-066-500544
Total Cost of Course(s):	\$3,000
State Share:	\$3,000
Source of Funds:	Employee Training, 20% Federal, 80% General

**EXPLANATION**

These courses, Leading People and Organizations and Organizational Strategy in a Global Environment, will benefit the Department and the employee by allowing Anela Kruščica to better understand how to effectively lead and empower others. Leading People and Organizations helps those who wish to lead to understand their uniqueness, communicate effectively, and use emotional intelligence to lead people, teams, and organizations. Ms. Kruščica will explore leadership theories, issues, and trends, while also applying evidence-based methodologies and tools to assess and elevate her personal leadership plan. In Organizational Strategy in a Global Environment, Ms. Kruščica will learn to leverage business intelligence to make ethical decisions, solve complex problems, and craft strategic direction to improve organizational performance and agility in a dynamic global business environment. She will develop context and understanding of how organizations formulate a strategic direction and organize all business functions to complement each other to achieve organizational objectives. These are the first classes in a Master's in Business Administration (MBA) degree with a concentration in Public Administration that will allow Ms. Kruščica to learn how to excel as a leader, using her personal strengths to motivate, delegate, and strategize goals in her program area.

Anela Kruščica has been employed by the Department of Health and Human Services (DHHS) for sixteen (16) years and is currently the Communication Access Coordinator & Health Program Specialist in the Office of Health Equity (OHE). Her duties entail developing, directing, monitoring and evaluating program initiatives, data, policies and procedures to improve statewide service delivery and service access for minority populations to both meet individual's health and social service needs, and to address health disparities and promote equity. Evaluates state, regional, and national information concerning outreach to, and service access for minority populations and recommends program and policy changes to municipal and Department officials. Advocates for the development of services to address the needs of minority populations. Identifies, develops, writes and submits grant proposals to third-party entities and monitors contracts for compliance. Ms. Kruščica also serves as the subject matter expert and trainer of the Communication Access efforts of the Department, as well as ensuring compliance with applicable federal and state requirements.

The Department of Health and Human Services encourages and supports employees who wish to further their professional growth through continuing education in disciplines that are mutually advantageous. Successful completion of the courses will add to the overall strength of the Department to perform its mission to the residents of New Hampshire.

This course will not be taken on State time.

Attached is a fully executed Tuition Agreement for your review.

Respectfully submitted,



Lori A. Weaver  
Deputy Commissioner



THE STATE OF NEW HAMPSHIRE  
EDUCATIONAL TUITION AGREEMENT

Agreement dated this 10th day of January, 2022 by and through the Department of Health and Human Services (hereinafter referred to as the "State") and Anela Kruticica (hereinafter referred to as the "Recipient"). The State and the Recipient do hereby mutually agree as follows:

- 1. The State shall pay to the named institution the sum of \$3,000, which monies shall be used for the purpose of enrolling the Recipient in: Leading People and Organizations and Organizational Strategy in a Global Environment (course name), which course(s) is being offered by Southern New Hampshire University and which course(s) shall commence on March 21, 2022 and terminate on August 14, 2022.
- 2. The Recipient shall complete and achieve a passing grade in each course named in paragraph 1.
- 3. Should the Recipient fail to complete or achieve a passing grade in each course named in paragraph 1, the Recipient shall pay to the State the sum set forth in paragraph 1, provided, however, that if more than one course is named in paragraph 1, the amount which shall be paid to the State shall be calculated on a pro rata basis.
- 4. Upon the satisfactory completion of the courses named in paragraph 1, the Recipient shall continue in the employ of the State in his/her current position (or in such other position, at equal or greater compensation, to which he/she may be assigned) for a period of six (6) months.
- 5. The Recipient shall work in any area of the State to which he/she may be assigned, provided that such assignment will not constitute a severe hardship to said Recipient.
- 6. Should the Recipient breach any of the conditions set forth in paragraphs 4 and 5, the Recipient shall pay to the State a sum equal to all monies previously paid by the State for the Recipient pursuant to the Agreement, provided, however, that the Recipient shall receive a credit for each month in which he/she is employed by the State subsequent to the date upon which the named course(s) are satisfactorily completed, the value of said credit to be calculated on a pro rata basis.
- 7. The Recipient shall not raise any setoff or counterclaim against the State in any action brought by the State to collect any amount due under this agreement.
- 8. Should any amount be found to be due the State in any action brought against the Recipient pursuant to this Agreement, the State shall, in addition to said amount, be entitled to an award of costs and a reasonable amount in "attorney" fees.

IN WITNESS WHEREOF the representatives of the State, in his/her official capacity only, and without personal liability, and the Recipient, have hereunto set their hands on the date first above written.

RECIPIENT

(signature) Anela Kruticica

(printed name) Anela Kruticica

NOTARY State of New Hampshire, County of Merrimack:

On this the 10th day of January, 2022, before me, Ellen Macneil, the undersigned officer, personally appeared, Anela Kruticica (recipient) known to me (or satisfactorily proven) to be the person whose name is subscribed to the within instrument and acknowledged that he/she executed the same for the purposes herein contained.

In witness whereof I hereunto set my hand and official seal.

Ellen Macneil ELLEN M. MACNEIL - Notary Public  
State of New Hampshire  
My Commission Expires March 13, 2024  
Notary Public/Justices of the Peace

THE STATE OF NEW HAMPSHIRE

(signature) Lori A. Weaver (date) 1.31.22

(printed name, title) Lori A. Weaver, Deputy Commissioner