



BOARD OF TRUSTEES

Academic Affairs Committee

February 8, 2024

Minutes

Presidents Boardroom, Horace Mann Building

A live stream of the meeting for public viewing also took place on YouTube.

MEMBERS PRESENT: Committee Chair Dr. Robert Martin, Vice Chair Dr. Gloria Williams, Secretary William Reichelt, and Trustees Daniel Currier, George Gilmer, Madeline Landrau and Board Chair Ali Salehi, ex-officio member.

Also, present were Westfield State University President Dr. Linda Thompson, Provost Dr. David Caruso, and Dean of the School of Health, Natural Sciences and Human Services, Dr. Ziblim Abukari and Dean of the School of Business, Mathematics, Computing & Sustainability, Dr. Rebecca Morris, Associate Provost, Brian Jennings, Interim Dean, DGCE Dr. Nora Padykula and Assistant Dean, Jessica Tansey.

Committee Chair Martin called the meeting to order at 11:11 AM and a roll call was taken of the committee members participating as listed above. It was announced that the meeting was being livestreamed and recorded.

MOTION made by Trustee Daniel Currier seconded by Vice Chair Dr. Gloria Williams to approve the minutes of the December 13, 2023, meeting.

There being no discussion, **ROLL CALL VOTE** passed motion unanimously with Trustees voting in the affirmative: Williams, Reichelt, Currier, Gilmer, Landrau and Martin.

Spring 2024 Enrollment

A snapshot on retention was presented by Provost Dr. David Caruso for Fall 2023-Spring 2024. Typically, there is a fall off in the total student body size between Fall and Spring and we budget for that. In total undergraduate full-time students, we are down about 11%. That is a predictable number and nationally you would see that between 8-13%. Part-time undergraduate is down about 10% and Graduate student enrollment is up from Fall to Spring. Those students will continue to the Fall '24 and Spring '25 semester. Provost Caruso will bring updates on the year-over-year retention data. Efforts were made by staff to reach out to students who were having academic challenges in the Fall semester to help them get over that hurdle while keeping in mind the federal standards that must be met to make satisfactory academic progress.

Recent Dean appointments

We are reverting back to Division of Graduate and Continuing Education (DGCE) which is in line with all the other state universities within our system. There is also a separate faculty contract for DGCE. Provost Caruso feels that it is important to align our terminology with what is accepted around the system and at the state government and with the Department of Higher Education.

Upon the request from President Linda Thompson, the Provost was asked to reestablish the Dean's office for DGCE, which the board had been briefed on by the provost previously. The DGCE office was abolished, and the functions of graduate and continuing education were disseminated widely across campus. President Thompson had a thorough evaluation done over the summer by two long serving faculty members (Dr. Robert Hayes and Dr. Kim Tobin). Their evaluation as well as what was learned on campus by others was that the disbursement of graduate and continuing education functions such as admissions, billing and student accounts made sense to have it be under the Enrollment Management Division. The challenge was the abolishment of leadership and therefore accountability was gone. This abolishment occurred approximately three years ago.

Provost Caruso introduced the leadership appointments for DGCE: Dr. Nora Padykula as the Interim Dean and Jessica Tansey as the Assistant Dean, Brandon Fredette (not present) will also be leading the Lifelong Education (non-credit courses). Academic Affairs is in the process of hiring two Administrative Assistants to be added to support the staff. It will be a team of five people. The admission staff will work collaboratively with the academic leadership office, Dean's office, as well as the Enrollment Management Division and DGCE.

MOTION made by Trustee Reichelt, seconded by Trustee Landrau to approve the Master of Arts in History. **Motion passed unanimously.**

MOTION made by Trustee Landrau, seconded by Trustee Gilmer in the granting of the Honorary Degree to Mary Lou McDonald. **Motion passed unanimously.**

Academic Advising:

Three people offered information regarding their areas of advising/support:

1. Robert Thorton, Director Academic Advising and Transfer Transition shared the office's approach in advising to the Explorer (undeclared major) students, transfer students (full time and part time) that have not been assigned to a faculty advisor and students that are on academic warning.
2. Nick Aieta, History & Philosophy Chair and History Secondary Education Program Coordinator offered information on academic advising from the department in which he chairs.
3. Beverly Army-Williams, Executive Director, General Education and High Impact Practices spoke about the General Education Program that offers some courses relating to the well-being of a student which provides information about campus resources that will support the mental health of a student and ultimately help with retention.

There being no further business, **MOTION** made by Trustee Currier, seconded by Trustee Gilmer, to adjourn. **Motion passed unanimously.**

Meeting adjourned at 12:19 PM

Attachments presented at this meeting:

- a. Draft Minutes of December 13, 2023
- b. Spring 2024 Enrollment supporting documents.
- c. Motion: Master of Arts in History and supporting documents.
- d. Motion: Honorary Degree Recipient, Mary Lou McDonald and supporting documents.

Secretary's Certificate

I hereby certify that the foregoing is a true and correct copy of the approved minutes of the Westfield State University Board of Trustees Academic Affairs Committee meeting held on February 8, 2024.

William Reichelt, Secretary

Date

ACADEMIC AFFAIRS

Two College Organizational Structure

College of Arts and Sciences – Interim Dean: Sabine Klein

Political Science*
Psychology*
Sociology, Hispanic, Liberal & Interdisciplinary Studies
Criminal Justice*
Economics
Communication
Ethnic and Gender Studies
English*
History and Philosophy*
Art
Music
Theater Arts
Mathematics
Biology
Chemical and Physical Sciences
Environmental Science

College of Professional Studies - Interim Dean: Ziblim Abukari

Education*
Nursing
Sports Medicine and Human Performance
Health Sciences*
Social Work*
Accounting and Finance*
Marketing and Management
Computer and Information Science
Geography, Planning, and Sustainability

**Have Graduate Programs*

Faculty Evaluations System Summary

According to the MSCA Collective Bargaining Agreement, faculty evaluations are conducted for the purposes of making personnel decisions, encouraging and assessing professional and pedagogical experimentation, and assisting members of the academic community in the improvement of performance and programs.

Criteria for All Evaluations Include:

- Teaching effectiveness including pedagogical experimentation and community-engaged teaching methods as exhibited in lectures, seminars, internships, other instructional settings.
- Academic advising
- Continuing scholarship including contributions to the content of the discipline, contributions to professional societies, research, work toward the terminal degree, and scholarship that includes community engaged approaches.
- Other professional responsibilities including public service and contributions to the professional growth and development of the university community.

Evaluation for Reappointment:

The system of evaluations described in the CBA includes annual pre-tenure evaluations for reappointment in the 2nd, 3rd, 4th, and 5th year of employment leading up to the mandatory evaluation for tenure in the 6th year. Evaluation of each member for reappointment is conducted by the department chair, dean, and academic vice president and in the 2nd and 4th years also by a departmental Peer Evaluation Committee. The Peer Evaluation Committee and department chair conduct classroom observations. The president then receives all reports, recommendations, and materials, including that of the academic vice president, and renders a decision on reappointment.

Evaluation for Tenure:

During the sixth year of employment each faculty member must be considered for tenure. The evaluation for tenure includes the steps involved in annual reappointment evaluations and adds an evaluation by a campus-wide tenure committee composed of faculty members elected for that purpose. The Committee on Tenure considers the recommendations and all related materials that pertain to the candidate for tenure. Also, the candidate for tenure is invited to meet with the Committee. Upon the conclusion of its deliberations, the committee makes its recommendation to the academic vice president either supporting or declining to support the grant of tenure. The president then receives all reports, recommendations, and materials, including that of the academic vice president, and renders a decision on the grant of tenure. Subsequently, the president recommends to the Board of Trustees that tenure be granted by Board action.

Evaluation for Promotion:

Evaluations for promotion to the rank of associate professor or professor includes the steps involved in annual reappointment evaluations and adds an evaluation by a campus-wide Committee on Promotions composed of faculty members elected for that purpose. The committee considers the recommendations and all related materials that pertain to the candidate for promotion and thereafter makes its recommendation to the academic vice president either supporting or declining to support such promotion. The president then receives all reports, recommendations, and materials, including that of the academic vice president, and renders a decision on the grant of promotion. Subsequently, the president recommends to the Board of Trustees that promotion be granted by Board action.



Board of Trustees

April 25, 2024

MOTION

To approve the granting of promotion to the rank of Associate Professor, effective

September 1, 2024, to:

Dr. Charles DiStefano	Political Science
Dr. Ashley Evanoski-Cole	Chemical & Physical Science
Dr. Mao-Lun Weng	Biology

The granting of promotion to the rank of Professor, effective September 1, 2024, to:

Dr. Peter Coutsouridis	Music
Dr. Sinuk Kang	Communications
Dr. Joan Kuhnly	Nursing
Dr. Liem Nguyen	Accounting & Finance
Dr. Marcia Scanlon	Nursing
Dr. Robin White	Biology

The granting of promotion to the rank of Senior Librarian effective September 1, 2024, to:

Ms. Rebecca Brody	Library
-------------------	---------

Ali Salehji, Chair

Date

ACADEMIC AFFAIRS

TO: President Linda Thompson
FROM: David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs
DATE: February 27, 2024
SUBJ: Promotion

The following are faculty and librarians recommended for promotion for the 2024/2025 academic year:

Associate Professor:

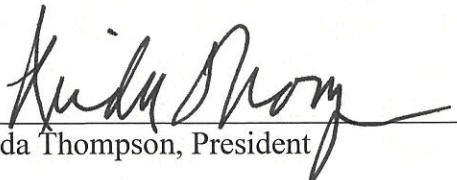
Charles DiStefano	Political Science
Ashley Evanoski-Cole	Chemical & Physical Science
Mao-Lun Weng	Biology

Professor:

Peter Coutsouridis	Music
Sinuk Kang	Communication
Joan Kuhnly	Nursing
Liem Nguyen	Accounting & Finance
Marcia Scanlon	Nursing
Robin White	Biology

Senior Librarian:

Rebecca Brody	Library
---------------	---------

Approved: 
Dr. Linda Thompson, President

3/4/24
Date

2023-2024 Promotion Candidate Summaries

Per the CBA Article VII, A, 1, a: Teaching and advising are the heart of the evaluation and the following candidates have met all the requirements. For each candidate service to the department and university was noted in their materials. We will be noting professional service.

Promotion to Associate Professor

Name: Charles DiStefano Department: Political Science

Chair- Supported

Dean- Supported

Promotion Committee- Supported

Provost- Supported

President- Supported

Professor DiStefano joined Westfield State in 2017 at the rank of Assistant Professor for 2-1-year appointments. He was hired in a tenure track position in 2019 at the rank of Assistant Professor. He is currently the program director for the Master's in Public Administration program where he is designing courses for a new concentration in healthcare administration. He is also chair of the Graduate Education Council and active in other university committees.

Name: Ashley Evanoski-Cole Department: Chemical & Physical Science

Chair- Supported

Dean-Opposed

Promotion Committee- Supported

Provost- Supported

President- Supported

Professor Evanoski-Cole joined Westfield State in 2020 at the rank of Assistant Professor. Her teaching effectiveness along with her consistent efforts to continuously improve her teaching present evidence of meritorious teaching effectiveness. She has published four articles as well numerous presentations. Dr. Evanoski-Cole has also made contributions to her department including bringing with her an Ion Chromatograph which previously was unavailable to the department. She also served as chair of the Chemical and Physical Sciences Curriculum Committee.

Name: Mao-Lun Weng Department: Biology

Chair- Supported

Dean-Supported

Promotion Committee-Opposed

Provost- Supported

President- Supported

Professor Weng joined Westfield State in 2019 at the rank of Assistant Professor. Dr. Weng's excellence in teaching and classroom accomplishments including the flipped classroom model

and experiential learning strategies create an inclusive classroom. He has published 10 peer-reviewed journal articles. Dr. Weng has also received significant external grants.

Promotion to Professor

Name Peter Coutsouridis Department: Music

Chair-Supported

Dean-Supported

Promotion Committee-Opposed

Provost-Supported

President-Supported

Professor Coutsouridis joined Westfield State in 2009 at the rank of Assistant Professor. He was tenured in 2015 and promoted to Associate Professor in 2017.

Dr. Coutsouridis' chair describes his teaching as "exceptional" and praises his expertise in percussion. He is an active professional musician with a significant list of continuing scholarship and artistic activity in the areas of performance and composition. His service to his department included audition days for incoming students, participation in the faculty jazz group, and on the department curriculum committee.

Name: Sinuk Kang Department: Communication

Chair-Supported

Dean-Supported

Promotion Committee- Supported

Provost- Supported

President- Supported

Professor Kang joined Westfield State in 2009 at the rank of Assistant Professor. He was tenured in 2015 and promoted to Associate Professor in 2016. Dr. Kang's PEC praises his organization, enthusiasm, accessibility, and overall teaching effectiveness. He mentors young scholars and repeatedly supports his students at CURCA. He has four manuscripts under review and has presented them at several conferences.

Name: Joan Kuhnly Department: Nursing

Chair- Supported

Dean- Supported

Promotion Committee- Supported

Provost- Supported

President- Supported

Professor Kuhnly joined Westfield State in 2017 at the rank of Assistant Professor. She was tenured in 2023 and promoted to Associate Professor in 2019. Dr. Kuhnly is a highly effective teacher and has taught interprofessional Honors Seminars and learning experiences with WSU students in Guatemala and Puerto Rico. She is a prolific researcher and scholar who is widely

published. Dr. Kuhnly has received multiple internal faculty grants. She is an active member of the University serving on the Curriculum Committee, Admissions and Academic Standards, Honors Advisory Council amongst others.

Name: Liem Nguyen **Department:** Accounting & Finance

Chair-N/A

Dean- Supported

Promotion Committee-Opposed

Provost- Supported

President- Supported

Professor Nguyen joined Westfield State in 2012 at the rank of Assistant Professor. He was tenured and promoted to Associate Professor in 2018. Dr. Nguyen is known for his strong commitment to his students as demonstrated by his high teaching evaluations and supporting notes from his students. He has published two peer review journal articles in "A" journals and presented two papers at academic conferences. Dr. Nguyen has been active in the special committee working on the design of an MBA program for Westfield. He is the founding chair for the newly formed Accounting and Management Department.

Name: Marcia Scanlon **Department:** Nursing

Chair- N/A

Dean- Supported

Promotion Committee- Supported

Provost- Supported

President- Supported

Professor Scanlon joined Westfield State in 2012 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2018. Dr. Scanlon is a consummate educator whose teaching philosophy encapsulates the rigors of training future nurses. She has collaborated with Admissions to increase nursing students from 30 to 50. She has worked on developing a transfer program for RN-BSN with HCC and has been awarded several grants to support the expansion of the nursing program.

Name: Robin White **Department:** Biology

Chair- Supported

Dean-Opposed

Promotion Committee- Supported

Provost- Supported

President- Supported

Professor White joined Westfield State in 2013 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2019. Dr. White's PEC notes that she is an excellent educator. She has executed new pedagogy into her classroom which included grading for equity and inclusion. Dr. White has published two peer-reviewed articles and has presented at two invited conferences. She has also presented at three workshops. Dr. White serves as co-chair of the CURCA Advisory committee and has been a member of many additional on campus committees.

Promotion to Senior Librarian

Name: Rebecca Brody Department: Library

Chair- Supported

Dean- Supported

Promotion Committee- Supported

Provost- Supported

President- Supported

Librarian Brody joined Westfield State in 2013 at the rank of Assistant Librarian. She was promoted to Associate Librarian in 2015, and tenured and promoted to Librarian in 2019. Ms. Brody has extensive work related to the materials budget of the library, collection development and management. She published a monograph, dozens of book reviews, and scholarly presentations at conferences. Ms. Brody was also appointed to the MSCA Statewide Librarians Committee. She made contributions the NECHE self-study and is a member of the University Efficiency Analysis Advisory Committee.

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024**

TYPE OF ACTION: PROMOTION TO ASSOCIATE PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: CHARLES DISTEFANO

RANK/DEPARTMENT: ASSISTANT PROFESSOR/POLITICAL SCIENCE

CURRENT SALARY: \$ 74,944.49

DATE OF HIRE: SEPTEMBER 1, 2019

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:


B.A.	University of Missouri	2001
M.A.	Southeast Missouri State University	2007
Ph.D.	Southern Illinois University	2016

JUSTIFICATION:

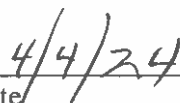
In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. DiStefano as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Gabriel Aquino. I conclude that Dr. DiStefano has met the criteria established by the Agreement.

I recommend Dr. DiStefano be promoted to the rank of Associate Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs



Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO ASSOCIATE PROFESSOR
/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: ASHLEY EVANOSKI-COLE

RANK/DEPARTMENT: ASSISTANT PROFESSOR/CHEMICAL &
PHYSICAL SCIENCES

CURRENT SALARY: \$ 74,229.82

DATE OF HIRE: SEPTEMBER 1, 2020

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:


B.S.	Susquehanna University	2009
M.S.	Colorado State University	2012
Ph.D.	Colorado State University	2017

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Evanoski-Cole as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Evanoski-Cole has met the criteria established by the Agreement.

I recommend Dr. Evanoski-Cole be promoted to the rank of Associate Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs



Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024**

TYPE OF ACTION: PROMOTION TO ASSOCIATE PROFESSOR
/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: MAO-LUN WENG

RANK/DEPARTMENT: ASSISTANT PROFESSOR/BIOLOGY

CURRENT SALARY: \$ 77,015.12

DATE OF HIRE: SEPTEMBER 1, 2019

EFFECTIVE DATE: SEPTEMBER 1, 2024


DEGREES:	B.S.	National Taiwan University	1998
	M.S.	National Taiwan University	2000
	Ph.D.	University of Texas	2015

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Weng as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Ziblim Abuakri. I conclude that Dr. Weng has met the criteria established by the Agreement.

I recommend Dr. Weng be promoted to the rank of Associate Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: PETER COUTSOURIDIS

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/MUSIC

CURRENT SALARY: \$ 92,655.71

DATE OF HIRE: SEPTEMBER 1, 2009

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:

B.M.	University of Hartford	1987
M.M.	Central Washington University	1989
D.M.A.	Eastman School of Music	1992

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Coutsouridis as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Coutsouridis has met the criteria established by the Agreement.

I recommend Dr. Coutsouridis be promoted to the rank of Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: SINUK KANG

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/COMMUNICATION

CURRENT SALARY: \$ 93,588.93

DATE OF HIRE: SEPTEMBER 1, 2009

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:

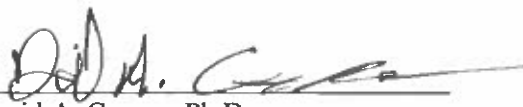
B.A.	Temple University	1998
M.A.	Temple University	2001
Ph.D.	University of Buffalo	2009

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Kang as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Kang has met the criteria established by the Agreement.

I recommend Dr. Kang be promoted to the rank of Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: JOAN KUHNLY

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/NURSING

CURRENT SALARY: \$ 113,402.61

DATE OF HIRE: SEPTEMBER 1, 2017

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:

B.S.	University of Vermont	1985
M.S.	University of Connecticut	1991
D.N.P.	University of Connecticut	2014

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Kuhnly as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Kuhnly has met the criteria established by the Agreement.

I recommend Dr. Kuhnly be granted promotion to Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: LIEM NGUYEN

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/ACCOUNTING & FINANCE

CURRENT SALARY: \$ 128,411.57

DATE OF HIRE: SEPTEMBER 1, 2012

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:

B.Eng.	Vietnam Maritime University	1997
B. Eng.	Hanoi Construction University	1999
	Asian Institute of Management	2002
M.B.A.	International University of Japan	2006
Ph.D.	University of Rhode Island	2012

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Nguyen as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Rebecca Morris. I conclude that Dr. Nguyen has met the criteria established by the Agreement.

I recommend Dr. Nguyen be promoted to the rank of Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: MARCIA SCANLON

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/NURSING

CURRENT SALARY: \$ 133,929.51

DATE OF HIRE: SEPTEMBER 1, 2012

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:

B.S.N.	University of Massachusetts	1991
M.S.N.	Saint Joseph College	2001
D.N.P.	Saint Joseph College	2014

JUSTIFICATION:

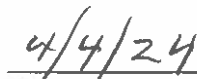
In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Scanlon as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Scanlon has met the criteria established by the Agreement.

I recommend Dr. Scanlon be granted promotion to Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs



Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: PROMOTION TO PROFESSOR /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: ROBIN WHITE

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/BIOLOGY

CURRENT SALARY: \$ 82,341.95

DATE OF HIRE: SEPTEMBER 1, 2013

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:


B.S.	Texas Lutheran University	2005
Ph.D.	The Ohio State University	2009

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. White as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. White has met the criteria established by the Agreement.

I recommend Dr. White be granted promotion to Professor.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024**

TYPE OF ACTION: PROMOTION TO SENIOR
LIBRARIAN/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: REBECCA BRODY

RANK/DEPARTMENT: LIBRARIAN/LIBRARY

CURRENT SALARY: \$ 84,575.35

DATE OF HIRE: SEPTEMBER 1, 2013

EFFECTIVE DATE: SEPTEMBER 1, 2024

DEGREES:


B.A.	Alfred University	2000
M.S.L.S.	University of North Carolina	2004

JUSTIFICATION:

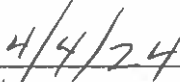
In accordance with the process established by the Agreement, I have reviewed the materials submitted by Ms. Brody as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Associate Provost Brian Jennings. I conclude that Ms. Brody has met the criteria established by the Agreement.

I recommend Ms. Brody be promoted to the rank of Senior Librarian.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs



Date



Board of Trustees

April 25, 2024

MOTION

The Academic Affairs committee recommends approval to the full Board:

The granting of tenure, effective September 1, 2024, to:

Dr. Amanda Salacinski

Sports Medicine and Human Performance

Dr. Lauren DiCarlo

Environmental Science

The granting of tenure with automatic promotion, effective September 1, 2024, to:

Dr. Roderico Acevedo

Chemical & Physical Science

Dr. Maureen Dimock Clark

Social Work

Ali Salehi, Chair

Date

ACADEMIC AFFAIRS

TO: President Linda Thompson
FROM: David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs
DATE: April 12, 2024
SUBJ: Tenure

The following are faculty and librarians recommended for tenure/tenure with automatic promotion for the 2024/2025 academic year:

Tenure:
Lauren DiCarlo Environmental Science

Approved: _____


Dr. Linda Thompson, President

4/18/24

Date

ACADEMIC AFFAIRS

TO: President Linda Thompson
FROM: David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs
DATE: March 15, 2024
SUBJ: Tenure

The following are faculty and librarians recommended for tenure/tenure with automatic promotion for the 2024/2025 academic year:

Tenure with Automatic Promotion:

Roderico Acevedo
Maureen Dimmock-Clark

Chemical & Physical Science
Social Work

Tenure:

Amanda Salacinski

Sports Medicine and Human Performance

Approved: _____


Dr. Linda Thompson, President


Date

2023-2024 Tenure Candidate Summaries

Tenure

Name: Lauren DiCarlo Department: Environmental Science

Chair- Supported

Dean- Supported

Tenure Committee-Supported

Provost- Supported

President- Supported

Professor DiCarlo joined Westfield State in 2018 at the rank of Assistant Professor. She was promoted to Associate Professor 2023. Dr. DiCarlo noted that she chose to work at WSU because of its emphasis on teaching and an opportunity to create a restoration ecology minor focused on repairing disturbed ecosystems. She is an engaged scholar who has published six peer-reviewed articles and produced and made 44 presentations. Dr. DiCarlo is a member of the Curriculum Committee, Graduate Education Council, Grants Advisory Committee and more.

Name: Amanda Salacinski Department: Sports Medicine & Human Performance

Chair- Supported

Dean- Supported

Tenure Committee-Supported

Provost- Supported

President- Supported

Professor Salacinski joined Westfield State in 2018 at the rank of Assistant Professor. She was promoted to Associate Professor 2021. Dr. Salacinski's PEC observed that she is focused on student success and utilizes multiple teaching methods to respond to different learning styles. Dr. Salacinski led the development of a new concentration "Preventative Care and Physical Activity" of which she is the course coordinator. Dr. Salacinski has published six peer reviewed journal articles with four manuscripts in the preparation stage. She has also made six professional presentations. Dr. Salacinski chaired the department level curriculum committee and served in the Program Planning Committee. She also serves in other campus committees as well as professional committees such as the American College of Sports Medicine .

Tenure with Automatic Promotion

Name: Roderico Acevedo Department: Chemical & Physical Sciences

Chair- Supported

Dean- Supported

Tenure Committee- Supported

Provost- Supported

President- Supported

Professor Acevedo joined Westfield State in 2018 at the rank of Assistant Professor. His department and student evaluations show his commitment to excellence in science education. He contributed to the creation of the Biochemistry concentration and the Biochemistry minor. Dr. Acevedo has authored or co-authored three peer reviewed journal articles and conducted several workshops. He has produced and made nine professional conference presentations since joining WSU. Dr. Acevedo served as a mentor and advisor to the Chemistry Honor Society as well as his department's curriculum committee and several other campus committees. He is an active grant writer and is co-recipient of a Presidential Innovation Fund grant.

Name: Maureen Clark Department: Social Work

Chair- Supported

Dean- Supported

Tenure Committee- Supported

Provost- Supported

President- Supported

Professor Clark joined Westfield State in 2018 at the rank of Assistant Professor. Her PEC describes her teaching in both the undergraduate and graduate programs as exemplary and commended her for curriculum development. Dr. Clark completed her doctoral dissertation during the review period. She has also produced and presented ten peer reviewed presentations at prestigious professional conferences. Dr. Clark is an active member of the department as the BSW director. She has served on the department's Field Advisory Board (which she took on additional responsibilities as Acting Director) and advisor to the Phi Alpha Social Work National Honor Society. Dr. Clark is the PI of the Massachusetts Department of Mental Health two million dollar grant.

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: AMANDA SALACINSKI

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/SPORTS MEDICINE AND HUMAN PERFORMANCE

CURRENT SALARY: \$ 87,818.03

DATE OF HIRE: SEPTEMBER 1, 2018

TENURE EFFECTIVE: SEPTEMBER 1, 2024

DEGREES:

B.S.	University of Pittsburgh	2000
M.S.	Springfield College	2002
Ph.D.	University of Pittsburgh	2007

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Salacinski as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Ziblim Abukari. I concur with their conclusions that Dr. Salacinski has met the criteria established by the Agreement.

I recommend Dr. Salacinski be granted tenure.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: LAUREN DICARLO

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/ENVIRONMENTAL SCIENCE

CURRENT SALARY: \$ 81,021.89

DATE OF HIRE: SEPTEMBER 1, 2018

TENURE EFFECTIVE: SEPTEMBER 1, 2024

DEGREES:


B.A.	Wheaton College	2010
M.S.	The Pennsylvania State Univ.	2013
Ph.D.	Oregon State University	2018

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. DiCarlo's as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Ziblim Abukari. I concur with their conclusions that Dr. DiCarlo has met the criteria established by the Agreement.

I recommend Dr. DiCarlo be granted tenure.

Approved:


David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs

4/4/24
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: RODERICO ACEVEDO

RANK/DEPARTMENT: ASSISTANT PROFESSOR/CHEMICAL & PHYSICAL SCIENCES

CURRENT SALARY: \$ 71,744.62

DATE OF HIRE: SEPTEMBER 1, 2018

TENURE EFFECTIVE: SEPTEMBER 1, 2024


DEGREES: B.S. Shepherd University 2010
Ph.D. Pennsylvania State University 2016

JUSTIFICATION:

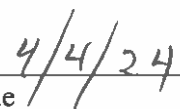
In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Acevedo as well as his personnel file and all evaluation materials considered by or provided by his chair, the Committee on Tenure and Dean Ziblim Abukari. I concur with their conclusions that Dr. Acevedo has met the criteria established by the Agreement.

I recommend Dr. Acevedo be granted tenure with automatic promotion.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs



Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 25, 2024

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: MAUREEN DIMOCK CLARK
RANK/DEPARTMENT: ASSISTANT PROFESSOR/SOCIAL WORK
CURRENT SALARY: \$ 77,635.59
DATE OF HIRE: SEPTEMBER 1, 2018
TENURE EFFECTIVE: SEPTEMBER 1, 2024


DEGREES:	B.A.	Bay Path College	2003
	M.S.W.	Springfield College	2006
	C.A.G.S.	Boston University	2007
	Ph.D.	University of Connecticut	2022

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Clark as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Ziblim Abukari. I concur with their conclusions that Dr. Clark has met the criteria established by the Agreement.

I recommend Dr. Clark be granted tenure with automatic promotion.

Approved:



David A. Caruso, Ph.D.
Interim Provost and Vice President, Academic Affairs



Date

Key Performance Indicators within Strategic Planning Priorities

<i>KPIs</i>	<i>Benchmark</i>	<i>Timeline</i>	<i>Status</i>	<i>Notes</i>
CAMPUS CULTURE (3)				
Student Engagement Index				
Research & Publications				
Campus Climate Survey Results				
VALUE FOR OUR STUDENTS (6)				
Total Enrollment				
1 st Year to 2 nd Year Retention				
Four-Year Graduation Rate				
Six-Year Graduation rate				
Achievement Gap				
Career Placement				
FINANCIAL STABILITY (8)				
Composite Financial Index				
Cash Reserves				
Facilities Condition Index – Deferred Maintenance				
Annual Budgeted Surplus/Loss				
Residence Hall Occupancy Rate				
Fundraising Total				
Annual Foundation Support				
Alumni Participation & Giving				