



Board of Trustees

Executive Committee Meeting

October 10, 2025

3:00 p.m.

Via Zoom

Members: Ali Salehi, Melissa Alvarado, Dr. Gloria Williams, Theresa Jasmin

A live stream of the meeting for public viewing will also take place at the following link: <https://www.westfield.ma.edu/live>

Board Members Present: Board Chair Ali Salehi, Vice Chair Melissa Alvarado, Member: Theresa Jasmin.

Members Excused: Gloria Williams.

Board Chair Salehi called the meeting to order at 3:30 PM. He announced that the meeting was being livestreamed and recorded. A roll call was conducted for attendance.

President's Evaluation

- This year's evaluation was an annual evaluation of President Thompson's performance, unlike the previous year's 360-degree comprehensive evaluation.
- A survey was sent out by the Governance and Nomination Committee with feedback gathered anonymously.
- Board Chair Salehi and Vice Chair Alvarado prepared the report based on the feedback from the trustees.

Board of Higher Education's Role

- The Board of Higher Education sets the president's salary, not the Board of Trustees.
- The Board has a duty to evaluate the President's performance annually, with a comprehensive evaluation every third year, and then make a recommendation to the Board of Higher Education.
- Salary adjustments are in line with those of other university employees across the state.
- Longevity adjustments are possible based on the number of years the President has served, and equity adjustments can also be made.

Edit to the Report

- An edit is needed to correct the opening sentence of the review, which incorrectly states that the president is completing her third year and entering her fourth.
- The President is actually entering her fifth year.

Budget and Leadership

- Board Chair Salehi and Vice Chair Alvarado have bi-weekly meetings with Dr. Thompson and she is receptive to what the Board wants.
- Dr. Thompson showed leadership in getting the strategic plan over the goal line with the KPIs and the review process.

- Getting a balanced budget and monitoring it was a heavy lift.

Focus on Students

- "The only reason we are here, all of us, is one thing and one thing alone. And that's our students."
- Dr. Thompson has been steadfast in leading changes to ensure students get a proper education.
- The Board of Trustees are very sensitive to the fact that not everybody's happy with some of those changes.

President's Compensation:

- The Board does not set the salary, the salary is set by the Board of Higher Education.
- The Board is asking to make sure that they ask for the maximum possible based on Dr. Thompson's performance and evaluation.

Board Chair Salehi asked for any input, recommendations or changes, besides the minor edit mentioned, to the President's Evaluation. None noted.

MOTION made by Trustee Jasmin and seconded by Trustee Lucey: The Executive Committee recommends to the Full Board to approve the presidential evaluation for the 2024-2025 academic year as presented, and the submission of said evaluation to the Commissioner of the Department of Higher Education along with the submission for the maximum possible compensation. A roll call was taken and there being no discussion, **motion passed unanimously**.

Adjournment and Technicality

- There was a technicality in the Executive Committee's vote, with a non-member voting by mistake. The committee re-convened and re-voted on the motion.

MOTION made by Trustee Jasmin and seconded by Trustee Alvarado: The Executive Committee recommends to the full board to approve the presidential evaluation for the 2024-2025 academic year as presented, and the submission of said evaluation to the Commissioner of the Department of Higher Education along with the submission for the maximum possible compensation. A roll call was taken and there being no discussion, **motion passed unanimously**.

There being no further business,

MOTION made by Trustee Jasmin and seconded by Trustee Alvarado to adjourn the meeting. A roll call was taken and there being no discussion, **motion passed unanimously**.

Meeting adjourned at 3:20 p.m.

Attachment(s):

- Trustees' Questionnaire
- Trustees' Anonymous Feedback
- Draft Presidential Evaluation for 2024-2025 Academic Year
- Motion - Presidential Evaluation

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, Executive Committee meeting held on October 10, 2025.

Gloria Williams, Secretary

Date