



Board of Trustees
Academic Affairs Committee

April 22, 2025

9:00 AM

President's Boardroom, Horace Mann Center

Committee Members: Chair Chris Montemayor, Vice Chair Jason Queenin, Secretary Daniel Currier, George Gilmer, Micheal O'Rourke, and William Reichelt

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

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|--|---|
| 1. Call to Order | Trustee Christopher Montemayor, Committee Chair |
| 2. Approval of Minutes | Trustee Christopher Montemayor, Committee Chair |
| a. Minutes of February 20, 2025, meeting | |
| 3. Items for Information | Dr. William Salka, Provost and Executive Vice President |
| a. Update on SUCCESS money | |
| 4. Items for Action | Dr. William Salka, Provost and Executive Vice President |
| a. Motion-Faculty Promotion | |
| b. Motion-Tenure Promotion | |
| 5. Adjournment | Trustee Christopher Montemayor, Committee Chair |

Attachments:

- a. Minutes of February 20, 2025
- b. Success money Presentation
- b. Promotion Candidate Summaries
- c. Promotion Personnel Action
- d. Motion for Faculty Promotion
- e. Tenure Candidate Summaries
- f. Tenure Personnel Action
- g. Motion for Tenure Promotion



BOARD OF TRUSTEES

Academic Affairs Committee

February 20, 2025

Minutes

9:00 AM – 10:00 AM

Owl's Nest, Ely Campus Center

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

MEMBERS PRESENT: Committee Chair Chris Montemayor, Vice Chair Jason Queenin, Secretary Daniel Currier, Trustee Michael O'Rourke, Trustee William Reichelt, and Board Chair Ali Salehi, ex-officio member.

MEMBERS PARTICIPATING REMOTELY: Trustee George Gilmer

Also present and participating were Westfield State University President, Dr. Linda Thompson; Provost and Vice President for Academic Affairs, Dr. William Salka; Dean of Graduate and Continuing Education, Nora Padykula; and Professors Dr. Holly Noun and Dr. Paul Higgins.

Committee Chair Montemayor called the meeting to order at 9:02 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 Currier seconded by Trustee O'Rourke to approve the minutes of the December 9, 2025 meeting. There being no discussion, **ROLL CALL VOTE**, motion passed.

Academic Affairs Plan for SUCCESS Pilot Money

- Westfield State University is receiving \$1.5 million from the State for student success initiatives.
- The money must be spent on new initiatives and cannot be used to backfill existing programs.
- A spending plan was submitted to the Department of Higher Education (DHE) in January and the money needs to be spent by September.
- Two new positions will be funded:
 - Assistant Provost of Education for Educational Excellence and Retention:
 - Will oversee how the money is being spent and manage student support areas.
 - Must be capable of gathering and analyzing data and creating assessment plans.
 - Assistant Director of Retention and Analytics:
 - Will work with the Assistant Provost to track at-risk students using the EAB Starfish product.
 - Will help connect students with tutoring, advising, and counseling services.

- The search for the Assistant Provost position is underway, but there are difficulties forming a search committee.
 - The position is grant-funded, allowing the person to retreat to their previous position if the grant runs out.
- An ad for the analytics position is about to be posted.
 - The goal is to bring them on board quickly.
- Other programs under consideration.
 - Peer mentors in every First Year Journey course.
 - Peer mentor coaches in student support offices.
 - Increased use of graduate assistants.
 - Professional development for faculty and staff on best practices for identifying and addressing student mental health issues.
 - Extension of the Huron contract to improve data analytics capabilities.
 - Financial aid awards for at-risk students to help them re-enroll.
- The \$1.5 million funding is likely to be renewed for at least two more years.
- The Huron contract extension will focus on creating a data warehouse.
 - The data warehouse will pull data from Banner, clean it, and make it accessible to campus users.
 - Live data from production is currently being used. Two people ran the same query and got different numbers for student enrollment projections. This indicates problems with the current system. A new data warehouse should correct these issues.
 - The need for this was identified a few years ago. There were difficulties managing data, requiring outside industrial groups. Setting up an in-house data warehouse would take 2-3 years and burden the IT staff.
 - Decisions should be based on clean data.
 - Question about synergy between data analytics and the information security team, especially regarding student privacy policies.
 - Huron is a world-class corporation.
 - Other provosts use external data warehouses for quicker access to clean data.

Master's Programs: Athletic Training

- Dean Nora Padykula discussed the master's program below;
- The plan is to merge Master of Science in Athletic Training with the undergraduate curriculum to create a 3+2 program.
 - Students complete three years at the undergraduate level and begin graduate courses in the fourth year, completing the degree in their fifth year.
- There are two budgets: one as a standalone master's degree and one as a 3+2 program.
 - The standalone program would generate net revenue by year five.
 - The 3+2 program is anticipated to generate about \$124,000 a year by year four.

Accreditation and Program Structure

- The accrediting body now requires a master's degree for certified athletic trainers.
 - A standalone master's degree will generate some enrollment.
 - The majority of enrollments will come from the 3+2 program.
- Synergy in Sports Medicine track allows students to decide by junior year if they want to pursue the track.
- The program is designed so that students can attend part-time.

Program Benefits and Need

- The undergraduate program draws 40-60 students to the university.
 - 95% of them stay at the university.

- The dual degree allows for post-baccalaureate students to join.
- There is an expected 24% growth in the need for athletic trainers.
 - Athletic trainers are needed in various settings, including industry, police, fire, and the military.
- Master's level athletic trainers will learn suturing, fracture casting, and MRI/X-ray interpretation.

Historical Context

- Athletic trainers were the first credentialed healthcare practitioners to graduate from the University.
- Graduates have served at every level of athletic training.
 - One graduate was elected president of the state association.

MOTION made by Trustee Currier seconded by Trustee Reichelt: The Academic Affairs committee recommends approval to the full Board: The granting of a Master of Science in Athletic Training. There being no discussion, **ROLL CALL VOTE**, motion passed.

Master of Arts in History

- The board has already considered this program as a name change, but it is a change in the degree.
- The History department wants to keep the Masters of Education in History but create this Masters of Arts where students don't have to take the education courses.
 - These will likely be history teachers who are already certified.
 - The curriculum is the same for both the Masters of Arts and Masters of Education programs.
- The pro forma statement shows that it will generate net revenue of about \$10,000 in year three, growing to about \$85,000 in year five.
- There will be a shift in the way that the curriculum is delivered, with a hybrid format of online and on-campus learning.

Program Evaluation

- Trustee Montemayor asked about how the University is evaluating programs and classes to understand where there are opportunities to not offer them based on attendance or student interest.
- Every academic program has to go through academic program requirements every five years per accreditation standards.
 - The department that houses the major does a self-study of the major, which includes enrollment.
 - An external reviewer looks at the curriculum and makes sure that it's up to date.
- President Thompson hired someone to go through the curriculum of each major over the next year and a half to determine if the curriculum is relevant and attracting students.
 - The first step would be to update the curriculum of smaller majors to attract more students.

MOTION made by Trustee Currier seconded by Trustee Reichelt: The Academic Affairs committee recommends approval to the full Board: The granting of a Master of Arts in History. There being no discussion, **ROLL CALL VOTE**, motion passed.

Master of Science in Psychiatric Mental Health Nurse Practitioner

- Expecting modest revenue in year two, but by year four, \$181,000 a year and in year five, \$233,000 a year.
- This program will bring revenue to the University and address a workforce need in the commonwealth.

- Nurse practitioners are needed in Western Massachusetts, especially for mental health issues.
 - There is a need for people who can prescribe psychiatric medication, especially for children and adolescents.
- The program is a two-year program.
 - The first year is a foundation curriculum.
 - The second year allows for specialization in mental health.
- The program can add other specialties as market demand is seen.
- Nurse practitioners are in high demand because they can conduct treatment.
- Pre-licensed students have been asking for an extended pathway to earn graduate degrees at Westfield State University.
- The program is online to increase access.

MOTION made by Trustee Currier seconded by Trustee O'Rourke: The Academic Affairs committee recommends approval to the full Board: The granting of Master of Science Psychiatric Mental Health Nurse Practitioner. There being no discussion, **ROLL CALL VOTE**, motion passed.

Honorary Degree Recipients

- The first honorary degree recipient is Mr. Quinton Lucas, the mayor of Kansas City, Missouri.
 - He has launched initiatives to support residents of Kansas City.
 - This includes a zero-fare transit system and a housing trust fund for affordable housing.
 - He is considered a rising star within the Democratic Party.
- The second honorary degree recipient is Mr. Shannon Brown.
 - He is the President and CEO of BCS Consulting Services and the retired Senior Vice President of Eastern Division US operations and chief diversity officer for FedEx Express.
 - He spent 40 years with FedEx, starting as a package handler and rising to Senior Vice President.
 - He founded BCS Consulting Services after retirement.

MOTION made by Trustee Currier seconded by Trustee O'Rourke: The Academic Affairs committee recommends approval to the full Board: The granting of the Honorary Degree to Shannon A. Brown and Quinton Lucas effective February 20, 2025. There being no discussion, **ROLL CALL VOTE**, motion passed.

There being no further discussion;

MOTION made by Trustee O'Rourke seconded by Trustee Currier to adjourn the meeting. There being no discussion, **ROLL CALL VOTE**, motion passed by majority.

Meeting adjourned at 9:39 AM.

Attachments presented at this meeting:

- Draft Minutes of December 9, 2024
- Plan for Success Pilot Money presentation
- DHE Letter of Intent for Master of Science in Athletic Training
- DHE Letter of Intent for Master of Science Occupation Overview Analytics
- DHE Letter of Intent for Master of Arts in History
- Master in History Program Overviews
- DHE Letter of Intent Master of Science in Nursing; Psychiatric Mental Health Practitioner

- h. Motion. Master of Science in Athletic Training
- i. Motion. Master of Arts in History
- j. Motion. Master of Science in Nursing: Psychiatric Mental Health Nurse Practitioner
- k. Supporting documents: Quinton Lucas
- l. Supporting documents: Shannon A. Brown
- m. Motion. Honorary Degree Recipient, Quinton Lucas
- n. Motion. Honorary Degree Recipient, Shannon A. Brown

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 20, 2025.

Daniel Currier, Secretary

Date

WESTFIELD STATE UNIVERSITY
SUCCESS GRANT
STRATEGIC RETENTION
FRAMEWORK

Prepared for presentation to the Westfield State University Board of Trustees by
Dr. Hillary Sackett-Taylor, Assistant Provost for Educational Excellence and Retention

April 22, 2025

UNDERSTANDING OUR **BASELINE**

Performance Measurement Reporting System
Department of Higher Education's Data Center
2024 Data Review

59%

ON-TIME CREDIT ACCUMULATION

State University Average = 71%
DHE 2033 Target = 80%

86%

RETENTION AFTER FY

State University Average = 86%
DHE 2033 Target = 90%

71%

SIX-YEAR GRADUATION RATE

State University Average = 60%
DHE 2033 Target = 80%

OUR CHARGE

The Healey-Driscoll Administration has provided three years of anticipated funding to the nine Massachusetts state universities to provide wraparound services and additional supports aimed at improving at-risk student outcomes. Each new initiative is directed toward improved persistence, retention, on-time credit accumulation, and graduation rates with a focus on reduction in equity gaps among student subgroups.

YEAR 1 GRANT **PRIORITIZE INFRASTRUCTURE**

Our first strategic priority in Year 1 will be to address our data eco-system, to ensure that all new initiatives can be assessed accurately.

We will systematize the way we track student progress and outcomes to ensure timely intervention and efficient collaboration across campus units.

INVEST IN PEOPLE

- Assistant Provost for Educational Excellence and Retention
- Assistant Director of Retention Analytics
- Professional Development for Student Support Staff

DATA ECOSYSTEM

- Huron Consulting Contract
- Optimize Starfish 360 Utilization
- Retention Framework for EdSights Texting Platform

ACADEMIC
CHALLENGES

1

YEAR 2

ADDRESS
BARRIERS TO
**STUDENT
SUCCESS**

FINANCIAL
BARRIERS

2

4

LACK OF
COLLEGE
KNOW-HOW

WORK-LIFE-
SCHOOL
BALANCE

3

5

INSTITUTIONAL
POLICIES

mdrc
BUILDING KNOWLEDGE
TO IMPROVE SOCIAL POLICY

ACADEMIC CHALLENGES

FIRST-YEAR JOURNEY

- Peer Mentors
- Faculty Development

TRANSFER SUCCESS PROGRAM

- Professional Advisors
- Peer Mentors

PATHFINDER PROGRAM FOR EXPLORATORY STUDENTS

- Faculty Advisors
- Career Exploration

COURSE ACHIEVEMENT & RETENTION CENTER

- Professional Tutors
- Success Coaches

Targeted Student Populations

First-Year Students
Transfer Students
Exploratory
Students

Students on
Academic Warning



FINANCIAL **BARRIERS**

OFFICE FOR STUDENT ACCESS AND SUPPORT

- Common Goods Food Pantry
- Housing Assistance
- Transportation Assistance
- Childcare Support
- Emergency Micro-grants

Targeted Student Populations

Low-income Students
Current & Former Foster
Youth
International Students



WORK-LIFE-SCHOOL **BALANCE**

ON-CAMPUS WORK OPPORTUNITIES

- Peer Tutors
- Peer Mentors
- Graduate Assistantships

CENTER FOR BELONGING, VALUES, & IMPACT

- Campus-wide Education & Training
- Cultural Programming
- Restorative Practices

Targeted Student Populations

Low-income Students
Graduate Students
Culturally Diverse
Community



LACK OF COLLEGE **KNOW-HOW**

COLLEGING 101

- Course Development
- Learning Tools
- Success Coaches

CENTER FOR ADVISING & TRANSFER TRANSITION

- Dual Advising Model
- Transfer Success Program

Targeted Student Populations

First Generation
Students
First-Year Students
Transfer Students



INSTITUTIONAL **BARRIERS**

POLICY REVIEW

- Academic Standing
- University Withdrawal
- Account Holds
- Case Management Team Referrals

DIGITAL ACCESSIBILITY COMPLIANCE

- Software
- Support Staff

Targeted
Student
Populations

ALL Students



ABOUT OUR PROCESS

1. Proposal Development
2. Budget Congruence
3. Cabinet Approval
4. Operationalize Initiatives
5. Data-driven Assessment
6. State Reporting



Enrollment by College and Major

College of Professional Studies

Major	FA2024	FA2023	FA2022	FA2021	FA2020	FA2019	FA2018
Accounting	77	58	42	25	4	1	
Athletic Training	14	7	17	39	17	30	28
Athletic Training-Prelim	2	13	27	14	49	47	42
Computer Science	84	77	78	76	57	88	89
Computer Info Systems	44	42	49	46	47	57	54
Early Childhood Education	102	100	107	129	136	151	146
Elementary Education	123	122	178	206	206	208	222
Special Education	34	35	46	66	73	94	89
Finance	117	97	86	42	4		
Health Sciences	183	161	170	154	127	91	20
Management	271	286	188	97	2		
Marketing	135	129	94	42	7		
Movement Science	131	133	146	163	207	251	260
Nursing, BSN	21	23	29	50	65	61	36
Nursing, RN/BSN	193	168	150	136	129	126	140
Regional Planning	10	11	21	23	21	20	29
Social Work (Preliminary)	104	80	77	74	89	72	125
Social Work	1	24	28	40	29	42	14
Urban & Regional Planning	18	3					
Totals	1664	1569	1533	1422	1269	1339	1294

College of Arts & Sciences

Major	FA2024	FA2023	FA2022	FA2021	FA2020	FA2019	FA2018
Art	75	95	74	71	56	61	69
Biology	145	138	119	137	194	211	252
Chemistry	7	6	12	17	22	17	24
Communication	128	114	125	163	220	241	254
Criminal Justice	430	455	551	643	691	755	779
Earth System Science	5	4	4				
Economics	24	30	31	26	36	43	46
English	72	72	72	80	74	85	109
Environmental Scicence	89	96	92	114	121	140	147
Ethnic and Gender Studies	2	1	7	6	7	5	9
Graphic Design, BFA	18						
History	91	98	99	110	113	112	138
Liberal Studies	102	73	76	67	90	111	120
Mathematics	38	39	45	56	50	57	69
Music	48	50	49	42	53	61	54
Music Therapy	31	21	15	5			
Political Science	52	45	49	50	64	80	83
Psychology	361	287	361	366	399	451	435
Sociology	18	16	18	14	32	33	51
Spanish	2	3	4	5	8	17	18
Theatre Arts	23	22	15	17	16	22	17
Totals	1761	1665	1818	1989	2246	2502	2674



Board of Trustees

April 22, 2025

MOTION

The Academic Affairs Committee recommends to the Full Board:

To approve the granting of promotion to the rank of Professor, effective September 1, 2025, to:

Dr. Shirley Acquah	Communication
Dr. Leonardo Andrade	Psychology
Dr. Erol Bailey	Education
Dr. Maria Farina de Parada	Social Work
Dr. Jesse Johnson	Mathematics
Dr. Kelly Anne McKeown	Biology
Dr. Dristi Neog	Geography & Regional Planning
Ms. Leah Nielsen	English
Dr. Hillary Sackett-Taylor	Economics
Dr. Miriam Tager	Education

To approve the granting of promotion to the rank of Associate Professor, effective September 1, 2025, to:

Dr. Subramarian Vaitheeswaran	Chemical & Physical Science
Dr. Kathryn Weglarz	Biology

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 Professor

Name Shirley Acquah Department: Communication

Professor Acquah joined Westfield State in 2012 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2018. Dr. Acquah's PEC describes her teaching as "exceptional" and "outstanding in preparation, organization and presentation". Her chair describes her scholarship as "cutting edge" and "global in scope". Some of her service to the university include SCORE, International Programs Committee, Grants Advisory Committee, and Interprofessional Health Equity Board.

Name: Leonardo Andrade Department: Psychology

Professor Andrade joined Westfield State in 2014 at the rank of Assistant Professor. He was tenured and promoted to Associate Professor in 2020. Dr. Andrade's chair describes him as a "talented and committed teacher" who makes his teaching "who makes his teaching a reflection of values and mission of Westfield State University". His contributions to the discipline include a published research piece in the Journal of Applied Behavior Analysis. Dr. Andrade has extensive university service including AUC, Curriculum Committee, GEC, and the Advisory Committee on Academic Planning to name a few.

Name: Erold Bailey Department: Education

Professor Bailey joined Westfield State in 2012 at the rank of Assistant Professor. He was tenured in 2018 and promoted to Associate Professor in 2017. His chair and PEC note that his "career is deeply rooted in teaching excellence" and is an inspiring model. Dr. Bailey has authored a book "Minority voices from the academic superstructure" and published two book chapters and two articles. His service to the university includes TEACC, NCATE, NEASC, Academic Policies, as well as others.

Name: Maria Farina de Parada Department: Social Work

Professor Farina de Parada joined Westfield State in 2014 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2020. Professor Farina de Parada was granted the John. F. Nevins outstanding educator award. She is noted to create an "empowering and empathetic learning environment". She published a book Psychological Borders in Europe and the United States and has research in supporting diversity and addressing racism in social work. Her contributions to the university include the development of the Latinx Community Health specialization and service to a variety of departmental committees.

Name: Jesse Johnson Department: Mathematics

Professor Johnson joined Westfield State in 2014 at the rank of Assistant Professor. He was tenured and promoted to Associate Professor in 2020. His PEC committee describes him as "an outstanding teacher" who is "loved and revered by his students." Dr. Johnson was awarded the Air and Space Forces' Sentry Educator Award in recognition for his outstanding work as an

educator. Dr. Johnson developed an improved Open Educational Resources (OER) for the support of actuarial education. He has created OpenActuary.org, an extensive interactive website to guide students in preparation for taking actuarial exams with simulated practice exams. Dr. Johnson was a Co-PI for a \$1,000,000 S-STEM grant award for the financial support of WSU students in STEM. His service to the university includes NECHE, the Mission Statement Advisory Committee, as Chair and Vice Chair of the AUC to name a few.

Name: Kelly Anne McKeown **Department:** Biology

Professor McKeown joined Westfield State in 2010 at the rank of Assistant Professor. She was tenured in 2016 and promoted to Associate Professor in 2017. Her chair and PEC noted her high impact teaching practices consistently improved her evaluation scores. Her scholarship reflects integrating students in undergraduate research including work on a National Science Foundation grant. She has served on UCC, the International Programs Committee, faculty searches and PEC committees for two departments.

Name: Dristi Neog **Department:** Geography, Planning & Sustainability

Professor Neog joined Westfield State in 2014 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2020. Her PEC praised her teaching approach emphasizing “critical thinking and real-world application of course concepts.” They also noted her effective “use of high-impact practices in well-organized classes where students actively engage in experiential and real-world application of course concepts.” Dr. Neog frequently presents her research at professional conferences of her discipline. She has also published several peer-reviewed articles and written books or contributed to book chapters since joining Westfield State University. She served as the Faculty Center Coordinator from 2019 to 2021 managing the Faculty Center programming, including the Faculty Teaching Showcase, Open Doors, brown bag conversations, and other initiatives, all while navigating the challenges posed by the COVID-19 pandemic.

Name: Leah Nielsen **Department:** English

Professor Nielsen joined Westfield State in 2006 at the rank of Assistant Professor and promoted to Associate Professor in 2013. The department chair describes her teaching as “exemplary.” The PEC notes she is a “compelling teacher who fosters community in her classroom.” Prof. Nielsen is an active poet and published a book of poetry as well as 11 poems in 7 additional publications. Prof. Nielsen has presented her work at many readings, festivals and events. She has three manuscripts in process, two additional poetry collections and a collection of lyric essays. Prof. Nielsen has served as a member of the Advisory Committee for Academic Planning and the Strategic Planning Committee. She serves on the English Department’s Writing Committee and helps lead the Department’s social media pages. For seven years, Prof. Nielsen has hosted the Alumni Poetry Reading as part of Homecoming weekend and has organized readings by published alumni. Prof. Nielsen has organized the English Department’s Spring New Works Reading and two Submit-a-thon events for students. Prof. Nielsen has served as Youth Poetry Instructor at the Westfield Athenaeum.

Name: Hillary Sackett-Taylor Department: Economics

Professor Sackett-Taylor joined Westfield State in 2012 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2018. The chair describes Dr. Sackett-Taylor as a “dedicated and exceptional educator who is deeply committed to the academic success of her students.” The PEC notes they were “very impressed” and commend Dr. Sackett-Taylor as an “outstanding lecturer” with “an engaging teaching style.” Some of Dr. Sackett-Taylor’s scholarly works include a co-authored article that was published in *The Journal of Economic Education*. She also co-created 4 assignments with teaching notes for the American Economics Association repository of supplemental teaching materials to support diversity and inclusion in teaching within the discipline. Her service includes serving as the Lead Investigator in a Community Economic Development Analysis of the proposed Elm Street Redevelopment Site. She has been a member of AUC, SCORE, the Campus Pride Committee, and the Preferred Name Committee.

Name: Miriam Tager Department: Education

Professor Tager joined Westfield State in 2015 at the rank of Assistant Professor. She was tenured in 2021 and promoted to Associate Professor in 2020. Documents presented in the promotion dossier, including the PEC review, SIR-II evaluations, formal observations of teaching, and personal narrative, collectively demonstrate Dr. Tager’s high level of teaching engagement and her exceptional teaching effectiveness. She has authored multiple books and peer-reviewed journal articles on early childhood education and another book is currently under preparation. Dr. Tager presented at several conferences and invited lectures. She also won the Teaching and Scholarship Showcase Award. Dr. Tager, a K-6 teaching license holder for New York and New Jersey, is a member of several professional organizations. Dr. Tager currently serves as the department chair, a member and co-chair of the Anti-Racist Pedagogy Committee, the Program Area Chair for Early Childhood Education, a Graduate Advisor, and an advisor for Early Childhood Education, Moderate Disabilities, and the department curriculum committee.

Promotion to Associate Professor

Name: Subramanian Vaitheeswaran Department: Chemical & Physical Science

Professor Vaitheeswaran joined Westfield State in 2022 at the rank of Assistant Professor. Dr. Vaitheeswaran is responsible for teaching all of the physics offerings of the Department of Chemical and Physical Sciences. The PEC describes Dr. Vaitheeswaran as a very effective instructor. He co-developed new Open Education Resource lab modules that could be used by WSU students in their Physics labs. He co-wrote 11 new physics labs as part of this project. He earned a Campus Scholarship Showcase Award. He has served as the Co-Principal Investigator on an interdisciplinary collaborative National Science Foundation S-STEM grant for \$1 million over 5 years. He is also the Co-Principal Investigator for a \$50,000 Presidential Innovation grant to establish a Center for Interdisciplinary Informatics. He has served on the Curriculum Committee, the Sustainability Committee, and the NECHE subcommittee among other service.

Name: Kathryn Weglarz Department: Biology

Professor Weglarz joined Westfield State in 2020 at the rank of Assistant Professor. The PEC notes she is an “effective and innovative educator.” The department chair comments she is a “highly effective instructor and a great asset to WSU and our students.” Dr. Weglarz published six peer-reviewed articles and has three additional articles in progress. Dr. Weglarz served as the Principal Investigator on a successful \$2 million collaborative grant from the National Science Foundation for improving Undergraduate STEM Education. She assisted in additional \$1 million NSF S-STEM grant and \$54,000 in other grants and awards. Dr. Weglarz spoke at the Entomological Society’s annual meeting and the conference of the Biological Collections in Ecology and Evolution Network. She has served on multiple university committees, including the Advisory Committee for Academic Planning, the campus Sustainability Committee, Honors Advisory Committee, Campus Pride Committee, and the NECHE.

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: SHIRLEY ACQUAH

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/COMMUNICATION

CURRENT SALARY: \$ 86,306.78

DATE OF HIRE: SEPTEMBER 1, 2012

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

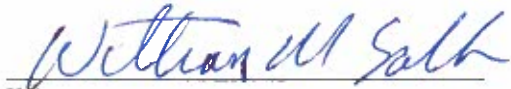
B.A.	University of Cape-Coast	
M.A.	Ohio University	2005
Ph.D.	Ohio University	2011
M.A.	Ohio University	2011

JUSTIFICATION:

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

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

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025**

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: LEONARDO ANDRADE

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/PSYCHOLOGY

CURRENT SALARY: \$ 87,536.03

DATE OF HIRE: SEPTEMBER 1, 2014

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.A.	Instituto Braziliense de Analise	2002
	Do Comportanto	
M.S.	Universidade de Brasilia	2005
Ph.D.	University of Florida	2010

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Andrade 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. Andrade has met the criteria established by the Agreement.

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

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: EROLD BAILEY

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/EDUCATION

CURRENT SALARY: \$ 94,067.43

DATE OF HIRE: SEPTEMBER 1, 2012

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.Ed.	University of the West Indies	1995
M.A.	Clark University	1999
Ph.D.	University of Massachusetts	2007

JUSTIFICATION:

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

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

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: MARIA FARINA de PARADA

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/SOCIAL WORK

CURRENT SALARY: \$ 85,448.06

DATE OF HIRE: SEPTEMBER 1, 2013

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.S.	Westfield State College	1994
M.S.W.	Smith College	1998
M.B.A.	Western New England College	2001
Ph.D.	Smith College	2015

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Farina 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. Farina has met the criteria established by the Agreement.

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

Approved:



William Salka
Provost and Executive Vice President



Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: JESSE JOHNSON

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/MATHEMATICS

CURRENT SALARY: \$ 81,584.56

DATE OF HIRE: SEPTEMBER 1, 2014

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.S.	Centre College	2008
M.S.	University of Notre Dame	2011
Ph.D.	University of Notre Dame	2013

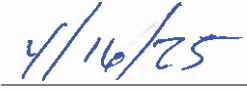
JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Johnson 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. Johnson has met the criteria established by the Agreement.

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

Approved:


William Salka
Provost and Executive Vice President


Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: KELLY ANNE MCKEOWN

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/BIOLOGY

CURRENT SALARY: \$ 92,719.66

DATE OF HIRE: SEPTEMBER 1, 2010

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.Sc.	McGill University	1998
M.S.	University of Massachusetts	2002
Ph.D.	University of Massachusetts	2010

JUSTIFICATION:

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

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

Approved:


William Salka
Provost and Executive Vice President


Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: DRISTI NEOG

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/GEOGRAPHY,
PLANNING & SUSTAINABILITY

CURRENT SALARY: \$ 82,863.73

DATE OF HIRE: SEPTEMBER 1, 2014

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.Arch.	Jawaharlal Nehru Technological University	2001
M.CRP.	The University of Texas	2003
Ph.D.	Florida State University	2009

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Neog 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. Neog has met the criteria established by the Agreement.

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

Approved:



William Salka
Provost and Executive Vice President

Date



WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: LEAH NIELSEN

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/ENGLISH

CURRENT SALARY: \$ 82,863.73

DATE OF HIRE: SEPTEMBER 1, 2006

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.S.	Syracuse University	1990
M.F.A.	University of Alabama	2001

JUSTIFICATION:

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

I recommend Ms. Nielsen be promoted to the rank of Professor.

Approved:



William Salka
Provost and Executive Vice President

Date 4/16/25

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025**

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: HILLARY SACKETT-TAYLOR

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/ECONOMICS

CURRENT SALARY: \$ 86,206.78

DATE OF HIRE: SEPTEMBER 1, 2012

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.A.	Smith College	2008
M.CRP.	The University of Texas	2003
Ph.D.	Florida State University	2009

JUSTIFICATION:

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

I recommend Dr. Sackett-Taylor be promoted to the rank of Professor.

Approved:



William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: MIRIAM TAGER

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/EDUCATION

CURRENT SALARY: \$ 89,373.96

DATE OF HIRE: SEPTEMBER 1, 2015

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.A.	Sarah Lawrence College	1987
M.S.E.	Bank Street College of Education	1998
Ph.D.	The Graduate School and University Center The City of University of New York	2015

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Tager 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. Tager has met the criteria established by the Agreement.

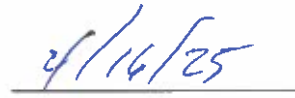
I recommend Dr. Tager be promoted to the rank of Professor.

Approved:



William Salka
Provost and Executive Vice President

Date



WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO ASSOCIATE
PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: SUBRAMANIAN VAITHEESWARAN

RANK/DEPARTMENT: ASSISTANT PROFESSOR/CHEMICAL &
PHYSICAL SCIENCE

CURRENT SALARY: \$ 76,254.78

DATE OF HIRE: SEPTEMBER 1, 2022

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.Sc.	Jhunjhunwala College	1990
M.Sc.	University of Mumbai	1993
Ph.D.	University of Maine	2004

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Vaitheeswaran 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. Vaitheeswaran has met the criteria established by the Agreement.

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

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: PROMOTION TO ASSOCIATE
PROFESSOR/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: KATHRYN WEGLARZ

RANK/DEPARTMENT: ASSISTANT PROFESSOR/BIOLOGY

CURRENT SALARY: \$ 74,229.82

DATE OF HIRE: SEPTEMBER 1, 2020

EFFECTIVE DATE: SEPTEMBER 1, 2025

DEGREES:

B.S.	Colorado State University	2008
M.S.	University of Delaware	2012
Ph.D.	Utah State University	2019

JUSTIFICATION:

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

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

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25



Board of Trustees

April 22, 2025

MOTION

The Academic Affairs Committee recommends to the Full Board:

To approve the granting of tenure, effective September 1, 2025, to:

Dr. Arne Christensen	Biology
Dr. Charles Distefano	Political Science
Mr. Anthony Furnelli	Marketing & Management
Dr. Princy Mennella	Psychology
Dr. Mao-Lun Weng	Biology

To approve the granting of tenure with automatic promotion, effective September 1, 2025, to:

Dr. Jennifer Pappas	Nursing
Mr. George Ramirez	Art
Dr. Brian Selgrade	Sports Medicine & Human Performance

Tenure

Name: Arne Christensen **Department:** Biology

Professor Christensen joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2023. The department chair describes Dr. Christensen as “a very effective teacher” and speaks positively about his efforts to develop active learning approaches in his classroom. The PEC asserts that Dr. Christensen has “demonstrated outstanding teaching effectiveness.” He is the co-author of two peer-reviewed texts intended to serve as resources for instructors and presented at professional development events oriented around improving teaching in STEM. Dr. Christensen is a co-author of an article in the *Journal of Higher Education*. He has given presentations at multiple conferences. Dr. Christensen is a Co-PI on a \$2 million National Science Foundation grant to foster STEM Teacher Preparation and Co-PI on a \$400,322 grant to Increase STEM Teacher Diversity. He has served on the University Curriculum Committee, co-organized the Biology Environmental Seminar Series, and served as the Biology Education Program Coordinator.

Name: Charles DiStefano **Department:** Political Science

Professor DiStefano joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2024. The department chair praises Dr. DiStefano’s teaching and commitment to educating students of all levels as “exemplary,” and points particularly to his excellent handling of “teaching politics in today’s hyper-partisan political world.” A PEC member described him as “an exceptional teacher, inclusive, clear and encouraging students to participate.” Dr. DiStefano has presented at the Network of Schools of Public Policy, Affairs and Administration (NASPAA), at the Massachusetts Office of the Inspector General Academy, Massachusetts Colleges Online, and the Midwest Political Science Association. Dr. Distefano organized forums and panel discussions for WSU students and municipal managers. He has served as a member of the GEC and chaired the group since 2022. He is a member of the Institutional Review Board, the Learning Management System Advisory Committee, and a founding member of the Health Equity Advisory Board.

Name: Anthony Furnelli **Department:** Management & Marketing

Professor Furnelli joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2023. The department chair describes him as an “outstanding instructor” who consistently receives high ratings in student evaluations. The PEC highlighted Professor Furnelli’s commitment to enhancing his teaching effectiveness through his use of impact practices and mentioned the creation of the study abroad program in International Business as one of his exemplary achievements. He has published three case studies as the first author in the prestigious Case Journal and completed 11 Case Study Reviews for the same journal during this period. He has also actively participated in conferences, both on-campus and off-campus, and received the Teaching Showcase Award in 2021 and the Research Award in 2024. He led the department in creating the Marketing Minor and helped revise the Marketing Major. He serves as a member of the diversity, equity, and inclusion (DEI) committee, the curriculum committee, and as an advisor to the Marketing Club and the MBA committee.

Name: Princy Mennella **Department:** Psychology

Professor Mennella joined Westfield State in 2019 at the rank of Assistant Professor. She was promoted to Associate Professor 2023. The department chair refers to Dr. Mennella as “a dedicated and talented educator” who’s observation was “an excellent demonstration of the teaching of challenging material.” She published two articles in peer-reviewed journals and co-authored a piece about DEI Commitments. Dr. Mennella participated in multiple talks and presentations. Dr. Mennella has served on NECHE. She has been active in supporting diversity and inclusion work on campus, including serving as a JEDI Faculty Fellow, serving as a member of WSU’s REJI team (Racial Equity and Justice Institute), co-chair of the Committee for Neuroscience DEI, and a member of the department’s Anti-Oppression Committee. She has served as a peer reviewer for professional journals in her field and maintains membership in the American Psychological Association and regional professional associations.

Name: Mao-Lun Weng **Department:** Biology

Professor Weng joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2024. Student SIR II evaluation results for Dr. Weng’s courses are exemplary. He successfully applied for 5 pedagogical grants to support the implementation of student-centered modules into his classes. He has been a co-author of 10 published articles (including two as the lead author). He has also given several presentations. He is the PI for a \$1 million National Science Foundation grant to increase financial support for academically talented, low-income students who want to study in the STEM fields. He has served as a peer reviewer for 31 journal articles. He has worked collaboratively with faculty colleagues to develop proposals for new academic programs in AI Applications and Interdisciplinary Informatics. He serves on the Honors Advisory Committee. He developed a community engagement project with Westfield High School teachers called “Let’s Talk about GMO.”

Tenure with Automatic Promotion

Name: Jennifer Pappas **Department:** Nursing

Professor Pappas joined Westfield State in 2019 at the rank of Assistant Professor. Dr. Pappas' Department Chair highly praises her as an outstanding instructor, describing her teaching as innovative and employing a diverse range of teaching strategies. Her PEC highlights her ability to engage students through practical activities and real-world examples, utilizing various teaching methods. Dr. Pappas maintains her nursing licensure. She has presented at professional nursing conferences to advance nursing education. She serves as the course coordinator for the Fundamentals of Professional Nursing and Community Health Nursing. Dr. Pappas developed a new first year journey (FYJ) course. Dr. Pappas is a registered nurse as well as an active member in community organizations.

Name: George Ramirez **Department:** Art

Professor Ramirez joined Westfield State in 2019 at the rank of Assistant Professor. The department chair notes his expertise and talent as a visual artist and how that helps Prof. Ramirez provide a "meaningful, engaging, and creative" learning environment for students. The PEC reports that "students clearly respect and admire him" and commends Prof. Ramirez for creating a respectful and safe atmosphere for "creative exploration and open feedback." Prof. Ramirez is an active professional studio artist and freelance designer and illustrator. He has worked with such local clients as the YMCA of Greater Westfield, All Things Anime in Springfield, and the Muslim Alliance for Sexual and Gender Diversity. He was selected and commissioned to create a Mural for the LGBTQA Association at Western New England University. He served as an external reviewer for Holyoke Community College's academic program in Visual Art. He has published two coloring books that feature his art illustrations. He has displayed his artwork at the Westfield on Weekends Arts Center at an exhibition in celebration of Latino Heritage. He served as a WSU faculty representative for the Commonwealth Joint Commission of Higher Education. His service also includes CURCA, SOAR, Civic Engagement, Urban Education Scholarship Committee and LEAD Scholars Program.

Name: Brian Selgrade **Department:** Sports Medicine and Human Performance

Professor Selgrade joined Westfield State in 2019 at the rank of Assistant Professor. His Department Chair noted he pays close "attention to instruction, comprehension, feedback, and reflection processes, both for himself and the students." His PEC has commended him for his receptiveness to feedback from previous reviews by the Chair and students, as well as his commitment to personal growth as an instructor. Dr. Selgrade has made scholarly achievements including publishing five peer-reviewed articles and having two manuscripts either in preparation or under review. He presented at national and international professional conferences. He serves as the panel chair of the Annual Undergraduate Research Conference. Dr. Selgrade has developed a First-

Year Journey course. He participates in various committees, including the curriculum committee, the diversity committee, the awards committee, and the GEC.

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: ARNE CHRISTENSEN

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/BIOLOGY

CURRENT SALARY: \$86,656.64

DATE OF HIRE: SEPTEMBER 1, 2019

TENURE EFFECTIVE: SEPTEMBER 1, 2025

DEGREES:	B.S.	University of Massachusetts	2000
	Ph.D.	University of Massachusetts	2008

JUSTIFICATION:

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

I recommend Dr. Christensen be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date



WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: CHARLES DISTEFANO
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/POLITICAL SCIENCE
CURRENT SALARY: \$79,406.49
DATE OF HIRE: SEPTEMBER 1, 2019
TENURE EFFECTIVE: SEPTEMBER 1, 2025

DEGREES:	B.S.	University of Missouri	2001
	M.A.	Southeast Missouri State	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 his personnel file and all evaluation materials considered by or provided by his chair, the Committee on Tenure and Dean Sabine Klein. I concur with their conclusions that Dr. DiStefano has met the criteria established by the Agreement.

I recommend Dr. DiStefano be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: ANTHONY FURNELLI

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/MANAGEMENT & MARKETING

CURRENT SALARY: \$79,406.49

DATE OF HIRE: SEPTEMBER 1, 2019

TENURE EFFECTIVE: SEPTEMBER 1, 2025

DEGREES:	B.S.	Wake Forest University	1994
	M.A.	American University	1997
	M.B.A.	American University	1997

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Mr. Furnelli 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 Mr. Furnelli has met the criteria established by the Agreement.

I recommend Mr. Furnelli be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: PRINCY MENNELLA
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/PSYCHOLOGY
CURRENT SALARY: \$93,997.29
DATE OF HIRE: SEPTEMBER 1, 2019
TENURE EFFECTIVE: SEPTEMBER 1, 2025

DEGREES:	B.S.	University of Richmond	1998
	Ph.D.	University of Massachusetts	2004

JUSTIFICATION:

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

I recommend Dr. Mennella be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: MAO-LUN WENG
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/BIOLOGY
CURRENT SALARY: \$81,447.12
DATE OF HIRE: SEPTEMBER 1, 2019
TENURE EFFECTIVE: SEPTEMBER 1, 2025

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 his personnel file and all evaluation materials considered by or provided by his chair, the Committee on Tenure and Dean Sabine Klein. I concur with their conclusions that Dr. Weng has met the criteria established by the Agreement.

I recommend Dr. Weng be granted tenure.

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: JENNIFER PAPPAS
RANK/DEPARTMENT: ASSISTANT PROFESSOR/BIOLOGY
CURRENT SALARY: \$98,249.09
DATE OF HIRE: SEPTEMBER 1, 2019
TENURE EFFECTIVE: SEPTEMBER 1, 2025

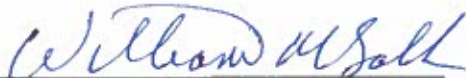
DEGREES:	B.S.	University of Massachusetts	2002
	M.S.	Elms College	2015
	D.N.P.	Capella University	2019

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Pappas 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. Pappas has met the criteria established by the Agreement.

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

Approved:



William Salka
Provost and Executive Vice President

Date



WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: GEORGE RAMIREZ
RANK/DEPARTMENT: ASSISTANT PROFESSOR/ART
CURRENT SALARY: \$75,515.67
DATE OF HIRE: SEPTEMBER 1, 2019
TENURE EFFECTIVE: SEPTEMBER 1, 2025

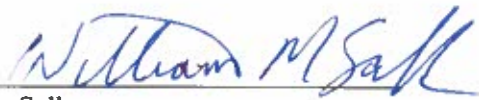
DEGREES:	B.A.	Westfield State University	1998
	M.P.A.	Westfield State University	2014
	M.F.A.	Academy of Art University	2019

JUSTIFICATION:

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

I recommend Mr. Ramirez be granted tenure with automatic promotion.

Approved:


William Salka
Provost and Executive Vice President

Date 4/16/25

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 22, 2025

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: BRIAN SELGRADE

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

CURRENT SALARY: \$73,751.57

DATE OF HIRE: SEPTEMBER 1, 2019

TENURE EFFECTIVE: SEPTEMBER 1, 2025

DEGREES:	B.S.	North Carolina State University	2007
	M.S.	Duke University Graduate School	2010
	Ph.D.	Georgia Institute of Technology	2016

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Selgrade 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. Selgrade has met the criteria established by the Agreement.

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

Approved:



William Salka
Provost and Executive Vice President

Date

