BOARD OF TRUSTEES
Academic and Student Affairs Committee
Minutes

President’s Boardroom, Horace Mann Center
April 26, 2018

Board of Trustees committee members in attendance: Committee Chair Slakey, Vice Chair Martin, Secretary Magovern, Trustees Sullivan, Hill, Martinez-Alvarez (entered at 8:35 AM) and Swan.

Trustee guests present: Trustees Marcus and Queenin.

Dr. Ramon S. Torrecilha, President of Westfield State University, was also present.

The meeting was called to order by Committee Chair Slakey at 8:30 AM.

Committee Chair Slakey moved forward to agenda item Approval of Minutes and asked for a Motion.

**MOTION** was made by Trustee Sullivan, seconded by Trustee Magovern, to approve the minutes of the February 15, 2018 meeting. **There being no discussion, the motion passed unanimously.**

Committee Chair Slakey introduced the first item of business, the granting of tenure, and made the motion below, which was seconded by Trustee Magovern (see amended motion following discussion).

**MOTION** to approve the granting of tenure, effective September 1, 2018, to:

- Dr. Erold Bailey
- Dr. Heather Brown
- Ms. Heather Crocker Aulenback
- Dr. Timothy LeDoux
- Dr. Sophia Sariganides
- Dr. John McDonald
- Mr. James McNamara
- Dr. Wilma Ortiz
- Dr. Hillary Sackett
- Dr. Hugo Viera

Dr. Erold Bailey, Education
Dr. Heather Brown, Political Science
Ms. Heather Crocker Aulenback, English
Dr. Timothy LeDoux, Geography and Regional Planning
Dr. Sophia Sariganides, English (name removed by amended Motion)
Dr. John McDonald, Environmental Science
Mr. James McNamara, English
Dr. Wilma Ortiz, Education
Dr. Hillary Sackett, Economics and Management
Dr. Hugo Viera, Language and Culture Studies

To approve the granting of tenure with automatic promotion, effective September 1, 2018, to:

- Dr. Shirley Acquah
- Dr. Brian Jennings
- Dr. Liem Nguyen
- Dr. Marcia Scanlon

Dr. Shirley Acquah, Communication
Dr. Brian Jennings, Mathematics
Dr. Liem Nguyen, Economics and Management
Dr. Marcia Scanlon, Nursing
Committee Chair Slakey welcomed Dr. Parviz Ansari, Provost and Vice President of Academic Affairs, who handed out a list of promotion and tenure criteria, which include having a terminal degree and meritorious performance evaluations in teaching, scholarship and service. He also explained the procedures for granting promotion and tenure.

Trustee Martinez-Alvarez entered the meeting at 8:35 AM.

Dr. Ansari gave a brief description of the accomplishments of each candidate for tenure. It was noted that Dr. Sophia Sarigianides’ name should be removed from the motion as she was granted tenure last year. It was also stated that James McNamara should have Dr. in front of his name, but it was subsequently discovered that he does not have a doctorate and that Mr. is correct. A MOTION to approve the amended language was made by Trustee Hill and seconded by Trustee Martinez-Alvarez.

Trustee Martinez-Alvarez left the meeting at 8:56 AM to greet the Springfield Public School students on campus today for the Reach to Teach Initiative. President Torrecilha also left the meeting at 8:57 AM. Trustee Hill left the meeting at 8:57 AM and returned at 8:58 AM.

Committee Chair Slakey stated it was very affirming to hear the distinguished list of faculty accomplishments. With no further discussion, the Motion passed unanimously.

MOTION was made by Trustee Slakey, seconded by Trustee Martin, to approve the following faculty promotions, effective September 1, 2018:

**To Professor:**
- Dr. Carsten Braun 
  - Geography and Regional Planning
- Dr. Christin Cleaton-Ruiz 
  - History
- Dr. John Dempsey 
  - History
- Dr. Margot Hennessy 
  - Ethnic and Gender Studies
- Dr. Nora Padykula 
  - Social Work
- Dr. Kimberly Tobin 
  - Criminal Justice

**To Associate Professor:**
- Dr. Ziblim Abukari 
  - Social Work
- Dr. Andrew Hafner 
  - Education
- Dr. Timothy LeDoux 
  - Geography and Regional Planning
- Dr. Rebecca Morris 
  - Economics and Management
- Dr. Edward Orgill 
  - Music
- Dr. Hillary Sackett 
  - Economics and Management

Dr. Ansari continued by sharing the credentials for the faculty recommended for promotion to professor and associate professor. Committee Chair Slakey noted it was a pleasure to hear of these other distinguished accomplishments. With no further discussion, the Motion passed unanimously.

It was questioned where teaching effectiveness fit into the evaluations. Dr. Ansari stated that teaching effectiveness includes being able to be a good teacher and to relate to students with enthusiasm and excitement, but is not all about teaching in the classroom. The peer evaluation process was reviewed as well as classroom feedback and workshops provided for faculty to bring harmony on the subject. Teaching
effectiveness is not specifically mentioned in the justifications because it is a given and has to have already been done at the meritorious level. It was stated that for consistency, all faculty need to be on the same page for teaching effectiveness so they know what they are working toward. Dr. Ansari meets with the deans prior to the evaluations to make sure the procedure and concepts are the same. Student feedback is also collected every semester for every course and is part of the process reviewed by the chair and the tenure and promotion committee. Faculty salaries are influenced by the field, department and expertise. Committee Chair Slakey stated that the definition of teaching success related to students is debated nationally and that it would be a good idea to review often the forms used to collect student evaluations.

Trustee Martinez-Alvarez and President Torrecilha returned to meeting at 9:21 AM.

The meeting moved to the next agenda item, the Bachelor of Science in Advanced Mathematics for Elementary Education major, and Dr. Ansari welcomed Dr. Brian Jennings to the table. Dr. Ansari stated that this program was developed off a current program in liberal studies. Dr. Jennings shared that the state requires that students getting degrees in Early Childhood Education, Special Education and Elementary Education obtain a second degree, and we often have students wanting another degree in mathematics. This new major will combine all of those requirements into one program. In working with local K-12 teachers, the demand for math expertise is very strong in the elementary schools. Math coaches and specialists to support other teachers is the audience being targeted; those students who have these as career paths. Trustee Martinez-Alvarez stated that the Springfield Public School district is in favor of this major as they, Holyoke and Chicopee continue to add leadership specialists to their districts. We are lagging in math in the state and this major would really help our teachers. Westfield State will be a pioneer in doing away with the second major and by having this structure, we are ahead of the needs going forward. At the present time, it is only offered at one other state university. It was questioned why we shouldn’t just provide a straight math major, but it would require too many credits and a straight math degree isn’t going to support being a better teacher in the elementary level. This would be a step toward re-strengthening our elementary schools. It was requested that at the next meeting, the committee be provided the number of credits for each major.

**MOTION** was made by Trustee Magovern, seconded by Trustee Sullivan, to approve the Bachelor of Science in Advanced Mathematics for Elementary Education as described in Attachments A and B. **There being no further discussion, the Motion passed unanimously.**

Committee Chair Slakey welcomed Dr. Carlton Pickron, Vice President of Student Affairs, to the table to discuss the next agenda item, revisions to the Demonstration and Picketing Policy. Dr. Pickron stated that the Council of Presidents recently asked universities to look at how they are allowing free speech and to update policies to protect the institutions and make sure they are compliant with First Amendment rights. Our policy was reviewed and legal counsel was consulted on whether to create a stand-alone free speech policy or incorporate language into our existing Demonstration and Picketing Policy. Most sister institutions incorporate the language into their existing policies, and legal counsel recommended it be done that way. It was stated that it is important to have the students, faculty and staff look at the policy. The revisions were reviewed with Trustee Swan as well as the SGA President and President-Elect, all of whom agreed with the changes. The revised policy will be discussed with the Student Affairs Governance Committee and shared with the All University Committee.

**MOTION** was made by Trustee Magovern, seconded by Trustee Hill, to accept proposed changes to Demonstration/Picketing Policy (#3020); and to authorize any cross-references to language in the policy to be made in all other Westfield State University publications. **There being no further discussion, the Motion passed unanimously.**
Dr. Ansari returned to the table to give an update on the dean searches. Interviews have been completed for the College of Mathematics and Sciences and an offer was made which was not accepted by the candidate, so internal candidates are being sought. The Colleges of Education, Health and Human Services and Arts, Humanities and Social Sciences have completed finalist reviews and offers have been made and we are waiting to hear back. It is hoped to have all three deans in place by commencement.

There being no further business, Committee Chair Slakey asked for a Motion to adjourn.

**MOTION** was made by Trustee Magovern, seconded by Trustee Swan, to adjourn. **Motion passed unanimously.**

The meeting was adjourned at 10:00 AM.

Attachments presented at this meeting:

a. Minutes of February 15, 2018 Meeting
b. Handout: Promotion and Tenure Criteria
c. Motion: Tenure
d. Tenure – Recommendations & Justification
e. Motion: Promotion
f. Promotion – Recommendations & Justifications
g. Motion: Bachelor of Science in Advanced Mathematics for Elementary Education
h. Attachment A – Proposal, Advanced Mathematics for Elementary Education
i. Attachment B – B.S. Advanced Mathematics for Elementary Education, Draft DHE Application
j. Motion: Demonstration/Picketing Policy
k. Demonstration/Picketing Policy with Changes