



BOARD OF TRUSTEES

Academic and Student Affairs Committee Minutes

President's Boardroom, Horace Mann Center
February 7, 2019

Board of Trustees committee members in attendance: Committee Chair Martin, Vice Chair Slakey (remotely), Secretary Magovern, and Trustees Hill and Swan.

Excused absence: Trustees Martinez-Alvarez and Sullivan.

Trustee guests present: Trustee Queenin.

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

The meeting was called to order at 8:31 AM by Committee Chair Martin, who stated that Trustee Slakey was participating remotely and that all votes would be by roll call.

MOTION was made by Trustee Magovern, seconded by Trustee Hill, to approve the minutes of the October 9, 2018 meeting.

Roll call vote:

Trustee Hill - Yes

Trustee Magovern - Yes

Trustee Martin - Yes

Trustee Swan - Yes

Trustee Slakey - Abstained

Trustee Slakey abstained from voting and the Motion passed unanimously.

Committee Chair Martin stated that at the October meeting the Trustees requested to know more about the tenure and faculty development process and how faculty were recruited, developed and nourished. Dr. Prusank, Provost and Vice President of Academic Affairs and Susan LaMontagne, Interim Vice President of Student Affairs, gave a presentation on the life of faculty at Westfield State with a focus on tenure and tenure-track faculty in preparation for the April Board meeting.

- The tenure-track faculty line is the most coveted in higher education, with a three-legged stool of evaluation in teaching, research and service to the institution.
- Westfield State is a teaching intensive institution, which affects how we hire, promote and tenure.
- Our bargaining agreement limits adjunct faculty and we can have no more than 15% of courses taught by part-time faculty members.
- The American Association of Union Professors (AAUP) released a report that 73% of positions available now are off tenure track.

- Compared to private and other public institutions, our system bargaining agreement requires an inordinate amount of tenure-track faculty in today's higher education landscape. It is important that we tell that story about Westfield State as it makes us more competitive with other institutions.
- Recruiting processes are run through each department and Human Resources with a variety of places to advertise being provided. Trustee Hill shared his practice of going to the places where diverse populations are located to recruit.
- Dr. Enrique Morales-Diaz, Interim Dean of Faculty, has provided diversity training to the departments to assist with recruiting.
- Trustee Slakey shared the work of *Understanding Interventions*, a conference funded by the National Institute of Health, which has attendees who are very serious players in diversity.
- It was discussed how important it is for the whole University to work on the culture of diversity. Ms. LaMontagne stressed the importance of the collaboration between Academic and Student Affairs.
- Various opportunities for professional development for faculty are provided at the University for Pedagogy and Course (Re)design, Scholarship, and Socialization Into Higher Ed, and roughly \$150,000 is spent per year for professional development.
- There are approximately 20 sabbaticals annually which varies, based on the year of hire. Most of our faculty take a semester at full pay rather than a year at half pay. Costing out the sabbaticals is being planned.
- The faculty evaluation process was explained, with the Board investing in the process by reading the materials provided for tenure and promotion.
- Trustee Slakey requested a bookmark of the following items for discussion at another meeting:
 - issues surrounding the use of student evaluations for courses and faculty; and
 - peer observations of faculty by faculty as useful, noting that it is important to train people to do the observations.

There being no further business, Committee Chair Martin asked for a motion to adjourn.

MOTION was made by Trustee Magovern, seconded by Trustee Hill, to adjourn.

Roll call vote:

Trustee Hill - Yes

Trustee Magovern - Yes

Trustee Martin - Yes

Trustee Swan - Yes

Trustee Slakey - Yes

Motion passed unanimously.

The meeting was adjourned at 9:32 AM.

Attachments presented at this meeting:

- a. Minutes of October 9, 2018
- b. Tenure, Promotion, and Sabbatical Information