



## **Board of Trustees**

Academic and Student Affairs Committee

8:30 AM

April 24, 2019

President's Boardroom, The Horace Mann Center

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- |  |  |
|--|--|
| <b>1. Call to Order</b>                            | Trustee Martin   |
| <b>2. Approval of Minutes:</b><br>February 7, 2019 | Trustee Martin   |
| <b>3. Items for Action</b>                         |  |
| a. Motion: Tenure                                  | Dr. Diane T. Prusank   |
| b. Motion: Promotion                               | Dr. Diane T. Prusank   |
| <b>4. Items for Information</b>                    |  |
| a. Westfield State Experience                      | Vice President Susan LaMontagne<br>Dean Enrique Morales-Diaz<br>Dr. Diane T. Prusank |

### **Attachment(s)**

- a. Minutes 02-07-19
- b. Motion: Tenure
- c. Tenure- Recommendations & Justifications
- d. Motion: Promotion
- e. Promotion- Recommendations & Justifications



## BOARD OF TRUSTEES

### Academic and Student Affairs Committee Minutes

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

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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

**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 and Student Affairs Committee meeting held on February 7, 2019.

\_\_\_\_\_  
Robert Magovern, Secretary

\_\_\_\_\_  
Date



## Board of Trustees

April 24, 2019

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### MOTION

To approve the granting of tenure, effective September 1, 2019, to:

Dr. Andrew Hafner	Education
Dr. Jennifer Hixon	Health Sciences
Dr. Rebecca Morris	Economics and Management
Dr. Alice Perry	Criminal Justice
Dr. Jamie Rivera	Nursing

To approve the granting of tenure with automatic promotion, effective September 1, 2019, to:

Dr. Felicia Barber	Music
Dr. Steve Bou ghosn	Computer and Information Science
Ms. Rebecca Brody	Library
Dr. Brian Chen	English
Dr. Robin White	Biology

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Kevin R. Queenin, Chair

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Date

ACADEMIC AFFAIRS

March 22, 2019

Dr. Ramon S. Torrecilha  
President  
Westfield State University

Dear President Torrecilha:

For your approval, I recommend the granting of tenure effective September 1, 2019, to:

Dr. Andrew Hafner	Education
Dr. Jennifer Hixon	Health Sciences
Dr. Rebecca Morris	Economics and Management
Dr. Alice Perry	Criminal Justice
Dr. Jamie Rivera	Nursing

I also recommend the granting of tenure with automatic promotion, effective September 1, 2019, to:

Dr. Felicia Barber	Music
Dr. Steve Bou ghosn	Computer and Information Science
Ms. Rebecca Brody	Library
Dr. Brian Chen	English
Dr. Robin White	Biology

Each individual has been evaluated by his or her chair, by a Dean, and by the Committee on Tenure. I have reviewed each evaluation, as well as the faculty portfolios. All who have served as evaluators believe that these individuals will remain dedicated and contributing members of the faculty; as such, I recommend them for tenure.

I certify that all procedures as prescribed in *The Agreement* have been complied with in accordance with Article VIII, Section H.

Sincerely,



Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

Approved:



Dr. Ramon S. Torrecilha, President



Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** TENURE/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** ANDREW HAFNER

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/EDUCATION

**CURRENT SALARY:** \$77,346.67

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**

B.A.	Hamilton College	1992
M.Ed.	University of Massachusetts	2003
Ed.D.	University of Massachusetts	2012

**JUSTIFICATION:**

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

I recommend Dr. Hafner be granted tenure.

Approved:



Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** TENURE/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JENNIFER HIXON

**RANK/DEPARTMENT:** PROFESSOR/HEALTH SCIENCES

**CURRENT SALARY:** \$136,945.13

**DATE OF HIRE:** DECEMBER 31, 2015

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**

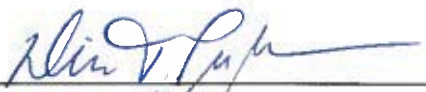
B.S.	Drexel University	1985
M.S.	Springfield College	2001
D.H.Sc.	Nora Southeastern University	2007

**JUSTIFICATION:**

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

I recommend Dr. Hixon be granted tenure.

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** TENURE/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** REBECCA MORRIS

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/ECONOMICS AND  
MANAGEMENT

**CURRENT SALARY:** \$109,503.44

**DATE OF HIRE:** SEPTEMBER 1, 2015

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**

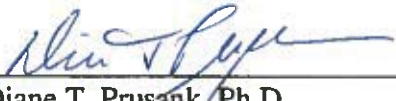
B.S.	Creighton University	1978
M.B.A.	Creighton University	1982
Ph.D.	University of Nebraska	1988


**JUSTIFICATION:**

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

I recommend Dr. Morris be granted tenure.

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date



**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** TENURE/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** ALICE PERRY

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/CRIMINAL JUSTICE

**CURRENT SALARY:** \$ 78,798.97

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**


B.A.	Western New England College	1980
J.D.	Washburn University School of Law	1984
Ph.D.	Northeastern University	2010


**JUSTIFICATION:**

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

I recommend Dr. Perry be granted tenure.

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** TENURE/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JAMIE RIVERA

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/NURSING

**CURRENT SALARY:** \$ 87,140.00

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**

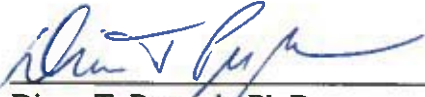
B.S.	Elms College	1999
M.S.N.	American International College	2012
Ph.D.	University of Connecticut	2018

**JUSTIFICATION:**

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

I recommend Dr. Rivera be granted tenure.

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.

Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** TENURE WITH AUTOMATIC PROMOTION/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** FELICIA BARBER

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/MUSIC

**CURRENT SALARY:** \$67,182.77

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**

B.M.	Oral Roberts University	1997
M.M.	Mansfield University	1999
Ph.D.	Florida State University	2013

**JUSTIFICATION:**

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

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

Approved:



\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** TENURE WITH AUTOMATIC PROMOTION/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** STEVE BOU GHOSN

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/COMPUTER AND INFORMATION SCIENCE

**CURRENT SALARY:** \$75,651.18

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**


B.S.	Lebanese American University	2001
M.S.	Lebanese American University	2006
Ph.D.	North Dakota State University	2013

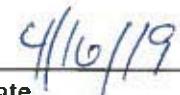
**JUSTIFICATION:**

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

I recommend Dr. Bou ghosn be granted tenure with automatic promotion.

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** TENURE WITH AUTOMATIC PROMOTION/LIBRARIAN

**FUNDING SOURCE:** STATE FUNDED

**NAME:** REBECCA BRODY

**RANK/DEPARTMENT:** ASSOCIATE LIBRARIAN/LIBRARY

**CURRENT SALARY:** \$59,505.00

**DATE OF HIRE:** SEPTEMBER 15, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**

B.A.	Alfred University	2000
M.S.L.S.	The 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 her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Raffensperger. I concur with their conclusions that Ms. Brody has met the criteria established by the Agreement.

I recommend Ms. Brody be granted tenure with automatic promotion.

Approved:



Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** TENURE WITH AUTOMATIC PROMOTION/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** BRIAN CHEN

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/ENGLISH

**CURRENT SALARY:** \$ 62,181.67

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**DEGREES:**


B.A.	Fu Jen Catholic University	1997
M.A.	Fu Jen Catholic University	2000
Ph.D.	The University of Texas	2008

**JUSTIFICATION:**

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

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** TENURE WITH AUTOMATIC  
PROMOTION/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** ROBIN WHITE

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/BIOLOGY

**CURRENT SALARY:** \$ 62,181.67

**DATE OF HIRE:** SEPTEMBER 1, 2013

**TENURE EFFECTIVE:** SEPTEMBER 1, 2019

**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 department chair, the Committee on Tenure and Dean Hanselman. I concur with their conclusions that Dr. White has met the criteria established by the Agreement.

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date



## Board of Trustees

April 24, 2019

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### MOTION

To approve the granting of promotion to the rank of Professor, effective September 1, 2019, to:

Dr. Joseph Camilleri	Psychology
Dr. Stephanie Grimaldi	Education
Dr. Sonya Lawson	Music
Dr. Jorge Reyes	Psychology
Dr. Sophia Sarigianides	English
Mr. David Shapleigh	Art
Dr. Tarin Weiss	Chemical and Physical Sciences

To approve the granting of promotion to the rank of Associate Professor, effective September 1, 2019, to:

Dr. Heather Brown	Political Science
Dr. Joan Kuhnly	Nursing
Dr. Hugo Viera	Language and Culture Studies

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Kevin R. Queenin, Chair

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Date



ACADEMIC AFFAIRS

March 22, 2019

Dr. Ramon S. Torrecilha  
President  
Westfield State University

Dear President Torrecilha:

For your approval, below are my recommendations for promotion effective September 1, 2019:

**To Professor:**

Dr. Joseph Camilleri	Psychology
Dr. Stephanie Grimaldi	Education
Dr. Sonya Lawson	Music
Dr. Jorge Reyes	Psychology
Dr. Sophia Sarigianides	English
Mr. David Shapleigh	Art
Dr. Tarin Weiss	Chemical and Physical Sciences

**To Associate Professor:**

Dr. Heather Brown	Political Science
Dr. Joan Kuhnly	Nursing
Dr. Hugo Viera	Language and Culture Studies

I certify that all procedures as prescribed in *The Agreement* have been complied with in accordance with Article VIII, Section G.

Sincerely,



Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

Approved:



Dr. Ramon S. Torrecilha, President

  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR  
**FUNDING SOURCE:** STATE FUNDED  
**NAME:** JOSEPH CAMILLERI  
**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/PSYCHOLOGY  
**CURRENT SALARY:** \$68,912.12  
**DATE OF HIRE:** SEPTEMBER 1, 2008  
**TENURE EFFECTIVE:** SEPTEMBER 1, 2014  
**DEGREES:**


B.A.	McMaster University	2001
M.A.	University of Saskatchewan	2005
Ph.D.	Queen's University	2008

**JUSTIFICATION:**

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

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR  
**FUNDING SOURCE:** STATE FUNDED  
**NAME:** STEPHANIE GRIMALDI  
**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/EDUCATION  
**CURRENT SALARY:** \$76,170.00  
**DATE OF HIRE:** JANUARY 18, 2009  
**TENURE EFFECTIVE:** SEPTEMBER 1, 2015  
**DEGREES:**

B.S.	LeHigh University	1990
M.Ed.	Harvard University	1993
Ed.D.	Boston University	2001

**JUSTIFICATION:**

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

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

Approved:



\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** SONYA LAWSON

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/MUSIC

**CURRENT SALARY:** \$78,443.50

**DATE OF HIRE:** SEPTEMBER 1, 2004

**TENURE EFFECTIVE:** SEPTEMBER 1, 2009

**DEGREES:**

B.M.	University of Memphis	1991
M.M.	University of Minnesota	1993
Ph.D.	University of Oregon	2003

**JUSTIFICATION:**

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

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

Approved:



\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JORGE REYES

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/PSYCHOLOGY

**CURRENT SALARY:** \$79,593.40

**DATE OF HIRE:** SEPTEMBER 1, 2008

**TENURE EFFECTIVE:** SEPTEMBER 1, 2014

**DEGREES:**

B.S.	University of Florida	1996
M.S.	University of North Texas	2000
Ph.D.	University of Florida	2008

**JUSTIFICATION:**

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

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

Approved:



Diane T. Prusank, Ph.D.

Provost and Vice President, Academic Affairs

4/16/19

Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** SOPHIA SARIGIANIDES

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/ENGLISH

**CURRENT SALARY:** \$80,205.24

**DATE OF HIRE:** SEPTEMBER 1, 2010

**TENURE EFFECTIVE:** SEPTEMBER 1, 2016

**DEGREES:**


B.A.	U of California, Los Angeles	1990
M.A.	U of California, Irvine	1995
M.Phil	Teachers College Columbia University	2009
Ph.D.	Teachers College Columbia University	2010

**JUSTIFICATION:**

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

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** DAVID SHAPLEIGH

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/ART

**CURRENT SALARY:** \$70,186.79

**DATE OF HIRE:** SEPTEMBER 1, 2008

**TENURE EFFECTIVE:** SEPTEMBER 1, 2014

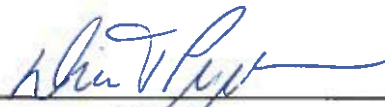
**DEGREES:** B.F.A. U of Massachusetts, Dartmouth 1995  
M.F.A. Boston University 1999

**JUSTIFICATION:**

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

I recommend Mr. Shapleigh be promoted to the rank of Professor.

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

4/16/19  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** TARIN WEISS

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/CHEMICAL AND  
PHYSICAL SCIENCES

**CURRENT SALARY:** \$71,450.00

**DATE OF HIRE:** SEPTEMBER 1, 2007

**TENURE EFFECTIVE:** SEPTEMBER 1, 2013

**DEGREES:**


B.S.	University of Massachusetts	1986
M.S.	University of Wisconsin	1992
Ed.D.	University of Massachusetts	2003

**JUSTIFICATION:**

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

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date



**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO ASSOCIATE PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** HEATHER BROWN

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/POLITICAL SCIENCE

**CURRENT SALARY:** \$63,095.82

**DATE OF HIRE:** SEPTEMBER 1, 2012

**TENURE EFFECTIVE:** SEPTEMBER 1, 2018

**DEGREES:**


B.A.	Aquinas College	2003
M.A.	Purdue University	2005
Ph.D.	Purdue University	2009

**JUSTIFICATION:**

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

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO ASSOCIATE PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JOAN KUHNLY

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/NURSING

**CURRENT SALARY:** \$90,000.00

**DATE OF HIRE:** SEPTEMBER 1, 2017

**TENURE EFFECTIVE:** N/A

**DEGREES:**


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

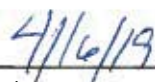
**JUSTIFICATION:**

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 Promotions, and Dean Swaidan. I concur with their conclusions that Dr. Kuhnly has met the criteria established by the Agreement.

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 24, 2019**

**TYPE OF ACTION:** PROMOTION TO ASSOCIATE PROFESSOR

**FUNDING SOURCE:** STATE FUNDED

**NAME:** HUGO VIERA

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/LANGUAGE AND CULTURE STUDIES

**CURRENT SALARY:** \$67,203.61

**DATE OF HIRE:** SEPTEMBER 1, 2012

**TENURE EFFECTIVE:** SEPTEMBER 1, 2018

**DEGREES:**


B.A.	U of Pennsylvania	1993
M.A.	Yale University	1995
M.Phil	Yale University	1996
Ph.D.	Yale University	2000

**JUSTIFICATION:**

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

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

Approved:

  
\_\_\_\_\_  
Diane T. Prusank, Ph.D.  
Provost and Vice President, Academic Affairs

  
\_\_\_\_\_  
Date