



**Board of Trustees**  
**Academic Affairs Committee**

**December 18, 2025**

**9:00am-9:45am**

Loughman Living Room, Scanlon Hall

Committee Members: Chair Chris Montemayor, Vice Chair Jason Queenin, Secretary Barney Garcia, 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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- |   |   |
|---|---|
| <b>1. Call to Order</b>                 | Trustee Christopher Montemayor, Committee Chair |
| <b>2. Approval of Minutes</b>           | Trustee Christopher Montemayor, Committee Chair |
| a. Minutes of October 21, 2025, meeting |   |
| <b>3. Items for Information</b>         | William Salka, Provost                          |
| a. Persistence and Retention 2015-2024  |   |
| <b>4. Items for Action</b>              | William Salka, Provost                          |
| a. Motion Faculty Emeritus/a            |   |
| <b>5. Adjournment</b>                   | Trustee Christopher Montemayor, Committee Chair |

**Attachments:**

- a. Minutes of October 21, 2025
- b. Power Point Persistence and Retention
- c. Motion: Faculty Emeritus/a – Dr. Stephen Adams and Ms. Jamie Wainright
- d. Faculty Emeritus/a supporting letter



## BOARD OF TRUSTEES

Academic Affairs Committee

October 21, 2025, 9:30 a.m.

Minutes

President's Boardroom, Horace Mann Center

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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**MEMBERS PRESENT:** Committee Chair Chris Montemayor, Vice Chair Jason Queenin, Secretary Barney Garcia, 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; Associate Provost for Academic Affairs, Brian Jennings; and Assistant Provost for Educational Excellence, Hillary Sackett-Taylor.

Committee Chair Montemayor called the meeting to order at 9:38 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 Queenin and seconded by Trustee Reichelt to approve the minutes of the June 11, 2025 meeting. There being no discussion, **ROLL CALL VOTE**, motion passed.

### Success Grant Year 2 Update

- Year One Review:
  - Funds loaded in March, spent until September covered;
    - Personnel, Huron contract work, professional development for faculty and staff, work opportunities for students (graduate assistantships, student work contracts), direct financial aid to students with overdue balances.
  - Total spent: roughly \$740,000.
  - Remaining balance: \$790,000 (awaiting state decision on accessibility).
- SUCCESS 2.0 in academic year 2025-2026:
  - Non-competitive grant for advising, supplemental grant aid, and wraparound support services.
  - Eligible wraparound services: peer mentoring, academic skills workshops, one-on-one case management, basic needs services.

- State DHE model: CUNY ASAP and SUNY ACE programs.
  - Based off of City University of New York's **Advancing Success in Associate Pathways** program and the State University of New York's **Advancing Completion through Engagement** program (known as CUNY ASAP and SUNY ACE, respectively).
  - Centers on case management services.
  - Focus on low-income students (Pell Grant and MAST Grant eligible).
- CUNY ASAP data:
  - Served over 110,000 students across 18 cohorts.
  - Three-year graduation rate of 53% (more than double the rate before the program).
  - Narrowed graduation gaps for Black and Hispanic males.
- SUNY ACE data:
  - Mirrored the ASAP model.
  - Increase in four-year graduation rates to 59% (compared to 41.5% in the comparison group).
  - Improved student outcomes with higher retention rates.
- State has given two buckets of allowable expenses.

#### Funding Proposal Overview

- The funding is specifically for students from Pell Grant or Master eligible households.
- Allowable expenses are categorized into:
  - Staff salaries and financial assistance for students.
- Expenses outside these categories will be reviewed by the DHE.
- The funding is subject to annual appropriation.

#### Allocation of Funds

- 78% allocated to staff salaries and contracts.
  - Aims for part-time contract hires due to the nature of annual funding.
  - Goal: 150 to 1 participating student to advisor ratio.
- 20% to case management services for Pell Grant and MASS Grant eligible students.
  - Includes financial aid, emergency grants, and access to DGCE courses.
  - Additional career development program called the Pathfinder program.
- 2% to support the innovation of the data ecosystem.

#### Staff Salaries and Contracts

- Funds the Assistant Provost position and the Assistant Director for student success analytics.
- New positions being hired:
  - Assistant Director for the new success coaching initiative.
  - Assistant Director in the academic advising center for dual advising.
  - Additional advisor for transfer and returning students.
  - Additional advisor for continuing education students.
  - Coordinator for basic needs and food pantry.
- Part-time hires:
  - Eight new professional success coaches.
  - Six new professional tutors in disciplines lacking peer tutors.
  - Ten graduate assistants across divisions.
  - Sixty peer mentors embedded across the Gen Ed curriculum.
- Funds allocated for faculty professional development.
  - Stipends for curriculum innovation through the Faculty center.

- Focus on universal design for learning, AI pedagogy, early intervention, and appreciative advising.

#### Success Program Details

- Program name: Success for Underserved Communities, Coaching and Empowerment Strategies for Students (SUCCESS).
- Eligibility: First-time full-time students who are Pell Grant or MASS Grant eligible or have a GPA of 2.0 or lower.
- Estimated 336 initially eligible students this academic year.
- Case management services:
  - Dual advising (professional advisor + faculty advisor).
  - Success coaching (learning strategies, time management, etc.).
  - Professional tutoring and peer mentoring.
- Incentives:
  - Up to \$1,000 of additional need-based financial aid for students meeting monthly with an advisor or success coach.
  - Access to emergency micro-grants for non-tuition expenses.
  - Up to two tuition-free DGCE courses in summer or winter.

#### Goals and Anticipated Outcomes

- Long-term goal: Continuous improvement towards the statewide 2033 benchmarks set by the Massachusetts Department of Higher Education.
- Primary metrics:
  - Retention year over year, on-time credit accumulation, transfer completion rates, four-year and six-year graduation rates.
- 2024 baseline numbers (IPEDS data):
  - Retention rate: 71%.
  - On-time credit accumulation rate: 59%.
  - Transfer completion rate: 61%.
  - Four-year graduation: 46%.
  - Six-year graduation: 55%.
- Equity gaps exist for Black and Hispanic students and Pell Grant eligible students.
- 2033 benchmarks (Massachusetts Department of Higher Ed):
  - 80% retention rate, 80% on-time credit accumulation rate, 65% transfer completion rate, 65% four-year graduation rate, 80% six-year graduation rate.
- Year-over-year goals:
  - 1% increase in retention, 3% increase in on-time credit accumulation, 1% increase in transfer completion, 2% increase in four-year graduation, 3% increase in six-year graduation.

#### Data Collection

- The Assistant Director of Student Success analytics reports directly to Dr. Sackett-Taylor
- Helps train departments/programs on maximizing software utilization for data collection (student appointments, interactions, referrals, to-do lists).
- Manages sites, a texting platform where students receive weekly texts from Nestor the Owl regarding academic, engagement, personal well-being, and financial challenges.
- Assists in developing a monthly newsletter for the President and administrative council, gathering data from student support offices to report progress on new initiatives.

- Works with the IR, IT, and grants departments to pull data for new initiatives related to student success and retention.  
Assessment of Year One Initiatives
- They will gather qualitative data from faculty/staff who participated in professional development to assess its impact on teaching and advising.  
Data Challenges and Grant Proposal
- The campus has faced data gathering challenges, requiring significant investment.
- The year two grant proposal was submitted on October 14th, with a response expected from the DHE by October 24th.
  - The grant is an annual proposal, and they plan to adjust resource allocation based on assessment results.

#### SUCCESS Grant Details and Future Funding

- The grant runs until September 21st, 2026.
- The DHE indicated that continued funding is anticipated if the model yields expected results.

#### **Faculty Ratio**

- This information was requested from Committee Chair Chris Montemayor.
- The full-time faculty comprises 45% and are responsible for 64% of the coursework.
- The speaker wants to track the faculty ratio and course credits taught over the next 3-5 years.
- The numbers presented only include faculty teaching this semester, excluding those on leave.
- Part-time faculty numbers are affected by workload releases for full-time faculty in roles like department chairs or those managing accredited programs.

#### Faculty Workload and Sabbaticals

- The standard full-time faculty workload is 12 credits per semester, or four 3-credit courses per term.
- Adjunct faculty are on term-by-term contracts, teaching one to three classes.
- The percentage of faculty on sabbatical each year is unknown but can be provided.
- Tenured faculty are eligible for a sabbatical once every seven years.

#### Faculty Center

- Provides professional development to faculty and staff, primarily faculty.
- Starting this fall, Dr. Misty Woodbury is the full-time director.
  - She has experience running these centers at other institutions.
  - She is planning professional development around AI, student success, and inclusive pedagogy.

#### **Dean of the College of Professional Studies**

- The search for a permanent dean is being rerun and has been posted for about a month.
  - There is a better pool of candidates this year, with over 50 candidates compared to under 40 last year.
- The search is being run by Academic Search Firm, the same firm used last year.

#### **Review of Policies to be Removed**

- Attorney Phelps is reviewing university and board policies.
- There is a lack of clarity and clear separation of policies on the Westfield State University website.

- About 15 years ago, someone combined Academic Policy Committee (APC) policies, Board of Trustee policies, department policies, and student affairs policies into one large grouping called University Policies.
  - The website Academic policies haven't been updated since about 2015.
- The University Policies page will be redesigned to provide links to APC policies, Board of Trustee Policies, the University Catalog, and Student Conduct Policies.
- 30 of the 38 current policies listed as Academic policies should be designated to the APC.
  - These policies are created under the collective bargaining agreement.
  - Most of these 30 policies are already in the University Catalog.
- Five policies should be clearly designated as Board of Trustee Policies:
  - Policies that the Board has statutory authority over to award honorary degrees, Faculty Librarian Emeritus status, Staff Emeriti status, and requirements for graduation.
  - The APC has agreed with this motion with the exception of requirements for graduation, they wanted to run it by Union Council.
- Three of the 38 policies should be nullified:
  - Core implementation (outdated).
  - Conflict of interest in research (out of date and not reflective of the State Ethics Law and the Office of Management Budget Grant Conflict of Interest Attestations).
  - Anti-bullying policy (conduct already governed by the recently passed 2024 EO plan).

#### Anti-Bullying Policy

- The current bullying policy addresses abuse unrelated to a protected identity (race, gender, disability) but lacks a due process procedure for complaints.
- Without a specific policy, the university has been using the EO plan's due process, which is lengthy and not designed for non-protected class complaints.
- Attorney Liz Sullivan has advocated for nullifying the anti-bullying policy.
- Nullifying the policy will allow for investigations via the HR fact-finding process, which is more agile for abusive conduct not against a protected class.
  - The campus community will be informed to refer such conduct to the Office of Human Resources.

**MOTION** made by Trustee O'Rourke and seconded by Trustee Queenin, The Academic Affairs Committee recommends to the Full Board of Trustees: To move the 30 policies as indicated on the attached policy list to the University catalog as policies of the Academic Policy Committee with finalized approval from the President. There being no discussion, **ROLL CALL VOTE**, motion passed unanimously.

**MOTION** made by Trustee Queenin and seconded by Trustee O'Rourke, The Academic Affairs Committee recommends to the full Board of Trustees: To nullify the following as University Policies: University Anti-bullying, Mobbing and Harassment Policy (1340), Conflict of Financial Interest and Research (1370), Core Implementation (1250). There being no discussion, **ROLL CALL VOTE**, motion passed unanimously.

## **Program Approvals**

**MOTION** made by Trustee O'Rourke and seconded by Trustee Queenin, The Academic Affairs Committee recommends approval to the full Board: To approve of the Program for Master of Business Administration. There being no discussion, **ROLL CALL VOTE**, motion passed unanimously.

**MOTION** made by Trustee O'Rourke and seconded by Trustee Gilmer, The Academic Affairs Committee recommends approval to the full Board: To approve of the Program for Master of Science in Athletic Training. There being no discussion, **ROLL CALL VOTE**, motion passed unanimously.

**MOTION** made by Trustee O'Rourke and seconded by Trustee Garcia, The Academic Affairs Committee recommends approval to the full Board: To approve the program Master of Science in Nursing Psychiatric Mental Health Nurse Practitioner. There being no discussion, **ROLL CALL VOTE**, motion passed unanimously.

There being no further discussion,

**MOTION** made by Trustee Reichelt and seconded by Trustee Queenin to adjourn the meeting. There being no discussion, **ROLL CALL VOTE**, motion passed by majority.

Meeting adjourned at 10:26 AM.

### **Attachments presented at this meeting:**

- a. Minutes of June 11, 2025
- b. SUCCESS Grant Year 2 Presentation
- c. Full-Time/Part-Time Faculty Ratio
- d. Motion-Removal of Policies
- e. Policies being removed
- f. University Anti-bullying, mobbing and harassment Policy (1340)
- g. Conflict of Interest in Research Policy (1370)
- h. Core Implementation Policy (1250)
- i. Motion-Program Approval: Master of Business Administration
- j. Proposal Master of Business Administration
- k. Budget: Master of Business Administration
- l. Proposal Master of Science in Athletic Training
- m. Budget: Master of Science in Athletic Training
- n. Motion-Program Approval: Master of Science in Athletic Training
- o. Motion-Program Approval: Master of Science in Nursing: Psychiatric Mental Health Nurse Practitioner
- p. Proposal Master of Science in Nursing: Psychiatric Mental Health Nurse Practitioner
- q. Budget: Master of Science in Nursing: Psychiatric Mental Health Nurse Practitioner

**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 October 21, 2025.

\_\_\_\_\_  
Barney Garcia, Secretary

\_\_\_\_\_  
Date



# **Undergraduate Enrollment, Persistence, and Retention**

Presentation for the Westfield State University  
Board of Trustees

Office of Institutional Research and Assessment  
Jeff Xavier, Executive Director  
Stefanie Santaniello, Associate Director

Melanie Gaudet, Assistant Director of Student Success Analytics



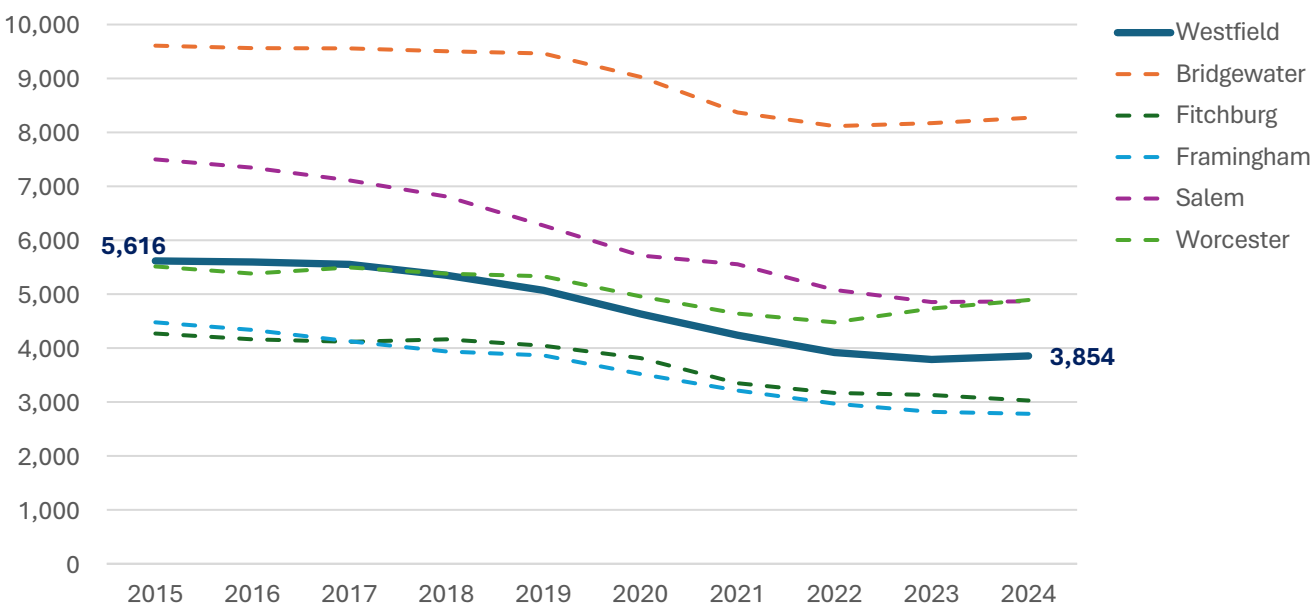
# Project Background

- Provide initial analyses of undergraduate student success metrics
  - Sector-wide trends
  - Overall Westfield State institutional trends
  - Outcomes based on student characteristics and support program affiliation
- Prompt thinking about future analyses to explore additional facets of success and areas of interest

# Undergraduate Enrollment: Fall 2015 to 2024

Westfield State University and other Massachusetts State Universities

Total undergraduate enrollment as of fall census date



**Sector-wide decline through 2023:** Undergraduate enrollment fell **25%** from **36,985 (2015)** to **27,692 (2024)**—a drop of **9,293** students.

**Leveling-off of enrollment system-wide.** Overall sector headcount increased in 2024, and four of six campuses posted increases in 2024.

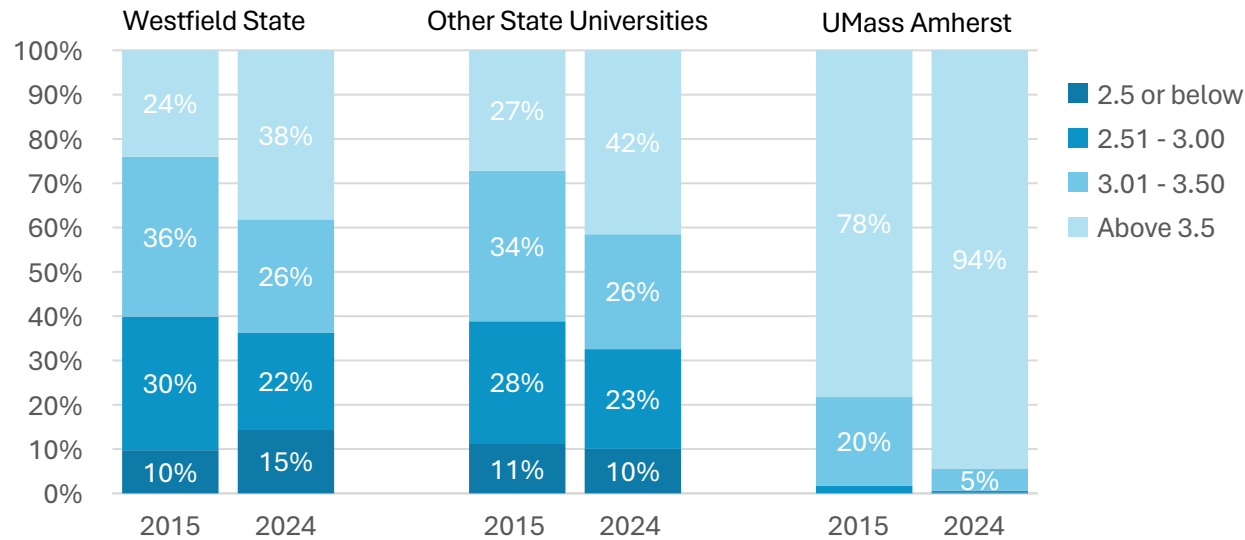
**Stabilization of enrollment at Westfield:** WSU undergraduate enrollment stable/increasing since 2023.

Institution	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Change 2015-24	% Change 2015-24
Bridgewater	9,608	9,562	9,558	9,504	9,463	9,028	8,369	8,116	8,172	8,270	-1,338	-14%
Fitchburg	4,270	4,162	4,117	4,163	4,044	3,815	3,349	3,168	3,130	3,027	-1,243	-29%
Framingham	4,478	4,337	4,126	3,937	3,864	3,520	3,213	2,970	2,817	2,782	-1,696	-38%
Salem	7,499	7,346	7,110	6,811	6,273	5,716	5,555	5,078	4,853	4,867	-2,632	-35%
Westfield	5,616	5,596	5,552	5,350	5,071	4,633	4,239	3,918	3,789	3,854	-1,762	-31%
Worcester	5,514	5,381	5,495	5,380	5,332	4,958	4,640	4,478	4,734	4,892	-622	-11%
Overall	36,985	36,384	35,958	35,145	34,047	31,670	29,365	27,728	27,495	27,692	-9,293	-25%

Source: Massachusetts Department of Higher Education, Higher Education Information Resource System (HEIRS), DHE Data Center, Head Count. Excludes Massachusetts College of Art and Design, Massachusetts College of Liberal Arts, and Massachusetts Maritime Academy.

# HS GPA of Admitted Applicants: Fall 2015 to 2024

Westfield State University and other Massachusetts State Universities



## Increase in HS GPAs among admitted applicants across the sector:

- The share of admitted applicants with GPAs above 3.5 rose steadily across all institutions.
- The proportion of students in the middle GPA bands has declined substantially.

## Bifurcation at WSU:

- Westfield mirrors the sector's increase in high-GPA admits.
- The institution has also seen a rise in the proportion of admits with low GPAs.

**UMass changes:** The school currently admits very few students below a 3.5 GPA compared to a decade ago.

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Change '15 to '24
<b>Westfield State University</b>											
2.5 or below	9.8%	9.1%	9.3%	6.9%	5.9%	7.3%	9.3%	12.3%	11.8%	14.5%	4.8
2.51 - 3.00	30.1%	28.6%	29.7%	27.1%	25.0%	24.9%	22.6%	21.1%	20.5%	21.7%	-8.4
3.01 - 3.50	36.1%	37.3%	33.7%	34.2%	34.5%	34.3%	30.3%	27.3%	25.5%	25.6%	-10.4
Above 3.5	24.1%	25.1%	27.4%	31.8%	34.6%	33.5%	37.7%	39.3%	42.2%	38.2%	14.1
<b>Other Massachusetts State Universities</b>											
2.5 or below	11.2%	10.2%	10.6%	9.9%	8.2%	7.8%	7.7%	8.3%	9.6%	10.0%	-1.1
2.51 - 3.00	27.7%	27.0%	27.3%	26.5%	26.5%	25.9%	24.0%	22.0%	21.4%	22.5%	-5.2
3.01 - 3.50	33.9%	35.0%	33.0%	32.4%	31.8%	31.2%	30.1%	28.5%	27.0%	25.9%	-8.0
Above 3.5	27.2%	27.8%	29.0%	31.2%	33.5%	35.1%	38.3%	41.3%	42.0%	41.5%	14.3
<b>UMass Amherst</b>											
2.5 or below	0.0%	0.1%	0.1%	0.1%	0.4%	0.4%	0.4%	0.3%	0.2%	0.2%	0.2
2.51 - 3.00	1.6%	1.6%	1.1%	1.1%	1.4%	1.2%	0.8%	0.6%	0.4%	0.4%	-1.3
3.01 - 3.50	20.1%	17.6%	15.1%	13.7%	14.7%	11.7%	6.6%	6.1%	3.9%	4.9%	-15.2
Above 3.5	78.3%	80.7%	83.7%	85.1%	83.5%	86.6%	92.2%	93.1%	95.4%	94.5%	16.2

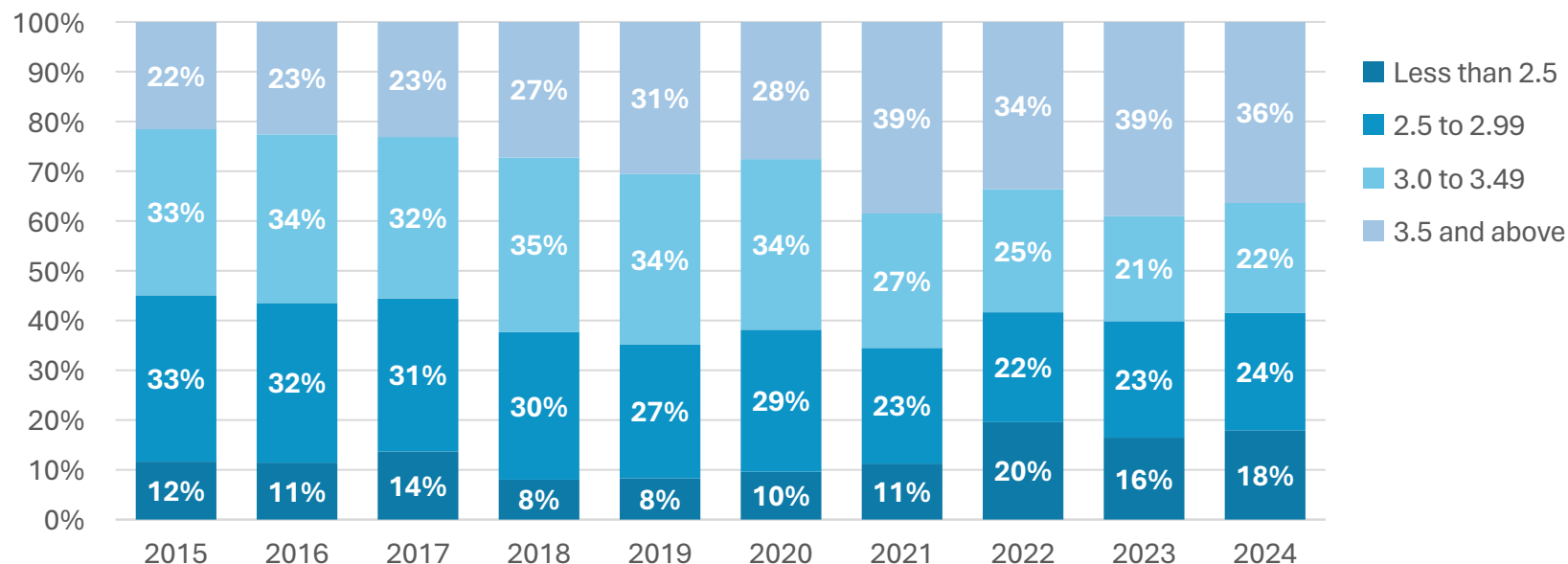
Source: Analysis of data from the Massachusetts Department of Higher Education HEIRS data Tableau site.

Excludes Massachusetts College of Art and Design, Massachusetts College of Liberal Arts, and Massachusetts Maritime Academy.

# Westfield State University: HS GPA of Incoming Students

Westfield State University Fall 2015 to Fall 2024 Incoming Undergraduate Cohorts

*Percentage of First-Time Undergraduate Cohort at Each HS GPA Band*



*Number of First-Time Undergraduate Students at Each HS GPA Band*

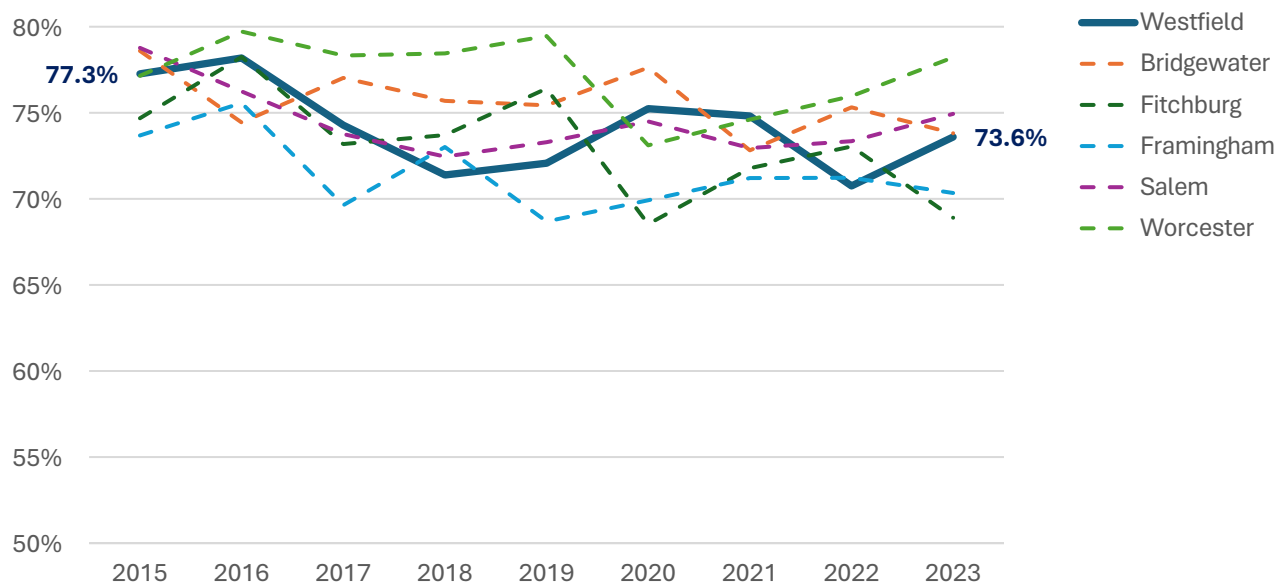
Incoming HS GPA	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Change 2015 to 24
Less than 2.5	150	122	138	80	86	80	90	156	116	149	-1
2.5 to 2.99	431	342	310	296	279	237	186	176	165	196	-235
3.0 to 3.49	430	361	327	350	356	285	216	197	149	183	-247
3.5 and above	278	241	233	272	317	229	308	268	275	302	24

Analysis of Westfield State University Banner data. Excludes a small number of students in each cohort for which HS GPA data were not recorded in Banner.

# Undergraduate Retention: Fall 2015 to 2023 First-Time Cohorts

Westfield State University and other Massachusetts State Universities

*Percent of first-time fall undergraduate cohort retained to subsequent fall*



**Sector-wide retention fell modestly:** Overall first-time undergraduate retention fell 3.2 points from 77.0% (2015) to 73.8% (2023). Results varied across years and campus, but the general trend was downward.

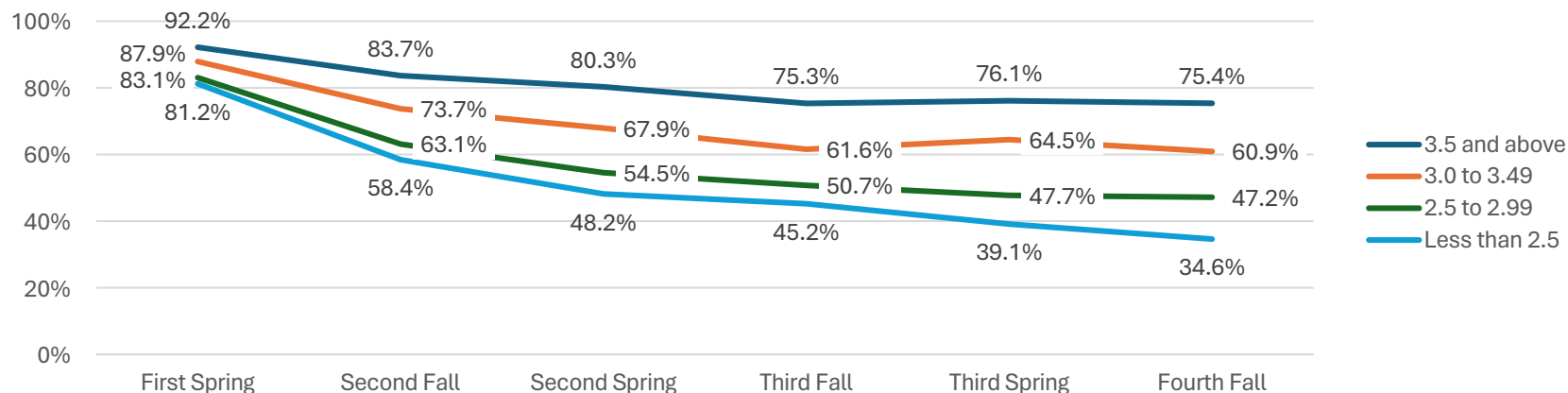
**Westfield's trend mirrors the sector:** Retention declined 3.7 points over the period, landing at 73.6% for the 2023 cohort.

Cohort Year	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change 2015 to '23 (in % points)
Bridgewater	78.6%	74.4%	77.0%	75.7%	75.4%	77.6%	72.8%	75.3%	73.8%	-4.8
Fitchburg	74.7%	78.2%	73.2%	73.7%	76.4%	68.5%	71.8%	73.0%	68.9%	-5.8
Framingham	73.7%	75.6%	69.6%	73.0%	68.7%	69.9%	71.2%	71.2%	70.3%	-3.3
Salem	78.8%	76.2%	73.8%	72.5%	73.3%	74.5%	72.9%	73.3%	74.9%	-3.8
<b>Westfield</b>	<b>77.3%</b>	<b>78.2%</b>	<b>74.3%</b>	<b>71.4%</b>	<b>72.1%</b>	<b>75.2%</b>	<b>74.8%</b>	<b>70.8%</b>	<b>73.6%</b>	<b>-3.7</b>
Worcester	77.1%	79.7%	78.3%	78.5%	79.5%	73.1%	74.6%	76.0%	78.2%	1.1
Overall	77.0%	76.8%	74.8%	74.2%	74.3%	73.9%	73.1%	73.7%	73.8%	-3.2

Source: Analysis of data from the Massachusetts Department of Higher Education HEIRS data Tableau site. Excludes Massachusetts College of Art and Design, Massachusetts College of Liberal Arts, and Massachusetts Maritime Academy.

# Westfield State: Persistence for Incoming Cohorts by HS GPA

First-time, First-year Students: Percentage Enrolled or Graduated by Term

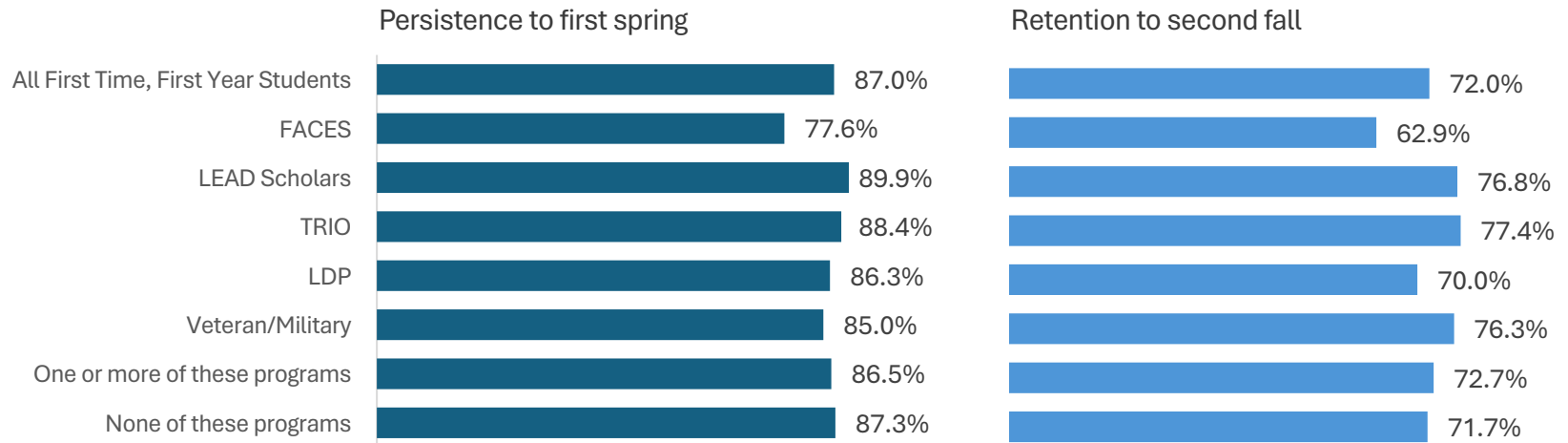


	Total Number	First Spring	Second Fall	Second Spring	Third Fall	Third Spring	Fourth Fall
<b>Fall 2022 First-time, First-Year Cohort</b>							
3.5 and above	268	89.9%	83.2%	81.7%	78.0%	76.1%	75.4%
3.0 to 3.49	197	88.3%	75.1%	68.5%	65.0%	64.5%	60.9%
2.5 to 2.99	176	81.3%	59.7%	52.3%	48.9%	47.7%	47.2%
Less than 2.49	156	80.1%	56.4%	44.2%	42.3%	39.1%	34.6%
<b>Fall 2023 First-time, First-Year Cohort</b>							
3.5 and above	275	92.7%	82.2%	78.9%	72.7%	TBD	TBD
3.0 to 3.49	149	87.2%	73.8%	67.1%	57.0%	TBD	TBD
2.5 to 2.99	165	82.4%	63.6%	57.0%	52.7%	TBD	TBD
Less than 2.49	116	84.5%	67.2%	53.4%	49.1%	TBD	TBD
<b>Fall 2024 First-time, First-Year Cohort</b>							
3.5 and above	302	93.7%	85.4%	TBD	TBD	TBD	TBD
3.0 to 3.49	183	88.0%	72.1%	TBD	TBD	TBD	TBD
2.5 to 2.99	196	85.2%	65.8%	TBD	TBD	TBD	TBD
Less than 2.49	149	79.9%	53.7%	TBD	TBD	TBD	TBD

Students are considered to have persisted to a subsequent term if they were enrolled in that term or received a degree prior to the start of the term.

# Westfield State: Persistence by Special Program Affiliation

First-time, First-year Students: Percentage Enrolled First Spring and Second Fall

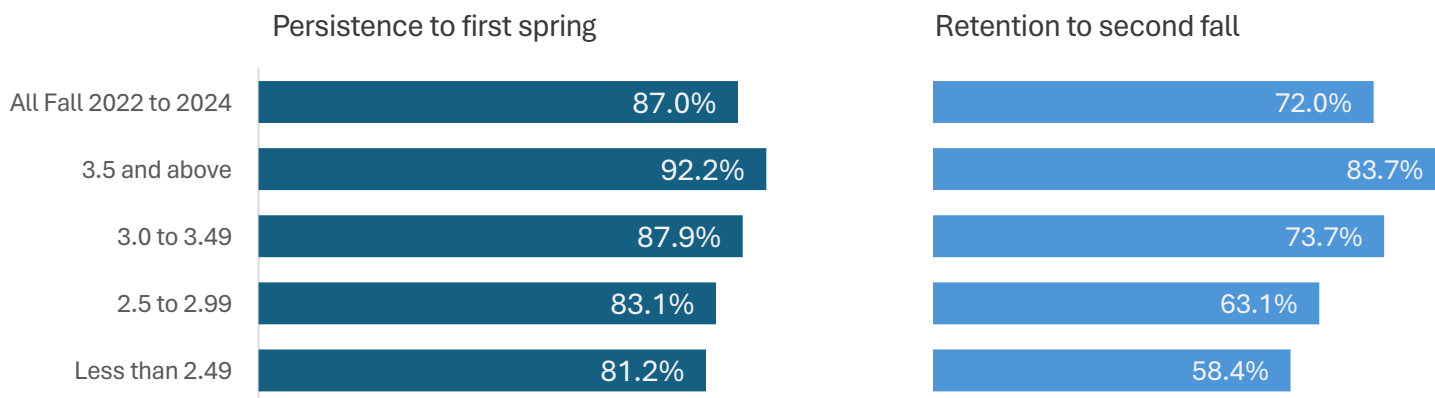


	All First-Time, First-Year Students	FACES	LEAD Scholars	TRIO	LDP	Vets-Military	One or more of these programs	None of these programs
<b>Number of students</b>								
Fall 2022	802	36	65	77	79	29	244	558
Fall 2023	712	35	76	74	75	19	248	464
Fall 2024	841	45	66	39	79	32	227	614
All Fall 2022 to 2024	2,355	116	207	190	233	80	719	1,636
<b>Persistence to first spring</b>								
Fall 2022	85.8%	63.9%	87.7%	89.6%	86.1%	89.7%	85.7%	85.8%
Fall 2023	87.8%	82.9%	94.7%	89.2%	90.7%	84.2%	90.3%	86.4%
Fall 2024	87.6%	84.4%	86.4%	84.6%	82.3%	81.3%	83.3%	89.3%
All Fall 2022 to 2024	87.0%	77.6%	89.9%	88.4%	86.3%	85.0%	86.5%	87.3%
<b>Retention to second fall</b>								
Fall 2022	70.8%	50.0%	78.5%	80.5%	68.4%	79.3%	72.5%	70.1%
Fall 2023	73.6%	65.7%	77.6%	75.7%	74.7%	78.9%	75.0%	72.8%
Fall 2024	71.8%	71.1%	74.2%	74.4%	67.1%	71.9%	70.5%	72.3%
All Fall 2022 to 2024	72.0%	62.9%	76.8%	77.4%	70.0%	76.3%	72.7%	71.7%



# Westfield State: Persistence by Special Program Affiliation and GPA

First-time, First-year Students: Percentage Enrolled First Spring and Second Fall

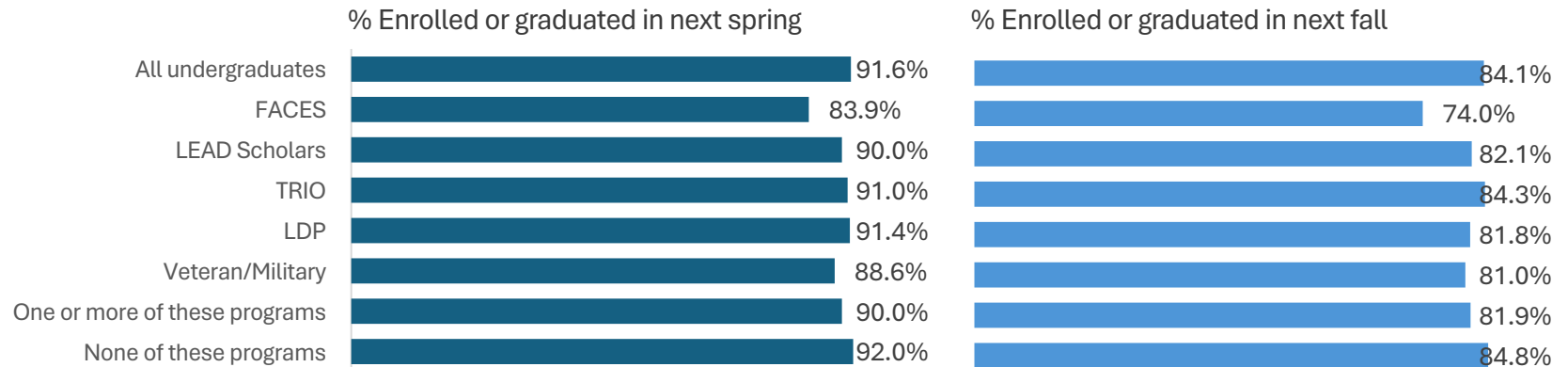


	All First-Time, First-Year Students	FACES	LEAD Scholars	TRIO	LDP	Vets-Military	One or more of these programs	None of these programs
<b>Number of students</b>								
3.5 and above	845	25	57	57	54	24	192	653
3.0 to 3.49	529	31	41	42	83	23	188	341
2.5 to 2.99	537	28	54	44	77	22	197	340
Less than 2.49	421	32	52	43	19	9	134	287
<b>Persistence to first spring</b>								
3.5 and above	92.2%	72.0%	94.7%	93.0%	85.2%	87.5%	90.1%	92.8%
3.0 to 3.49	87.9%	80.6%	90.2%	90.5%	92.8%	91.3%	90.4%	86.5%
2.5 to 2.99	83.1%	85.7%	85.2%	86.4%	80.5%	81.8%	82.7%	83.2%
Less than 2.49	81.2%	71.9%	88.5%	81.4%	84.2%	66.7%	80.6%	81.5%
<b>Retention to second fall</b>								
3.5 and above	83.7%	68.0%	93.0%	89.5%	79.6%	79.2%	84.4%	83.5%
3.0 to 3.49	73.7%	61.3%	82.9%	76.2%	78.3%	87.0%	78.7%	71.0%
2.5 to 2.99	63.1%	67.9%	70.4%	65.9%	57.1%	68.2%	62.9%	63.2%
Less than 2.49	58.4%	56.3%	61.5%	74.4%	57.9%	55.6%	61.9%	56.8%

Excludes students for whom HS GPA data was not available in Banner (N = 23).

# Westfield State: Persistence by Special Program Affiliation

All Undergraduates Fall 2022 through 2024: Percentage Enrolled or Graduated in Next Spring, Fall



	All Enrolled Undergrad*	FACES	LEAD Scholars	TRIO	LDP	Vets-Military	One or more of these programs	None of these programs*
<b>Number of student enrollments</b>								
Fall 2022	3,696	92	157	316	275	162	899	2,810
Fall 2023	3,490	95	195	336	245	175	938	2,563
Fall 2024	3,620	136	206	339	250	174	984	2,647
Fall enrollments 2022-2024	10,806	323	558	991	770	511	2,821	8,020
<b>Persistence to first spring (% enrolled or graduated as of the subsequent spring)</b>								
Fall 2022	90.9%	78.3%	88.5%	89.9%	89.5%	90.7%	88.9%	91.4%
Fall 2023	92.3%	83.2%	92.3%	91.4%	94.7%	86.3%	91.0%	92.5%
Fall 2024	91.7%	88.2%	88.8%	91.7%	90.4%	89.1%	89.9%	92.3%
Fall enrollments 2022-2024	91.6%	83.9%	90.0%	91.0%	91.4%	88.6%	90.0%	92.0%
<b>Retention to second fall (% enrolled or graduate as of the subsequent fall)</b>								
Fall 2022	83.0%	66.3%	80.9%	81.0%	78.9%	84.0%	79.6%	83.9%
Fall 2023	85.6%	76.8%	84.1%	86.6%	85.3%	80.0%	84.1%	86.1%
Fall 2024	83.8%	77.2%	81.1%	85.0%	81.6%	79.3%	81.8%	84.5%
Fall enrollments 2022-2024	84.1%	74.0%	82.1%	84.3%	81.8%	81.0%	81.9%	84.8%

Students are considered to have persisted if they were enrolled in the subsequent spring/fall or received a degree prior to the start of the subsequent spring/fall term. Students enrolled in programs for multiple terms are included in all terms in which they were enrolled.

\*Student counts and persistence rates for all enrolled undergrads and undergraduates not in these special programs **exclude non-degree seeking undergraduates**, including quick admits, housing-only, and non-matriculated students.



## **Board of Trustees**

December 18, 2025

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### **MOTION**

The Academic Affairs Committee recommends to the full Board of Trustees: To approve the granting of Faculty Emeritus/a status, effective December 18, 2025, to the following individuals:

Dr. Stephen Adams, English

Ms. Jamie Wainwright, Art



## ACADEMIC AFFAIRS

December 10, 2025

Dr. Linda Thompson  
President  
Westfield State University

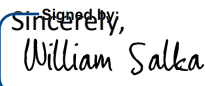
Dear President Thompson:

The Emeritus Committee met on November 12, 2025. After review and discussion, the committee made recommendations to me, and after careful review of the nominees, I recommend the following faculty members be granted Faculty Emeritus status:

Dr. Stephen Adams, Professor Emeritus, English  
Ms. Jamie Wainright, Professor Emerita, Art

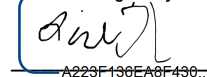
These individuals met the qualifications for designation as Emeritus/a by demonstrating substantive, sustained achievement in their careers at Westfield State University in one or more of the following areas: teaching, advising, scholarship, professional service to the university, the community and the discipline. Accordingly, I am forwarding these recommendations to you and, subsequently, to the Board of Trustees. Justifications for each nomination are enclosed.

Thank you for your consideration.

Sincerely,  
  
William Saika

Provost and Executive Vice President

Approved:  
DocuSigned by:

  
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Dr. Linda Thompson, President

12/11/25

Date

### Dr. Stephen Adams, Professor Emeritus, English

In his nearly twenty-nine-year career at Westfield State University, Dr. Stephen Adams Professor Adams made substantive contributions to the Department of English, the Westfield community, and the field of 18<sup>th</sup> Century British literature. He taught multiple courses in his area of expertise, but also expanded his repertoire to create and teach courses in subjects ranging from Shakespeare to Business writing to American literature to Satire. He supported student's academic achievement

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by co-founding a chapter of the international English honor society Sigma Tau Delta, serving on the state-wide Honors Advisory Committee and Honors Program Chair for many years, and serving as a dedicated and respected advisor for students.

The committee was impressed by the amount of service to the university throughout his tenure at Westfield. Professor Adam's dedication to the English department is evidenced by service as Department Chair, Graduate Program Administrator and Advisor, and many department committees. His service extended to the broader campus by serving on governance committees, being a cognate peer evaluator for faculty from numerous departments, and many search and other special committees. Grants that Professor Adams was awarded led to guest lectures and development of the honors program. His leadership as the Dean of Faculty led to successful faculty hiring, accreditation, budgets, training and support for department chairs, and other important tasks.

The wide range of presentations and publications evidenced in Professor Adam's CV highlights the breadth of scholarly contributions to the field of literature. These works included creative nonfiction, reference articles, and many presentations at a variety of literature and composition conferences. Many novels, authors, and themes were explored in Professor Adam's works, with an impressive amount of work related to Daniel Defoe's Robinson Crusoe. His substantive achievement in scholarship is further evidenced by organizing and convening multiple sessions and panels at conferences.

Professor Stephen Adam's substantive accomplishments in his field and dedication to the students and university make him well deserving of the status of emeritus professor and the Emeritus Committee whole-heartedly supports this nomination.

**Ms. Jamie Wainwright, Professor Emerita, Art**

We are pleased to recommend the granting of emeritus status to retired Professor Jamie Wainwright. Professor Wainwright has had a long and distinguished career at Westfield State University as a faculty member in the Art department. In her long career, she has accumulated a distinguished portfolio of accomplishments which demonstrate a steady commitment to dedicated service of students, colleagues, the institution and the surrounding community.

Professor Wainwright has served her home department in many capacities, most notably as chair of the department for more than two consecutive terms. In her teaching, she distinguished herself by developing several new courses, adopting new and innovative tools for artmaking, transitioning her pedagogy to online environment, and winning the Massachusetts Colleges Online Course of Distinction award. The current chair of the art department writes in his nomination letter, that her "effectiveness as a teacher was shown in the outcomes of students' works of art being seen campus wide in classrooms, exhibitions, and portfolios." Her dedication to students is also evident through the contributions she made to the design and safety of studio spaces in the Parenzo building when the building was renovated. In his nomination letter, Dr. Shapleigh writes that due to her professional expertise, the Print-making studio in Parenzo is now toxin-free.

As an artist, Professor Wainwright is well-regarded by her professional community and continues to contribute to her chosen discipline as an active artist. Her artwork is part of twenty-five

permanent collections of art at various locations throughout the United States including the Museum of Fine Arts in Boston, MA; the Grunwald Center for the Graphic Arts, U.C.L.A, Los Angeles, CA.; the Mint Museum, Charlotte, NC.; and the Leveche Museum of Art, University of Wisconsin, Madison, WI.

Professor Wainright has served the university community admirably through participation in several important committees such as the All-University Committee, Strategic Planning Committee, and the Promotions Committee. According to Dr Shapleigh, she has attended every graduation ceremony in all her years at Westfield State and in May 2024, at the last graduation ceremony that she attended, she was honored by the Vice-President's office to be the Masters of Ceremony. Her contributions to the university and its surrounding community are likewise impressive. She worked with the administration and local community to help create the Downtown University Gallery space in Westfield where professional artists and students can have their works exhibited. She has proved her commitment to the community by working with students, colleagues, administrators, and town council members and facilitating the creation and display of several art works in several places around the city of Westfield including a cast sculpture at Stanley Park. and a Mural at a downtown restaurant.

The accomplishments of almost forty years cannot really be adequately summarized in a short letter. It is even more difficult to express the dedication of a truly gifted individual by a mere listing of their accomplishments. Granting the status of emeritus, may be a better way to honor the contributions, character, and dedication evident in the list of accomplishments summarized here and in the nomination letter.