



Board of Trustees

Academic and Student Affairs Committee

8:30 AM
April 30, 2020
Via Zoom

- | | |
|--|---|
| 1. Call to Order | Trustee Martin |
| 2. Approval of Minutes:
February 6, 2020 | Trustee Martin |
| 3. Items for Action | |
| a. Motion: Tenure | Dr. Diane T. Prusank |
| b. Motion: Promotion | Dr. Diane T. Prusank |
| 4. Items for Information | |
| a. Remote Learning and Student Engagement
amid COVID-19 | Dr. Diane T. Prusank
Dr. Gloria Lopez |
| b. Commuter Student Experience | Shannon Broderick,
Director of Student Conduct
Dr. Gloria Lopez |

Attachment(s)

- a. Minutes of February 6, 2020
- b. Tenure and Promotion Criteria
- c. Motion: Tenure
- d. Tenure- Recommendations & Justifications
- e. Motion: Promotion
- f. Promotion- Recommendations & Justifications
- g. Remote Learning Student Engagement Presentation
- h. Student Engagement Spring 2020 Presentation
- i. Commuter Students Matter Presentation



BOARD OF TRUSTEES

Academic and Student Affairs Committee

Minutes

President's Boardroom, The Horace Mann Center

February 6, 2020

MEMBERS PRESENT: Committee Chair Martin and Trustees Neves, Sullivan and Williams

MEMBERS EXCUSED: Trustees Magovern and Martinez-Alvarez

TRUSTEE GUESTS PRESENT: Trustees Alvarado, Boudreau, and Queenin

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

The meeting was called to order at 10:03 AM by Committee Chair Martin.

MOTION made by Trustee Neves, seconded by Trustee Sullivan, to approve the minutes of the December 11, 2019 meeting. Trustee Sullivan abstained and the **Motion passed unanimously.**

Committee Chair Martin welcomed Dr. Diane Prusank, Provost and Vice President of Academic Affairs, who started a presentation on the college structure, giving a brief review of the goals of the structure.

- The Advisory Committee on Academic Planning (ACAP) December 30, 2016 report provided findings which showed a growing support for a college structure. ACAP recommended moving to a college structure, stating it would “increase efficiency in budgeting and scheduling and support the kinds of disciplinary and interdisciplinary excellence now blossoming across campus.”
- Course schedules have been aligned with the decline of students, saving \$500,000 in the part-time faculty budget.
- The structure creates and fosters better community for students and provides a home in the college closest to the interests of undeclared students, helping to increase majors being declared by second terms.

Dr. Jennifer Hanselman, Dean of the College of Mathematics and Sciences (CMS), highlighted the benefits of the college structure in recruitment and retention through:

- PK-12 outreach and 2-year collaborations through grant programs;
- STEM tutoring and CMS student representatives;
- Senior surveys and clinical and internship placements.

Dr. Emily Todd, Dean of the College of Arts, Humanities, and Social Sciences (CAHSS) highlighted the benefits of the college structure in stewardship, allowing the deans to be a point person in managing:

- Stewardship of resources in offering standout facilities and majors by working with chairs on capital improvements, student travel opportunities, and the model UN program.
- Stewardship of the institution by contributions to the campus culture with overseeing fine arts being open to the whole campus and enabling the partnerships with community colleges and local high schools through the Westfield Promise.
- Stewardship of the future through program development across colleges.

Dr. Juline Mills, Dean of the College of Education, Health, and Human Services (CEHHS), highlighted how the college structure has helped the CEHHS to connect both students and faculty to the community by:

- Engaging approximately 50% of the students in the college through 1,526 student experiences in the community last year;
- Bringing community to the students by bringing renown experts to the campus, engaging 1,200 students last year; and
- Helping to manage programming to place our faculty into the community for programs such as leadership training, community building and skills and traits assessments.

Dr. Stefanie Sanchez, Dean of the College of Graduate and Continuing Education (CG&CE) highlighted the benefits of the structure by allowing the college to:

- Be a hub for innovations to support lifelong learning through community programs, early college and degrees and certificates;
- Diversify community involvement by changing to match shifting demographics and market demands and expanding programs, especially in health care;
- Provide curricular delivery for accessibility by helping students with the Prior Learning Portfolio Policy; and
- Reinvest in the University by providing funds back to it.

Challenges in the college structure have been seen in the following areas:

- Perceptions of the cost benefit to the structure. Can it have a narrower structure and be streamlined with less people in the mix?
- Clarity of roles. What is the distinction of work between the provost and the deans and between the deans and the chairs? Who is in charge of the budgets and do the chairs have a role in them?
- Communication. Has it been clear and quick and thorough enough? Formats of communication are affecting workloads with a new set of meetings required.

The next step is creating assessments to measure if the structure is working and to make improvements.

Discussion surrounding this included:

- There are a number of foundations in the country who invest in assessing academic structures who may be able to support this endeavor.
- Saving the large amount of funds on part-time faculty resulted from the deans working with the chairs in reviewing the courses, schedules, resources needed, number of students for the classes, timing of class rollout, enrollment history, and reducing the number of course cancellations.

- The deans believe that they are viewed as advocates for their chairs, faculty, staff and students. They advocate for their colleges by constantly communicating, hearing and responding to needs, being present and knowing intimately what is happening, meeting regularly with chairs, going outside of campus to look for funding and invite others to participate in campus programming. Trustee Boudreau entered the meeting at 10:52 AM
- The committee requested that benchmarks be set to assess whether the colleges are meeting the goals of the ACAP Report and how the success of the structure will be measured. These items should be added to the agenda at a future meeting.
- Dr. Prusank suggested a timeline of engaging different areas of campus in the spring so assessments could start in the fall. Assessments need to reach beyond Academic Affairs and include feedback, advice, and participation from the Board of Trustees.

Committee Chair Martin commended the deans in the roles they play in the recruitment and retention process, which requires University-wide involvement beyond Admissions and Advising. Dr. Gloria Lopez, Vice President for Student Affairs, then gave a presentation on Student Affairs programming that affects retention.

- The mission: “Student Affairs fosters the development of knowledge, skills, and values vital to students’ personal, professional and global success.”
- Discussion of the importance of what is happening to students “in the middle” took place. These are the students who may not be involved in activities or groups.
- This Spring, Student Affairs will be focusing on:
 - Dialogue and strategies
 - Existing resources and services
 - Incorporating new approaches
 - Reviewing student learning outcomes to determine what it reveals about the student experience
- Divisional projects have included:
 - Resident student outreach related to their experience at Westfield State via the Residential Engagement Department
 - A commuter student survey in January 2020
 - A PVTA bus service data collection due to bus fee changes

Some highlights of Student Affairs programs were shared:

- The Athletics department is committed to developing a well-rounded experience for scholar athletes which helps them to cultivate leadership, discipline, wellness and community involvement. The 6-year graduation rate for scholar athletes is much higher than the average student, in part because they are receiving support from fellow team members, coaches and faculty.
- The Counseling Center had more first-time visits with the new check-in model, eliminating the waiting list and session limits. The number of students using the Center in the fall of 2019 showed a 2% increase over the fall of 2018. Outreach approaches were shared, which include relaxation coaching sessions, pet therapy, and Free Yoga Fridays.
- The Career Center reports that 95% of students surveyed indicated they were employed, in graduate school, or in the military. Of those employed, 98% gained employment within a year.

- Student activity numbers for the year were shown.
- Updates on Commuter Services, Student Conduct, Health Services and Public Safety were shared.
- The student perspective on the Aspire Conference will be presented during the June meeting since students were unable to attend today's meeting due to the weather delay. The conference was piloted this year with more than 30 students, which focused on sophomores. Both the Aspire and the Achieve Conference (for seniors) are great retention tools that fit in with the Westfield State Experience.
- It was stated that retention will increase when we identify and engage those students in the middle who are not connected. First-year students that feel isolation need to develop a sense of inclusivity. With the vacancy of two diversity positions at the University, the importance of continuing to provide diversity and inclusion events was discussed.

There being no further business, **MOTION** made by Trustee Neves, seconded by Trustee Sullivan, to adjourn. **Motion passed unanimously.**

Meeting adjourned 11:34 AM.

Attachments presented at this meeting:

- Minutes of December 11, 2019
- ACAP Report and College Information Packet
- College Structure Presentation
- Retention Efforts in Student Affairs Presentation

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 6, 2020.

Robert Magovern, Secretary

Date

Tenure*

Purpose: “The principal purpose of tenure is to safeguard academic freedom, which is necessary for all who teach and conduct research in higher education. When faculty members can lose their positions because of their speech or publications or research findings, they cannot properly fulfill their core responsibilities to advance and transmit knowledge” (<https://www.aaup.org/issues/tenure>).

“The serious decision of granting tenure demands that the President, before making recommendations to the Board, have substantial evidence, determined through professional evaluation, that the candidate will be a constructive and significant contributor to the continuous development of high-quality education in the institution. It is the responsibility of the candidate for tenure to produce such substantial evidence based on his/her prior academic and professional work” (Article IX).

Eligibility: Serve as a full-time tenure-track faculty member for a period of six consecutive years. Generally, faculty are evaluated for tenure during the sixth year.

Process of Evaluation: Candidates for tenure will have been evaluated each year prior to the sixth-year evaluation for tenure. The tenure evaluation period encompasses the entire period of the candidate’s employment as a tenure track faculty member at Westfield State. Candidate submits materials which are reviewed by several individuals and committees on the campus including: academic department chair, (department based) peer evaluation committee, college dean, (university-wide) committee on tenure, vice president for academic affairs, president, and board of trustees. It is worth noting that the candidate meets with the Committee on Tenure to discuss his/her case and answer questions. This process takes nearly the course of the entire academic year beginning in late September and ending in April.

Criteria for Evaluation: Teaching effectiveness (in addition to submitting written materials for review such as a teaching philosophy, copies of syllabi, etc., candidates submit the results of course evaluations completed by students as well as in-person observations conducted by the department chair and the peer evaluation committee), academic advising, continuing scholarship (including presentation and publication of professional work) and other activities which contribute to the growth and development of the university community (including service on committees at various levels) (Article VIII, A, 1).

Outcomes: A positive decision by the various evaluating bodies and the institution affords the tenured faculty member with assurance of academic freedom and employment for the remaining period of their professional career except in the case of a finding of just cause (Article IX, E, 1). A negative decision on tenure by dept. chair, committee on tenure, the dean or the vice president renders the candidate ineligible for tenure (Article VIII, J, 3). A negative decision by the institution results in the issuance of a terminal contract. The bargaining agreement stipulates the attendant salary increase.

*Detailed information regarding the process for tenure and promotion can be found in Articles VIII and IX of the MSCA bargaining agreement. The most recent versions of the agreement provide for a coupling of tenure with automatic promotion.

Promotion*

Purpose: Promotion rewards meritorious achievement by the faculty and each level of promotion indicates a higher order of quality. Generally, tenure-track faculty are hired at the level of Assistant Professor. The two subsequent levels of promotion are Associate Professor and Full Professor.

Eligibility: The MSCA bargaining agreement sets eligibility requirements for promotion. Faculty seeking promotion from Assistant to Associate Professor are expected to hold a terminal degree in their discipline, have no less than six years of full-time teaching experience and no less than three years at the level of Assistant Professor. Promotion to Full Professor requires the terminal degree, no less than eight years of full-time teaching experience, and no less than four years at the rank of Associate Professor (Article XX, B, 1).

Process of Evaluation: The process for evaluation for promotion consists of a thorough review of the candidate's work since their last review for promotion or initial hiring date. Candidate submits materials which are reviewed by several individuals and committees on the campus including: academic department chair, (department based) peer evaluation committee, college dean, (university-wide) committee on promotion, vice president for academic affairs, president, and board of trustees.

Criteria: The evaluation of a candidate for promotion is based upon the contractual categories of evaluation (i.e., teaching effectiveness, academic advising, continuing scholarship and contributions to the growth and development of the university community). The agreement notes that "Whenever any unit member is being evaluated as a candidate for promotion, such criteria shall be applied together with the requirements applicable to promotion to the rank for which such person is a candidate, it being the understanding of the parties that *for promotion to each higher rank, a higher order of quality may properly be demanded*" [emphasis added(Article VII, A, 4)].

Outcomes: Faculty supported for promotion are provided with the salary increase denoted in the bargaining agreement. Faculty who are not supported for promotion are able to submit a new request in the following academic year.

*Detailed information regarding the process for promotion can be found in Articles VIII and XX of the MSCA bargaining agreement.



Board of Trustees

April 30, 2020

MOTION

To approve the granting of tenure with automatic promotion, effective September 1, 2020, to:

Dr. Leonardo Andrade	Psychology
Dr. Maria del Mar Farina	Social Work
Dr. Christopher Gullen	Communication
Dr. Phillip Hart	Economics and Management
Dr. Jesse Johnson	Mathematics
Dr. Erica Morin	History
Dr. Dristi Neog	Geography, Planning, and Sustainability
Dr. Mark Nimkoff	Communication
Dr. Kimberly Sherman	Economics and Management
Dr. Shirley Wong	English

To approve the granting of tenure, effective September 1, 2020, to:

Dr. Karen Sladyk	Health Science
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Kevin R. Queenin, Chair

Date

March 20, 2020

Dr. Ramon S. Torrecilha
President

Dear President Torrecilha:

For your approval, I recommend the granting of tenure with automatic promotion effective September 1, 2020, to:

Dr. Leonardo Andrade	Psychology
Dr. Maria del mar Farina de Parada	Social Work
Dr. Christopher Gullen	Communication
Dr. Phillip Hart	Economics and Management
Dr. Jesse Johnson	Mathematics
Dr. Erica Morin	History
Dr. Dristi Neog	Geography, Planning, and Sustainability
Dr. Mark Nimkoff	Communication
Dr. Kimberly Sherman	Economics and Management
Dr. Shirley Wong	English


I also recommend the granting of tenure effective September 1, 2020, to:

Dr. Karen Sladyk	Health Sciences
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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.

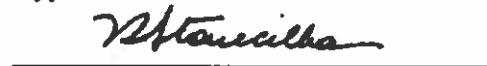
I certify that all procedures as prescribed in *The Agreement* have been complied with in accordance with Article VIII, Section H.

Sincerely,



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

Approved:



Dr. Ramon S. Torrecilha, President

3-26-2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: LEONARDO ANDRADE

RANK/DEPARTMENT: ASSISTANT PROFESSOR/PSYCHOLOGY

CURRENT SALARY: \$ 70,599.63

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:	B.A.	Instituto Braziliense de Analise do Comportamento	2002
	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 his personnel file and all evaluation materials considered by or provided by his chair, the Committee on Tenure and Dean Mills. I concur with their conclusions that Dr. Andrade has met the criteria established by the Agreement.

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: MARIA DEL MAR FARINA

RANK/DEPARTMENT: ASSISTANT PROFESSOR/SOCIAL WORK

CURRENT SALARY: \$ 65,981.80

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

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. del Mar Farina as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Mills. I concur with their conclusions that Dr. del Mar Farina has met the criteria established by the Agreement.

I recommend Dr. del Mar Farina be granted tenure with automatic promotion.

Approved:



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

4/13/2020
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: CHRISTOPHER GULLEN

RANK/DEPARTMENT: ASSISTANT PROFESSOR/COMMUNICATION

CURRENT SALARY: \$ 64,855.19

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.S.	Lawrence Technological University	1999
M.A.	Wayne State University	2006
Ph.D.	Wayne State University	2012

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: PHILLIP HART

RANK/DEPARTMENT: ASSISTANT PROFESSOR/ECONOMICS & MANAGEMENT

CURRENT SALARY: \$ 109,950.25

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.S.	Christian Brothers University	2005
M.B.A.	University of Memphis	2007
Ph.D.	University of Memphis	2013

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: JESSE JOHNSON

RANK/DEPARTMENT: ASSISTANT PROFESSOR/MATHEMATICS

CURRENT SALARY: \$ 65,439.83

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.S.	Center 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 his personnel file and all evaluation materials considered by or provided by his chair, the Committee on Tenure and Dean Hanselman. I concur with their conclusions that Dr. Johnson has met the criteria established by the Agreement.

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: ERICA MORIN

RANK/DEPARTMENT: ASSISTANT PROFESSOR/HISTORY

CURRENT SALARY: \$ 64,855.19

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.A.	SUNY Plattsburg	2004
M.A.	Purdue University	2007
Ph.D.	Purdue University	2012

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: DRISTI NEOG

RANK/DEPARTMENT: ASSISTANT PROFESSOR/GEOGRAPHY, PLANNING AND SUSTAINABILITY

CURRENT SALARY: \$ 66,548.83

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.Arch.	Jawaharlal Nehru Technological University	2001
M.C.R.P.	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 her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Todd. I concur with their conclusions that Dr. Neog has met the criteria established by the Agreement.

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: MARK NIMKOFF

RANK/DEPARTMENT: ASSISTANT PROFESSOR/COMMUNICATION

CURRENT SALARY: \$ 66,588.60

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

A.B.J.	University of Georgia	1997
Ph.D.	University of Illinois	2008

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: KIMBERLY SHERMAN

RANK/DEPARTMENT: ASSISTANT PROFESSOR/ECONOMICS & MANAGEMENT

CURRENT SALARY: \$ 105,084.98

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.A.	University of Massachusetts	1987
Ph.D.	University of Massachusetts	2015

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: TENURE WITH AUTOMATIC PROMOTION
/FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: SHIRLEY WONG

RANK/DEPARTMENT: ASSISTANT PROFESSOR/ENGLISH

CURRENT SALARY: \$ 67,706.21

DATE OF HIRE: SEPTEMBER 1, 2014

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

B.A.	Columbia University	2006
M.A.	New York University	2010
Ph.D.	New York University	2012

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: KAREN SLADYK

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/HEALTH SCIENCES

CURRENT SALARY: \$ 88,434.00

DATE OF HIRE: SEPTEMBER 1, 2017

TENURE EFFECTIVE: SEPTEMBER 1, 2020

DEGREES:

A.S.	Manchester Community College	1978
M.S.	Southern Connecticut State University	1986
Ph.D.	University of Connecticut	1997

JUSTIFICATION:

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

I recommend Dr. Sladyk be granted tenure.

Approved:



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

4/13/2020

Date



Board of Trustees

April 30, 2020

MOTION

To approve the granting of promotion to the rank of Professor, effective September 1, 2020, to:

Dr. Gabriel Aquino	Sociology
Dr. Mary Brown Bonacci	Music
Dr. David Christensen	Biology
Dr. Brian Conz	Geography, Planning, and Sustainability
Dr. Rachel Gibson	Music
Dr. Hugh Jo	Political Science
Dr. Megan Kennedy	Education
Dr. Rebecca Morris	Economics and Management
Dr. Aaron Reyes	Chemical and Physical Science
Dr. Brian Rizzo	Criminal Justice
Dr. Makoto (Max) Saito	Communication
Dr. Catherine Savini	English
Dr. Karen Sladyk	Health Sciences
Dr. Rosemary Sullivan	Social Work

To approve the granting of promotion to the rank of Associate Professor, effective September 1, 2020, to:

Dr. Tracy McLeod	Education
Dr. Miriam Tager	Education

Kevin R. Queenin, Chair

Date

March 20, 2020

Dr. Ramon S. Torrecilha
President

Dear President Torrecilha:

For your approval, below are my recommendations for promotion effective September 1, 2020:

To Professor:

Dr. Gabriel Aquino	Sociology
Dr. Mary Brown Bonacci	Music
Dr. David Christensen	Biology
Dr. Brian Conz	Geography, Planning, and Sustainability
Dr. Rachel Gibson	Music
Dr. Hugh Jo	Political Science
Dr. Megan Kennedy	Education
Dr. Rebecca Morris	Economics and Management
Dr. Aaron Reyes	Chemical and Physical Sciences
Dr. Brian Rizzo	Criminal Justice
Dr. Makoto Saito	Communication
Dr. Catherine Savini	English
Dr. Rose Sullivan	Social Work

To Associate Professor:

Dr. Tracy McLeod	Education
Dr. Miriam Tager	Education

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

3-26-2020

ACADEMIC AFFAIRS

April 10, 2020

Dr. Ramon S. Torrecilha
President

Dear President Torrecilha:

For your approval, below are my recommendations for promotion effective September 1, 2020:

To Professor:
Dr. Karen Sladyk

Health Sciences

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

April 21, 2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: GABRIEL AQUINO

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/SOCIOLOGY

CURRENT SALARY: \$ 77,300.71

DATE OF HIRE: SEPTEMBER 1, 2007

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	State University of New York	1995
M.A.	State University of New York	2003
Ph.D.	State University of New York	2011

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: MARY BROWN BONACCI

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/MUSIC

CURRENT SALARY: \$ 79,549.28

DATE OF HIRE: SEPTEMBER 1, 2005

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.M.	Emporia State University	1987
M.M.	Emporia State University	1991
D.M.A.	University of Kansas	1998

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: DAVID CHRISTENSEN

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/BIOLOGY

CURRENT SALARY: \$ 78,133.95

DATE OF HIRE: SEPTEMBER 1, 2008

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.S.	University of Idaho	2002
M.S.	Washington State University	2005
Ph.D.	Washington State University	2007

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: BRIAN CONZ

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

CURRENT SALARY: \$ 74,219.29

DATE OF HIRE: SEPTEMBER 1, 2008

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	University of Massachusetts	1999
M.S.	University of Massachusetts	2004
Ph.D.	University of Massachusetts	2008

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: RACHEL GIBSON

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/MUSIC

CURRENT SALARY: \$ 77,615.92

DATE OF HIRE: SEPTEMBER 1, 2008

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:	B.A.	Boston University	1992
	M.A.	Teachers College at Columbia	2003
	Ph.D.	University of Washington	2009

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: HUGH JO

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/POLITICAL SCIENCE

CURRENT SALARY: \$ 77,980.37

DATE OF HIRE: SEPTEMBER 1, 2009

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	University at Albany	1997
M.A.	University at Albany	1999
Ph.D.	University at Albany	2007

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: MEGAN KENNEDY

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/EDUCATION

CURRENT SALARY: \$ 78,320.60

DATE OF HIRE: SEPTEMBER 1, 2010

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	Saint Mary's College	1997
Ed.M.	Smith College	1998
Ph.D.	University of Denver	2009

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: REBECCA MORRIS

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/ECONOMICS &
MANAGEMENT

CURRENT SALARY: \$ 116,205.92

DATE OF HIRE: SEPTEMBER 1, 2015

EFFECTIVE DATE: SEPTEMBER 1, 2020

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 chair, the Committee on Promotions, and Dean Mills. I concur with their conclusions that Dr. Morris has met the criteria established by the Agreement.

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: AARON REYES

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/CHEMICAL & PHYSICAL SCIENCE

CURRENT SALARY: \$ 78,077.73

DATE OF HIRE: SEPTEMBER 1, 2010

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.S.	University of Rochester	1990
M.S.	University of South Carolina	1993
Ph.D.	University of California	2000

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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: BRIAN RIZZO

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/CRIMINAL JUSTICE

CURRENT SALARY: \$ 78,524.90

DATE OF HIRE: SEPTEMBER 1, 2007

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	Muhlenberg College	1984
M.P.A.	John Jay College of Criminal Justice	1994
M.A.	State University of New York	1995
Ph.D.	The City University of New York	2010

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: MAKOTO SAITO

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/COMMUNICATION

CURRENT SALARY: \$ 75,629.57

DATE OF HIRE: SEPTEMBER 1, 2007

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	Marlboro College	1994
M.A.	School for International Training	1997
Ph.D.	University of Massachusetts	2007

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: CATHERINE SAVINI

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/ENGLISH

CURRENT SALARY: \$ 80,362.62

DATE OF HIRE: SEPTEMBER 1, 2009

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:	B.A.	University of Massachusetts	1995
	M.A.	New York University	2001
	Ph.D.	New York University	2006

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: KAREN SLADYK

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/HEALTH SCIENCES

CURRENT SALARY: \$ 88,434.00

DATE OF HIRE: SEPTEMBER 1, 2017

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

A.S.	Manchester Community College	1978
M.S.	Southern Connecticut State Univ.	1986
Ph.D.	University of Connecticut	1997

JUSTIFICATION:

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

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

Approved:



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

4/13/2020
Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: ROSEMARY SULLIVAN

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/SOCIAL WORK

CURRENT SALARY: \$ 76,434.03

DATE OF HIRE: SEPTEMBER 1, 2008

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.S.	Guilford College	1996
M.S.W.	The University of North Carolina	1999
Ph.D.	Smith College	2009

JUSTIFICATION:

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

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

Approved:



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

4/13/2020

Date

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020**

TYPE OF ACTION: PROMOTION TO ASSOCIATE PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: TRACY MCLEOD

RANK/DEPARTMENT: ASSISTANT PROFESSOR/EDUCATION

CURRENT SALARY: \$ 71,787.60

DATE OF HIRE: SEPTEMBER 1, 2017

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.S.	University of Wisconsin	2003
M.S.	University of Wisconsin	2005
Ph.D.	University of Miami	2013

JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. McLeod as well as her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Promotions, and Dean Mills.

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

Approved:



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

4/13/2020
Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 30, 2020

TYPE OF ACTION: PROMOTION TO ASSOCIATE PROFESSOR

FUNDING SOURCE: STATE FUNDED

NAME: MIRIAM TAGER

RANK/DEPARTMENT: ASSISTANT PROFESSOR/EDUCATION

CURRENT SALARY: \$ 72,663.64

DATE OF HIRE: SEPTEMBER 1, 2015

EFFECTIVE DATE: SEPTEMBER 1, 2020

DEGREES:

B.A.	Sarah Lawrence College	1987
M.S.E.	Bank Street College of Education	1998
Ph.D.	The City 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 her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Promotions, and Dean Mills. I concur with their conclusions that Dr. Tager has met the criteria established by the Agreement.

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

Approved:



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

4/13/2020


Date

OPERATIONAL ADJUSTMENTS

- Blackboard
- Zoom
- Laptop/Wi-Fi Distribution
- Support Calls

FACULTY WORK AND SUPPORT

- Adjustments to Teaching and Learning
- Immediate Support
- Ongoing Support



CONVERSATIONS
AROUND (Remote) TEACHING AND LEARNING
Faculty Center | Westfield State University

Career support for students during the Coronavirus Pandemic

Please join Junior Delgado, Giselle Frechette and Dristi Neog for a dialogue on identifying useful resources to support students for careers during the Covid crisis.

When: Wednesday the 15th of April from 2 to 3 pm
Where: Zoom Conferencing <https://zoom.us/j/5292506048>

If you have a question, please send it to Dristi Neog at dneog@westfield.ma.edu by Tuesday (April 14th) afternoon so that it can be addressed more effectively.

We hope you will join us.

STUDENT WORK AND SUPPORT

- Tutoring
- Academic Support Programs
- Registration and Advising

What if I need academic support? Are tutoring services still available?

All students have access to [online tutoring](#) through the University's online learning management system (PLATO) under Student Resources. If you have never logged onto PLATO, you may do that [here](#).

The [Banacos Academic Center](#) provides a [peer tutoring](#) program which will continue online or by phone for the remainder of the spring semester. Students should contact their tutor to determine how they will proceed. Students in need of a tutor may [request a tutor online](#).

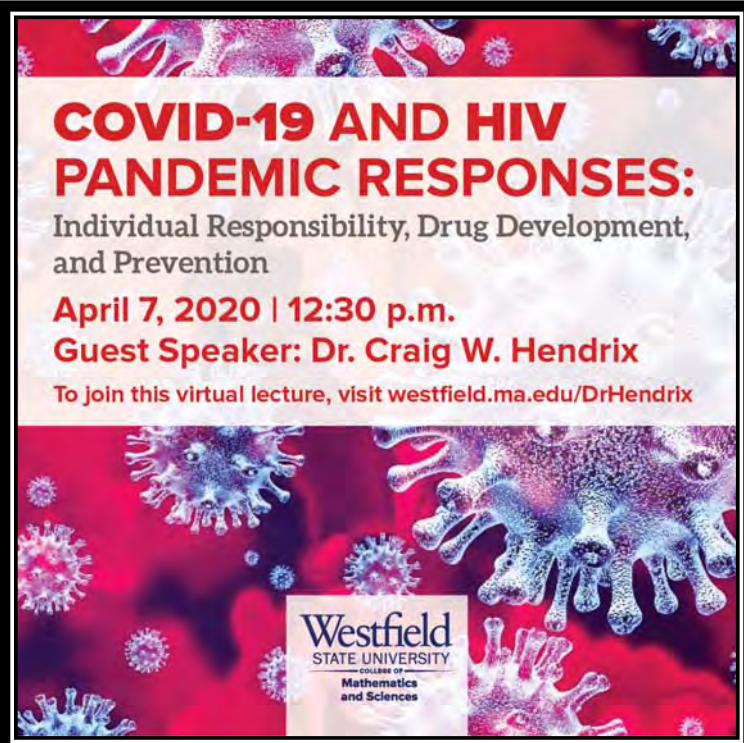
The [Center for Reading and Writing](#) will provide student support through remote means. Please sign up for an appointment at their website.

[STEM Tutoring](#) (i.e., mathematics and sciences) will offer online appointments during their regularly scheduled times. The [STEM tutoring website](#) will have directions for securing remote appointments, starting Monday, March 23, 2020.

If you are a student with a **documented disability**, please contact Disability Services at ds@westfield.ma.edu, and if you are part of the Learning Disabilities Program, please contact ldp@westfield.ma.edu.

ACADEMIC ENGAGEMENT

Events



**COVID-19 AND HIV
PANDEMIC RESPONSES:**
Individual Responsibility, Drug Development,
and Prevention

April 7, 2020 | 12:30 p.m.
Guest Speaker: Dr. Craig W. Hendrix

To join this virtual lecture, visit westfield.ma.edu/DrHendrix

Westfield
STATE UNIVERSITY
COLLEGE OF
Mathematics
and Sciences

The poster features a red background with white and blue virus-like particles. A white box in the bottom right corner contains the Westfield State University logo and the text 'COLLEGE OF Mathematics and Sciences'.



EARTH DAY
April 22, 2020
Celebrating 50 years

Earth Day Zoom Session
"Reusable Brown Bag Chat-a-Thon"

WEDNESDAY APRIL 22nd, 2020 12:00-1:00 PM EST

<https://zoom.us/j/467301329>

Sponsored by the Department of
Geography, Planning, & Sustainability
at Westfield State University

The poster has a light blue background. At the top, it features a stylized globe with the words 'EARTH DAY' in large, bold, black letters. Below the globe is a blue banner with the date 'April 22, 2020' and 'Celebrating 50 years' in smaller text. The main title 'Earth Day Zoom Session' and subtitle '"Reusable Brown Bag Chat-a-Thon"' are in white text on a light blue background. The date and time 'WEDNESDAY APRIL 22nd, 2020 12:00-1:00 PM EST' and the Zoom link 'https://zoom.us/j/467301329' are in black text. The sponsor information is at the bottom in black text.



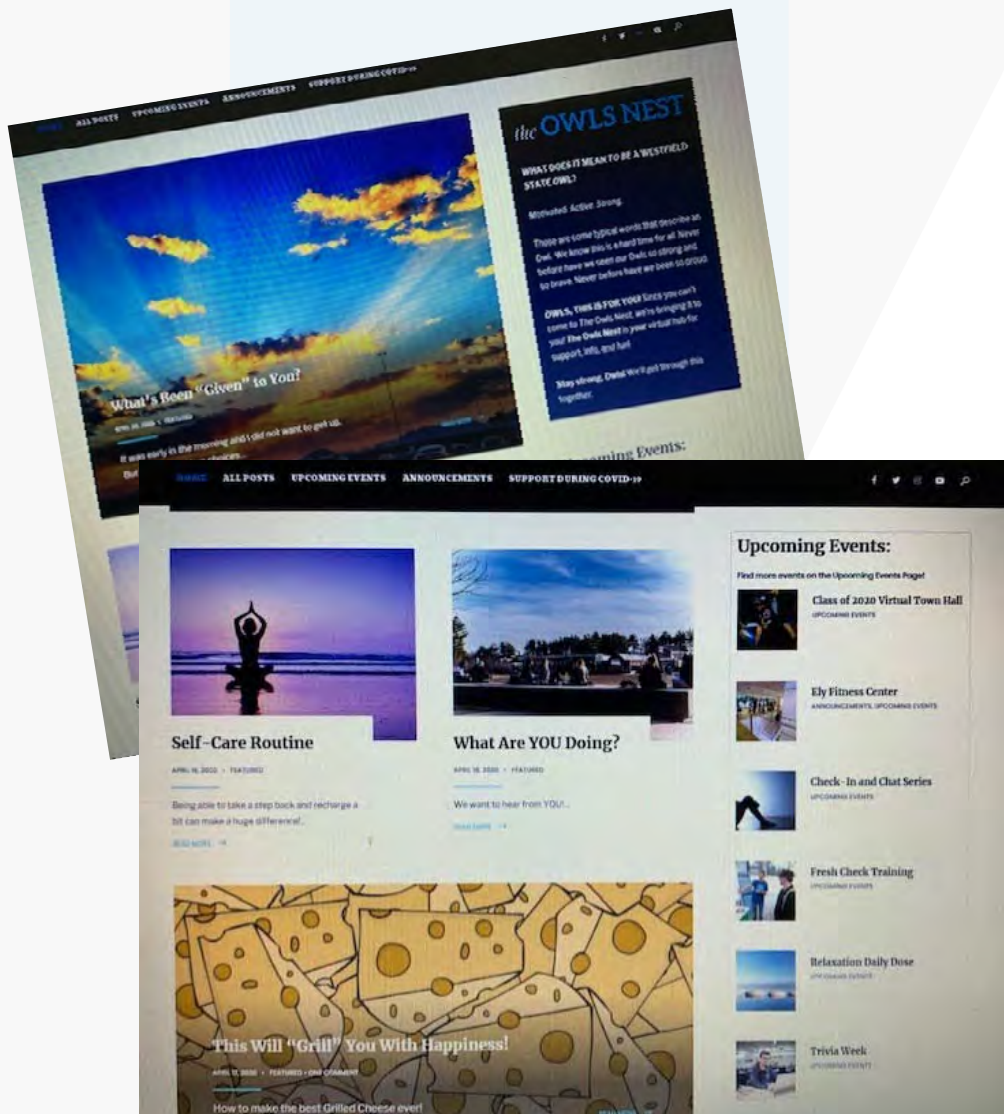
WSU Student Engagement: Spring 2020



Gloria Lopez, Vice President for Student Affairs

Communication Strategies

- Emails, phone calls, social media
- Division & Dept. Webpage Updates
- The Owls Nest—Student Affairs blog
- Zoom meetings:
 - SGA
 - Class Councils
 - Athletes
 - Appointments



Student Activities, Student Clubs & SGA

The Owls Nest—Student Affairs Blog

- 655 views, 345 unique users in Week 1
- **Contests:**
 - April 15th – 21st: Trivia Week – Prize is Owl Bucks
 - April 22nd – 28th: Quarantine Scavenger Hunt – Prize is Westfield State SWAG BAG
 - April 29th – May 5th: I’m Just a Kid Challenge (Best Re-Creation of childhood photo) – Throwback Gift Box
- **SGA Executive Council**
 - Meetings scheduled as needed
 - SGA President Kaytlyn Mekal communication to students related to Pass/Fail policy
 - Attendance at governance committee meetings
 - Communication and support to students related to Fall 2020 elections
- **Campus Activities Board(CAB):**
 - Weekly meetings with Student Affairs staff
 - Planning Tik Tok dance contest for student body
- **Class Councils:**
 - Meetings with all Class Councils in March
 - Weekly meetings with 2020 Class Council
 - Fall 2020 activities planning with Student Affairs Staff



Career Center

INSTAGRAM: Reached 279 visitors and 876 impressions

STUDENT APPOINTMENTS/ENGAGEMENT:

44 via phone and email

Collaborations with faculty—presentations and assignments

- Business faculty—programming for two classes

- Biology faculty—assignment for first year students

- English faculty—Linked in workshop

Participated on the Field Hockey teams Alumnae networking program 25+ participants

75+ students utilized the Sokanu career exploration software

Career Center Virtual Engagement



VIRTUAL JOB FAIR FOR TEACHERS

- Physical distancing doesn't have to mean disconnecting.
- Find and fill open teaching positions now!

23 APRIL 1-5PM EDT

REGISTER NOW
AAEE.ORG/VIRTUAL-CAREER-FAIR

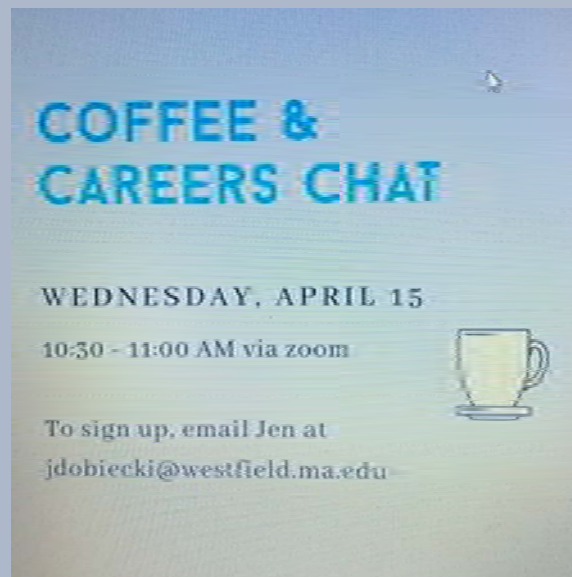
AMERICAN ASSOCIATION FOR EMPLOYMENT IN EDUCATION



Career Pathways:
Networking Event with
from the College of Arts,
ities, and Social Sciences
5, 4:30 p.m.

virtual event, visit
na.edu/CAHSS

Westfield
STATE UNIVERSITY
Since 1827
College of Arts, Sciences,
and Social Sciences



COFFEE & CAREERS CHAT

WEDNESDAY, APRIL 15
10:30 - 11:00 AM via zoom

To sign up, email Jen at
jdobiecki@westfield.ma.edu



READY TO WORK!

Massara Almafrachi

Major: Business Management, concentration in Marketing

Interests: Non-Profit, Marketing, Logistics, HR, and Higher Ed

Location: Western MA

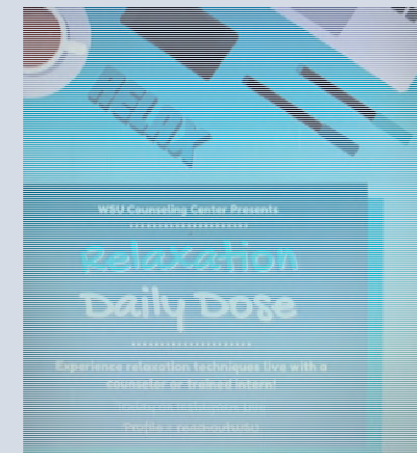
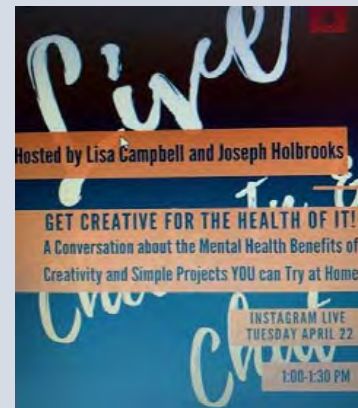
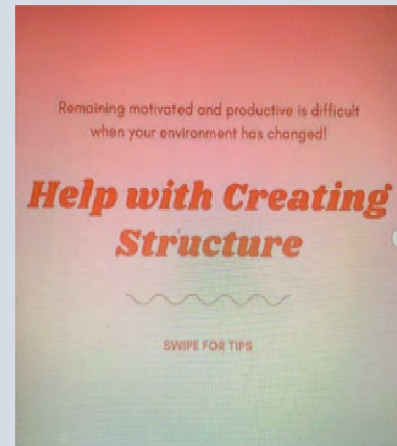
linkedin.com/in/massara-almafrachi

Westfield STATE UNIVERSITY

class of 2020

Counseling Services: Remote & Virtual Support Services

Counseling Appointments	99 scheduled, 69 attended (4 new students)
Psychiatric Appointments	14
Relaxation Coaching Appointments	7
Daily Dose Relaxation Coaching (Instagram) (daily)	5 Instagram sessions, 72 attendees total
Check-in Chat (Instagram) 'Feeling Loss and Lost: Moving with Grief and Uncertainty.' 4/15	21
Honors Course: End of Life Care (suicide prevention presentation) 4/16	19
Social Work class presentation - Suicide Prevention and self-care in COVID-19 era	10
Fresh Check Day Trainings	19
Virtual Pet Therapy (Instagram) (daily)	475 views



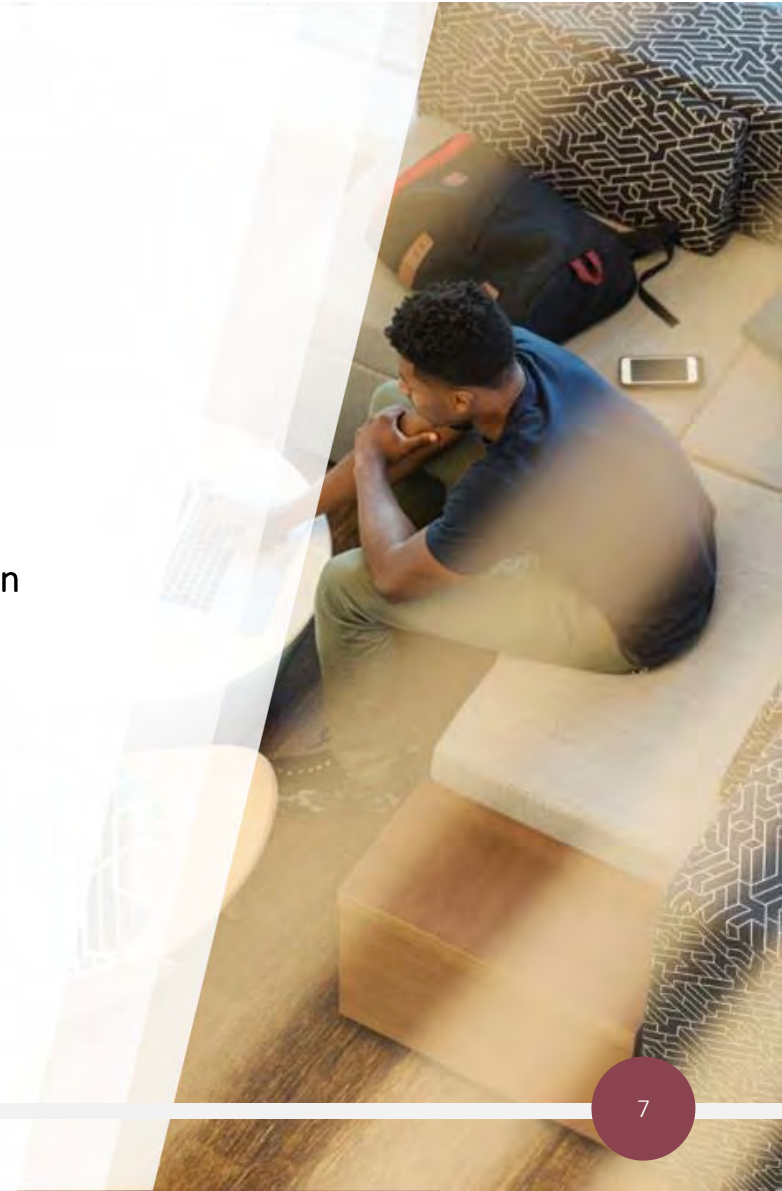
Residential Engagement

On Campus

- delivered meals to students in quarantine
- provided cloth masks to residents staying with us in Davis
- sent a fun holiday message out to students
- interviewed returning RAs for the position
- conducted an info session for students interested in the RA position
- begun outreach via email for individual check-ins with Davis residents

Virtual Outreach

- messages with intro videos,
- a student survey was sent out to gauge needs
- drop-in office hours are provided to our virtual residents to maintain connected to their on campus supports



Public Safety

- Provide on-campus support to students, staff and faculty.
- Connect with Student Security Assistants on a regular basis to stay in touch and to provide information on various areas, including registration, virtual resources, pass/fail policy, etc.
- Connected with SSA's to make sure they have registered for fall classes.
- Checked with the SSA's. There is a total of 23 active members this semester. 2 will graduate in May, 21 have registered for classes and are returning in the fall.





WSU Department of Athletics:

RECRUITMENT EFFORTS

- 423 Applications
- 288 Acceptances
- 91 Paid Deposits
- Weekly Goal – Contact Every 2020 prospect!
- Close the Deal – Get students to Deposit

CONTACTS--EMAILS, PHONE & TEXTS

- Baseball – Team contacts (172), Recruit contacts (256)
- Ice Hockey – Team contacts (85), Recruit contacts (211)
- Volleyball – Team contacts (32), Recruit contacts (46)
- W. Lacrosse – Team contacts (305), Recruit contacts (94)
- Football – Team contacts (613), Recruit contacts (494)
- Track & Field & CC – Team contacts (362), Recruit contacts (135)
- Softball – Team contacts (88), Recruit contacts (121)
- Field Hockey – Team contacts (184), Recruit contacts (140)
- M. Basketball – Team contacts (25), Recruit contacts (40)
- M & W Golf – Team contacts (25), Recruit contacts (64)
- W. Soccer – Team contacts (90), Recruit contacts (45)
- W. Basketball – Team contacts (119), Recruit contacts (157)
- M. Soccer – Team contacts (50), Recruit contacts (67)
- Swimming & Diving – Team contacts (44), recruit contacts (15)

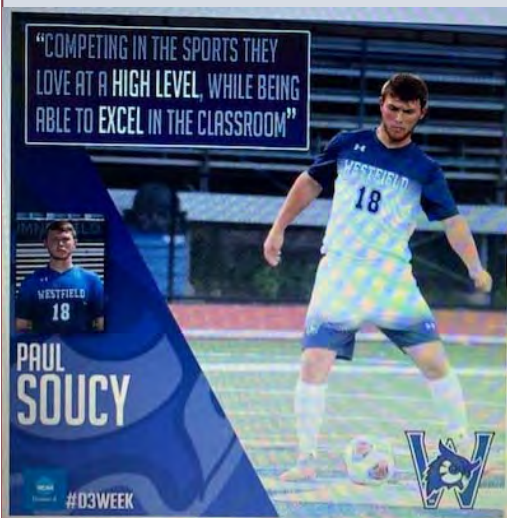
A group of female athletes in blue jerseys are huddled together on a field at night. They appear to be in a celebratory or motivational mood, with some looking towards the camera and others looking down. The background shows stadium seating and lights.

ATHLETICS: Support & Connection

- Early Registration – 92% of student-athletes with pins have registered for fall 2020 classes.
- C.A.R.E. Program contacts with students for academic monitoring – 163
- Team Programming – Football (offensive, defensive and special teams meetings for installation of playbook), Field Hockey (Weekly Book Club Zoom meetings – “The Hard Hat”), Lacrosse (Iron Owl conditioning program), W. Basketball (team video posting, “what have you been doing during the shelter & place?)

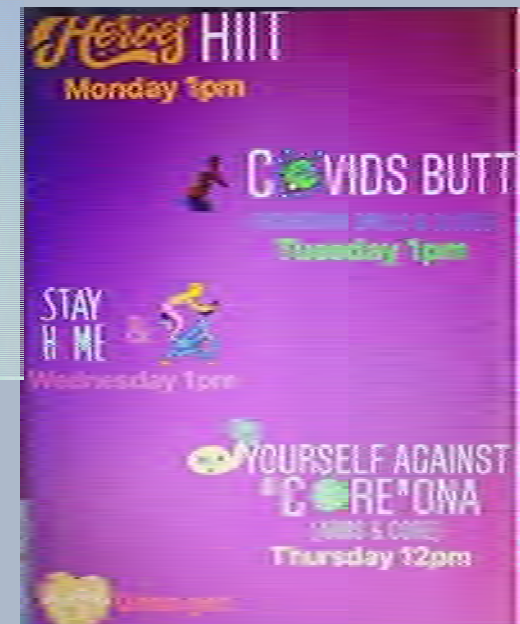
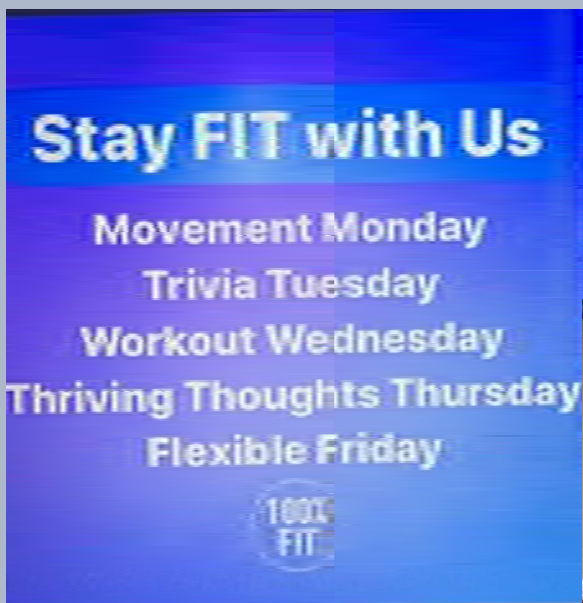
Athletics Social Media

- Motivation Monday with student-athlete Zac Bentley – 1039 Instagram & 264 Via Twitter, 1601 views & 1581 impressions.
- Motivation Monday with Myra Ahern of the Ely Fitness Center – 603 Instagram & 137 via Twitter, 1554 views & 814 impressions



Ely Fitness Center Instagram

- Offered 9 live online classes and posted 12 home fitness programs
- Training 10 students online.





Thank you!

Commuter Students Matter

Board of Trustees

Thursday April 30, 2020

Academic and Student Affairs Committee

Presented By Shannon Broderick, Director of Student Affairs/Student Conduct

Westfield
STATE UNIVERSITY

Overview

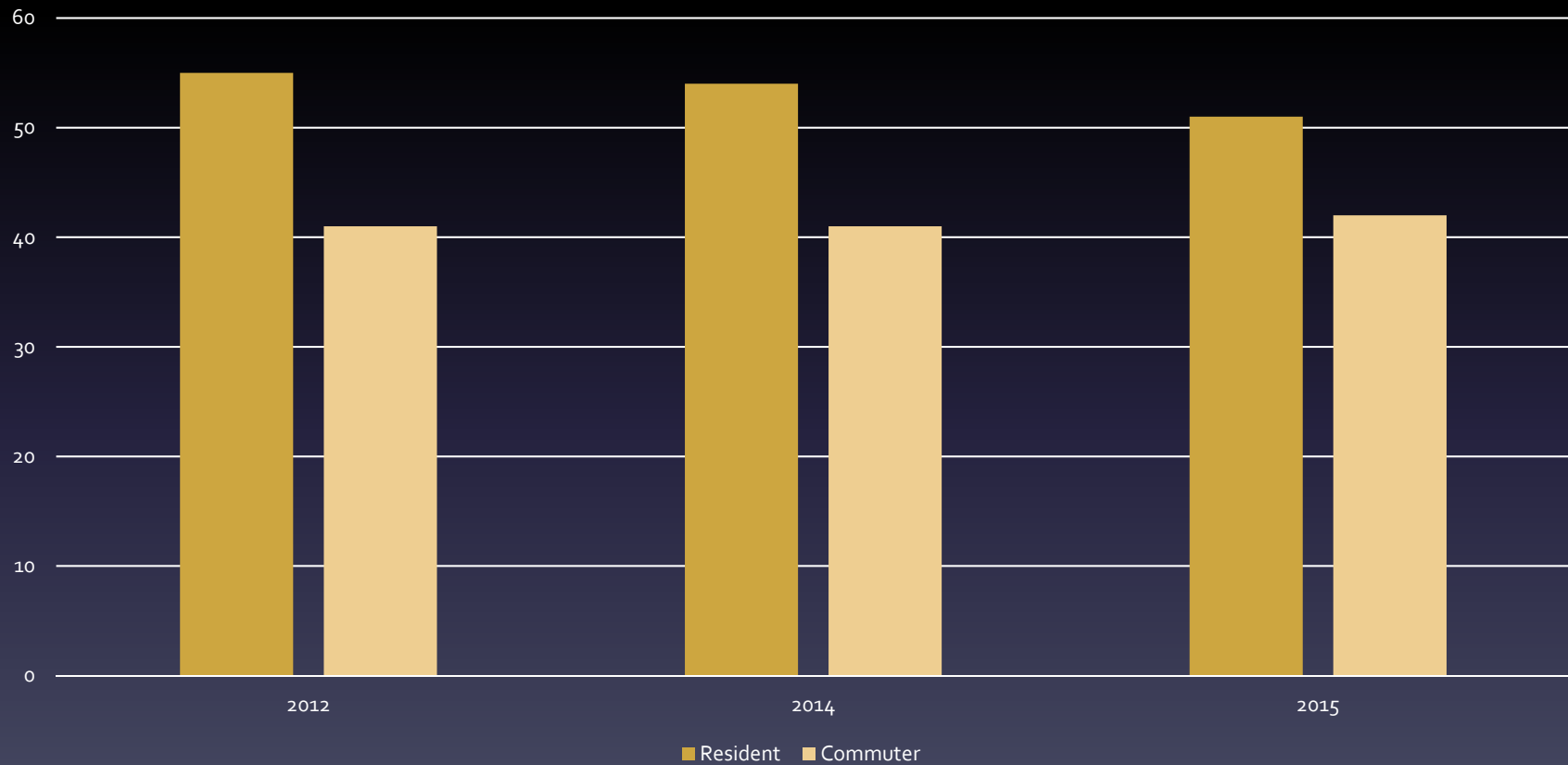
- Current Commuter Population Data
- FY 20 Commuter Engagement Opportunities
- Commuter Survey Purpose
- Commuter Survey Demographics
- Commuter Survey Student Feedback
- Commuter Survey Data – What Does It Tell Us?
- FY 21 Programming

Percentage of Day Students in Campus Housing by Class Level

Term	First Year	Sophomore	Junior	Senior	All Levels
Fall 2017	82%	72%	52%	36%	59%
Spring 2018	82%	73%	52%	37%	57%
Fall 2018	82%	70%	49%	33%	57%
Spring 2019	82%	71%	50%	34%	55%
Fall 2019	83%	70%	46%	33%	58%
Spring 2020	84%	72%	48%	34%	57%

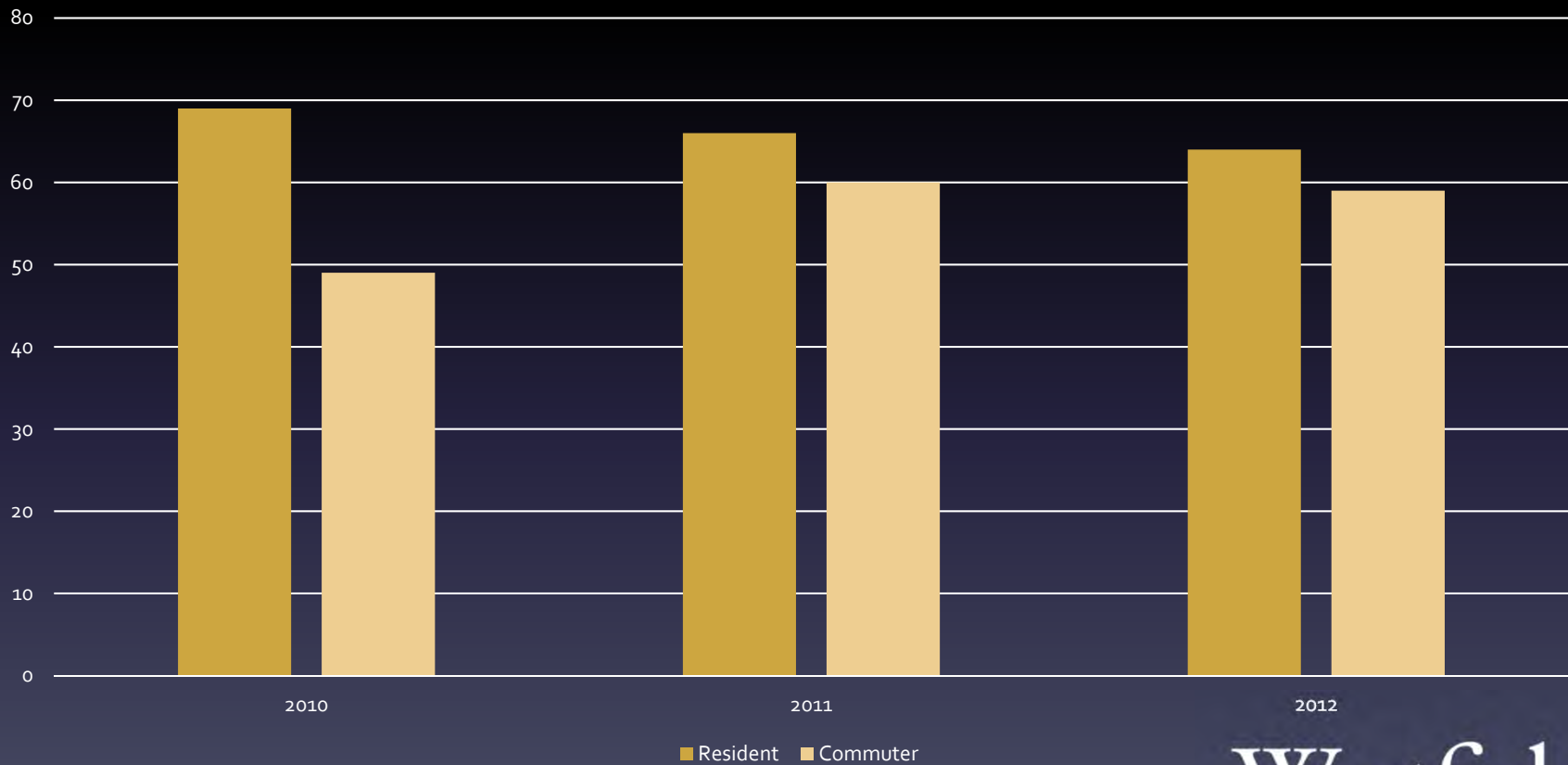
Graduation and Retention Rates for First Time-Full Time Students (IPEDS Methodology)

Four-Year Graduation Rates for First Time Students



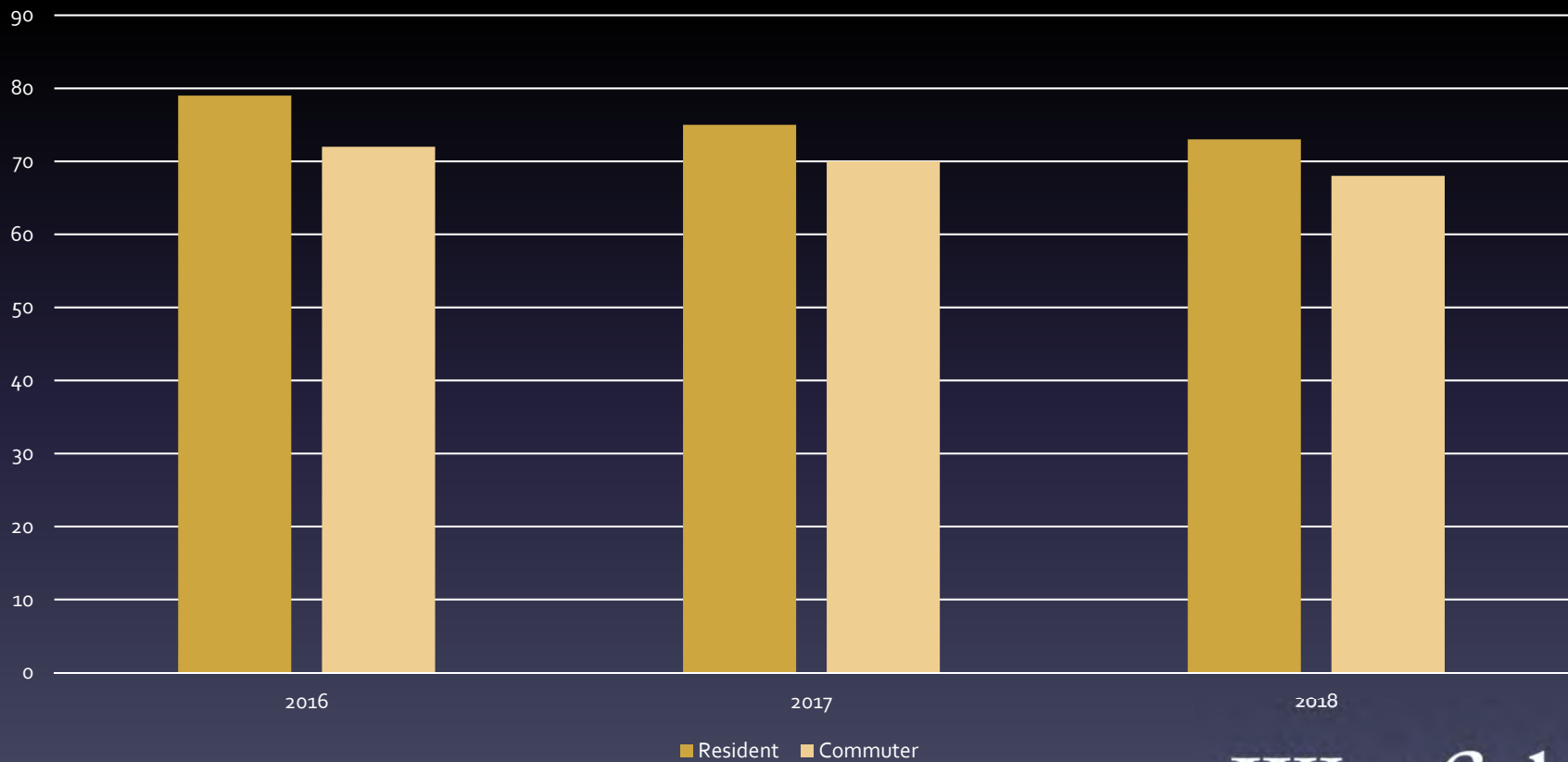
Graduation and Retention Rates for First Time-Full Time Students (IPEDS Methodology)

Six-Year Graduation Rates for First Time Students



Graduation and Retention Rates for First Time-Full Time Students (IPEDS Methodology)

One-Year Retention Rates for First Time Students



Six Year Graduation Rate for 2012 Cohort by Pell Eligibility and Housing

Pell Eligibility	Housing Status	Number in cohort	Number of graduates	6 Year Graduation Rate
pell	resident	256	145	57%
pell	commuter	57	28	49%
no pell	resident	575	390	68%
no pell	commuter	100	64	64%

FY 20 Engagement Opportunities

Westfield State Experience

- GO2s
- First Year Courses
- The First Six
- Aspire Conference
- The Perch
- National Society of Leadership and Success
- Alpha Lamda Delta - First Year Honor Society
- Emerging Leaders Program

Commuter Council

- Elected by peers
- Serve on the Student Government Association
- Provide social programming specifically for commuter students
- Designated office for meetings and program developments

FY 20 Engagement Opportunities Continued

Commuter Spaces

- Wilson Main Lobby/Café Area
- Access to over 17 common area lounge spaces in addition to computer labs and library

Commuter Luncheons

- Hosted once a month
- Free to commuter students
- Campus offices participate and provide information on services

Commuter Newsletter

- Sent monthly or as needed to commuter students with general campus information and commuter related topics

FY 20 Virtual Engagement Opportunities

Student Affairs Blog

- Gives students an opportunity to connect with one another and to participate in virtual campus programs

Acknowledgements

- Certificates and Commencement plaques issued to council members by advisor for participation

Westfield State Experience

- Go2 connections

Commuter Survey

Survey issued to Commuter Students in the Winter of 2020

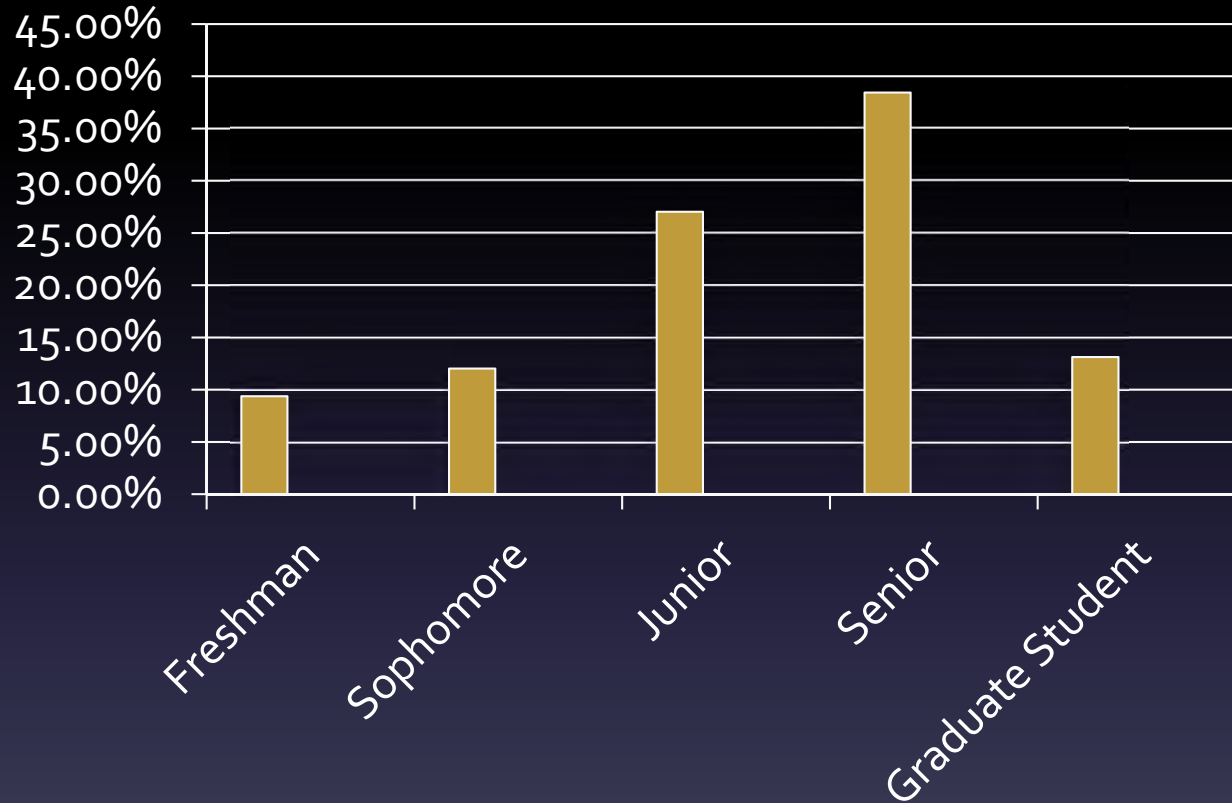
640 commuter students responded and participated in the survey

Purpose of the survey:

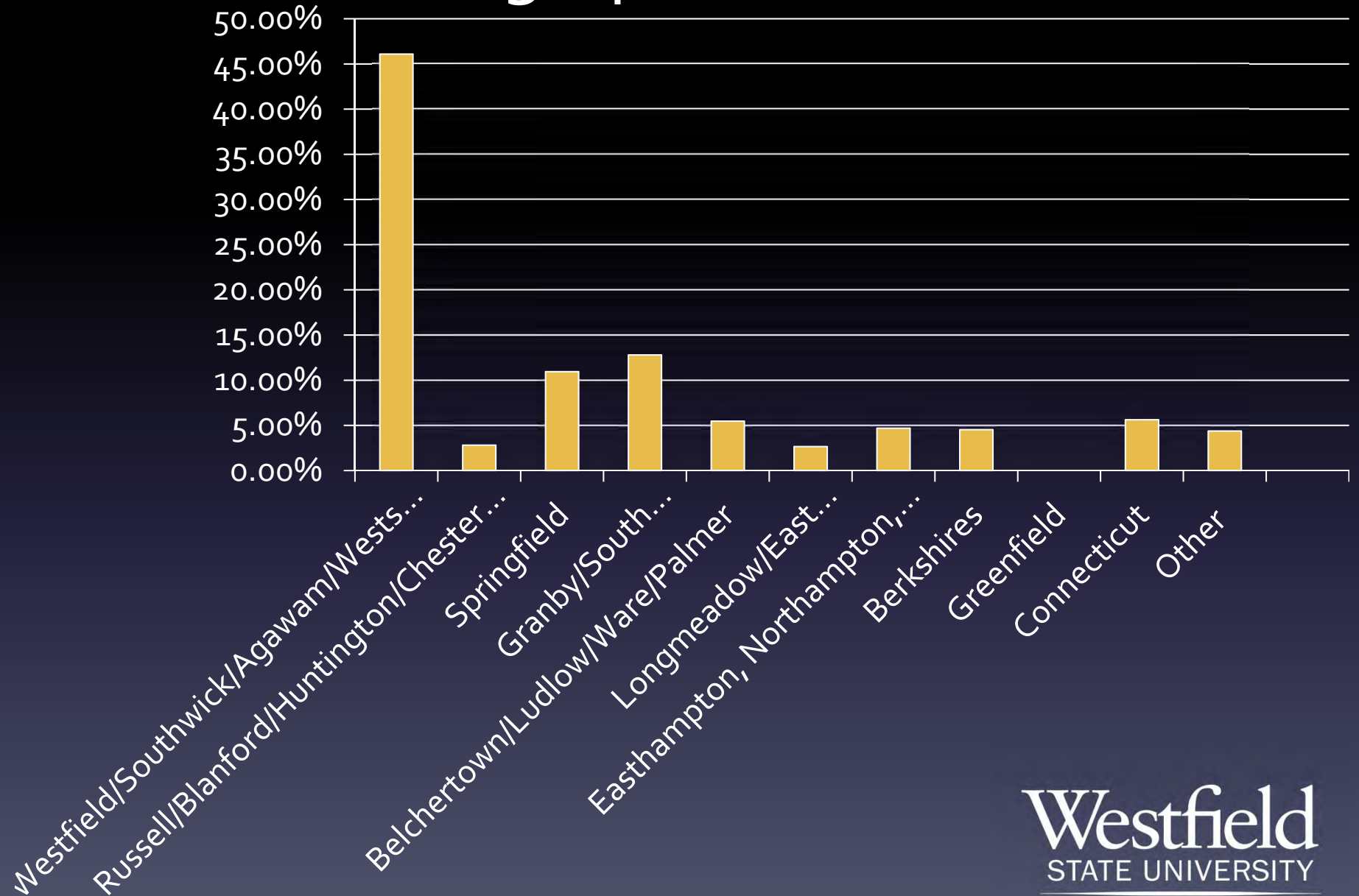
- To better understand the commuter student social experience on campus
- To identify the needs of commuter students
- To identify the wants of commuter students
- To identify areas of improvement for commuter interactions and engagement
- To identify areas of success for commuter interactions and engagement

Based on the information we receive in the survey, how can we enhance the experience of our commuter population to support retention efforts and connection to the University?

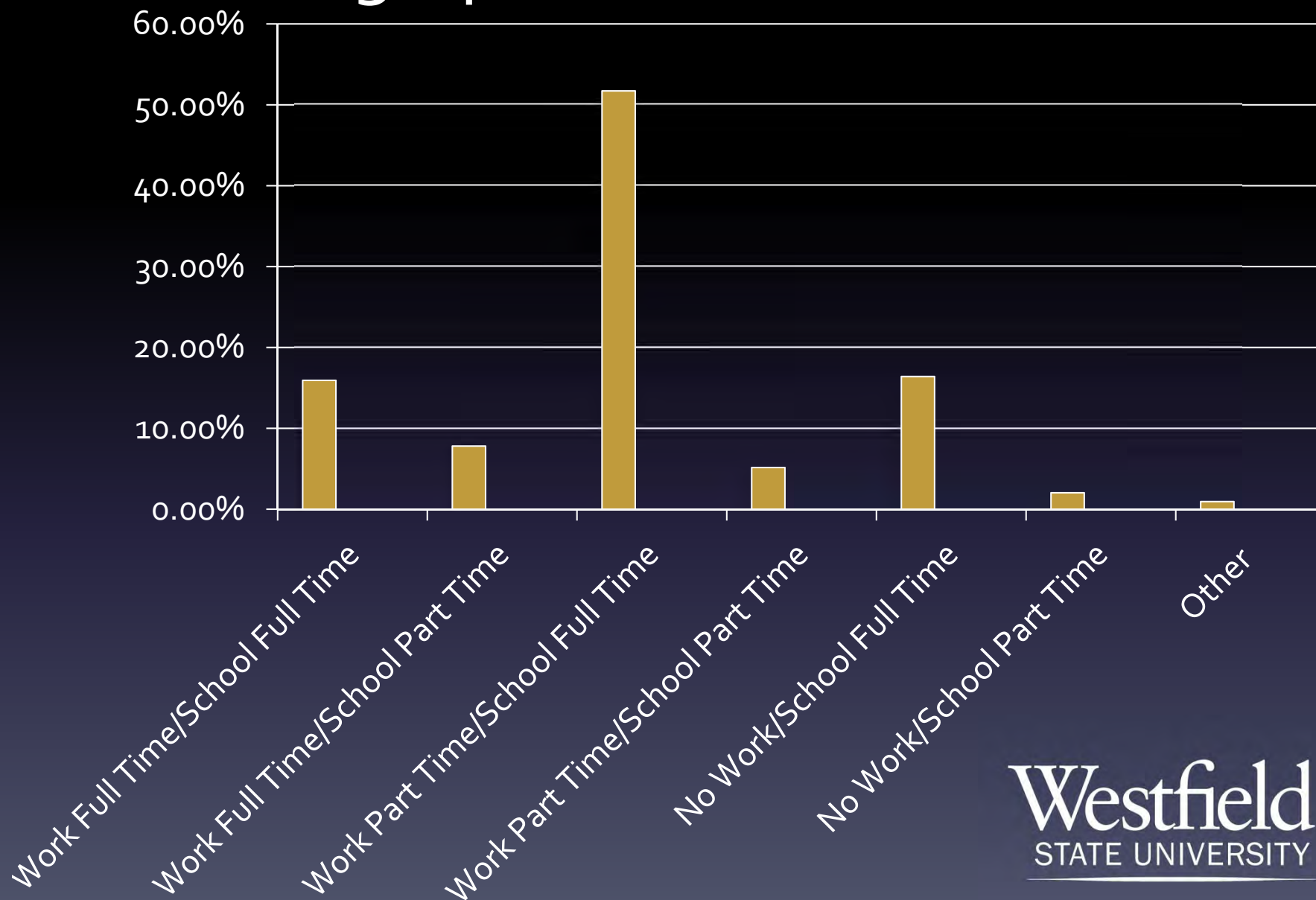
Demographics – Who?



Demographics - Where?



Demographics – Work Life Balance



Commuter Survey – Student Feedback

Recommendations for Improvement

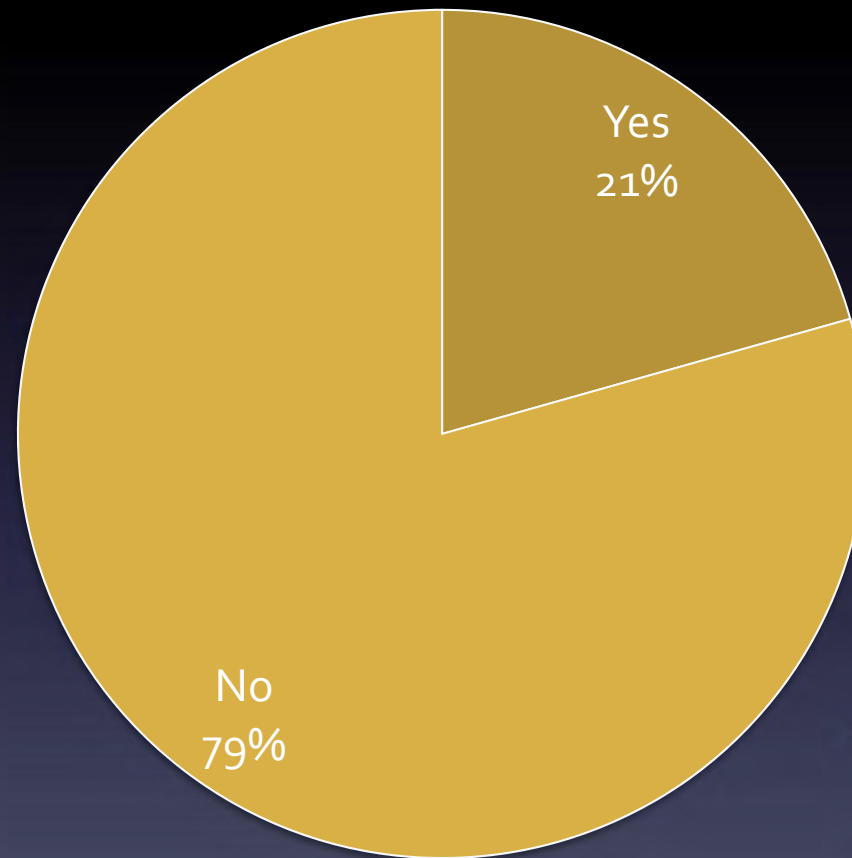
- Parking
 - More spaces
 - Lower fees
 - Proximity of lots to main campus
- Additional access and outreach from campus resources
- Social Orientations and Social Programming Opportunities
- Staff Interactions

What Students Enjoy

- Proximity of campus to their home
- Cost
- Size and climate of their classroom environment
- Professors
- Flexibility
- Available study spaces on campus

Commuter Survey

Attendance At On Campus Events



What does the survey data tell us?

Commuter students have similarities and differences to our resident student population

Students want to connect with peers both inside and outside of the classroom

Programming intentional and purposeful when thinking about specific population

- Where we program
- How we program
- When we program
- Audience (families, etc.)

Access to campus and resources can be different than those who live on campus

How we interact

Supports for Commuters Informed by Feedback

Based on the feedback provided by commuter students in the survey, they have identified some areas that they would like to see additional engagement opportunities in. These areas include:

- Collaborations and Connections With Peers
- Community Service
- Social Engagement

FY 21 Programming

Commuter Council

- Continued monthly programs ideas developed by the council

Commuter Appreciation Week

- One week in the Fall 2020
- One week in the SP 2021

Community Service Opportunities

- Once a semester

Community Engagement

- Off Campus/Family Friendly recreational activities

Virtual Program Opportunities

- Virtual 5K Run
 - One in the Fall
 - One in the Spring
- Career Concepts
- Resource Fair
- Relaxation Techniques
- Yoga/Fitness Sessions
- How to videos
 - Educational
 - Recreational

Questions?