



## **Board of Trustees**

### **Academic and Student Affairs Committee**

9:30 a.m. – 10:30 a.m.

April 27, 2022

Loughman Living Room, Scanlon Hall

A live stream of the meeting for public viewing will also take place on YouTube at the following link: <https://www.westfield.ma.edu/live>

For information about Westfield State's COVID-19 procedures, visit: <https://www.westfield.ma.edu/spring-2022covid/faq>

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|--|--------------------------------------|
| <b>1. Call to Order</b>  | Trustee Williams                     |
| <b>2. Approval of Minutes</b><br>a. February 17, 2022  | Trustee Williams                     |
| <b>3. President's Remarks</b>  | Dr. Linda Thompson                   |
| <b>4. Items for Discussion and Action</b><br>a. Tenure and Promotion Review<br>b. Tenure and Promotion Candidates 2022<br>i. Motion – Promotion<br>ii. Motion - Tenure | Dr. Juline Mills<br>Dr. Juline Mills |

#### **Attachment(s)**

- a. Draft Minutes of February 17, 2022
- b. Power Point presentation for Tenure and Promotion
- c. Motion: Promotion
- d. Promotion Documents
- e. Motion: Tenure
- f. Tenure Documents



## **BOARD OF TRUSTEES**

Academic and Student Affairs Committee

**February 17, 2022**

**Minutes**

Loughman Living Room, Scanlon Hall

And via Zoom in accordance with Massachusetts Gov. Charlie Baker's Executive Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, § 20 dated March 12, 2020.

A live stream of the meeting for public viewing also took place on YouTube.

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**MEMBERS PRESENT:** Committee Chair Dr. Gloria Williams, Secretary Chloe Sanfacon, and Trustees William Reichelt and Dr. Robert Martin

**MEMBERS PARTICIPATING REMOTELY:** Vice Chair Madeline Landrau

**MEMBERS EXCUSED:** Trustee Lydia Martinez-Alvarez

**TRUSTEE GUESTS PRESENT:** Trustees Melissa Alvarado and Ali Salehi

Dr. Linda Thompson, President of Westfield State University, was also present.

The meeting was called to order at 9:38 AM by Committee Chair Dr. Gloria Williams. It was announced that the meeting was being livestreamed and recorded and a roll call was taken of the committee members and guests participating as listed above.

**MOTION** made by Trustee Martin, seconded by Trustee Reichelt, to approve the minutes of the December 16, 2021 meeting.

**There being no discussion, ROLL CALL VOTE** taken:

Trustee Landrau	Yes
Trustee Martin	Yes
Trustee Reichelt	Yes
Trustee Sanfacon	Yes
Trustee Williams	Yes

**Motion passed unanimously.**

President's Remarks. President Thompson reported that she requested the associate deans to join cabinet once a month to increase synergies. The deans are developing relationships with community colleges and are leading the state in developing early college programs, which she asked them to expand, together with more off-campus type of programming.

Justice, Equity, Diversity and Inclusion (JEDI). A point-in-time analysis for Westfield State in JEDI categories is being shared. Performance metrics will be brought back to the committee in April or May and a more concrete version will be implemented over the summer. Residential and commuter data will be shared at the full Board meeting in April and the June meeting will focus on retention and the outcome of the mission statement review and recommendation.

Overview, Sociology of Race and Ethnicity. There is a social, historical, and political process of how race is defined. The White House Office of Management and Budget sets the federal standards on how race and ethnicity information is collected.

Undergraduate and Graduate Race and Ethnicity Data Review Five-Year Summary. Levels of enrollment per major and ethnicity were shared. Some majors have smaller enrollment so percentages would be higher. Race and ethnicity within majors were compared to the overall student population for fall 2021. This new information has been sent to department chairs.

- Undergraduate full-time, five-year summary categorized differently for trends showed raw numbers and percentages of the total student body. This information came from IPED data. President Thompson stated she was concerned with African Americans in liberal studies majors. It was stated most do not come in as liberal studies majors but see they can graduate quicker and get into the workplace. This is an opportunity to take them into more general liberal studies programs and transition them into other majors and be more intent on recruiting more diverse students in the education major.
- We do a better job recruiting part-time undergraduate students of color. Employment and finances are big issues for them.
- There was an increase in the student population for both graduate full-time and part-time five-year summary.
- The summary of student data showed that all categories have some students from diverse backgrounds. We need an institutional plan to be intentional in recruiting students of color and to develop cohorts to go into certain majors. Tie in the early college program to eliminate the fear of STEM in attracting students of all colors into these programs and demonstrate to them the potential of a liberal arts salary compared to a data sciences salary.

Full-time Faculty and Staff Race and Ethnicity Data Review. We have been consistent in retaining faculty and staff of color in the last three years, with faculty of color at 22.2% of all faculty. In the past five years, there were three faculty of color lost by retirement or move. There has been a decrease in part-time faculty of color. Female faculty and students outnumber males, which is consistent across the country.

Data Governance. The College Transparency Act will require the University to collect more data to be shared with the IRS for the Bureau of Labor to map out post-graduate success in careers. We need to have a conversation about being a data-informed institution and whether that means we need to break down ethnicities more to plan for grants and programming. The Department of Higher Education (DHE) is requesting more modern tools in strategic initiatives on improving analytic capacity and will help provide resources for that.

Living the JEDI. A chief diversity officer search is currently in process with applications being reviewed starting February 28. The position will remain open until filled. The University needs to create a mission of what diversity means. The JEDI office will review the structure and how campus divisions will work together under the chief diversity officer. Expectations of the first 12-to-24 months were shared.

Becoming a Minority Serving Institution. The criteria for becoming a Hispanic Serving Institution (HSI) were shared. Twenty-five percent of full-time students need to be Hispanic/Latino and half need to be Pell eligible

or eligible for financial assistance in order to apply to receive the federal designation. As of fall 2021, our full-time undergraduate Hispanic/Latino population was 9.97%. Part of the conversation is that HSI designation is one of seven types of minority serving institutions (MSI) and we need to see where we fall in all these categories. The conversation needs to be held in the future of whether we want to see ourselves as a “minority serving institution” or an “equity-oriented institution.”

JEDI – Current Programming. We are highly engaged in the Board of Higher Education (BHE) equity agenda on the state level. We also have the responsibility to teach our students diverse ideas. There are 60 events on and off campus each year through educational and student support services. A diversity module was shown which showed upcoming JEDI events and faculty publications.

JEDI – Future. A plan will be formulated to attract more students of color. Trustee Salehi requested in the future to give statistics for female faculty of color. The timetable for the start date for the chief diversity officer is July 1 and the goals are high.

There being no further business, **MOTION** made by Trustee Martin, seconded by Trustee Sanfacon, to adjourn.

**There being no discussion, ROLL CALL VOTE taken:**

Trustee Landrau	Yes
Trustee Martin	Yes
Trustee Reichelt	Yes
Trustee Sanfacon	Yes
Trustee Williams	Yes

**Motion passed unanimously.**

Meeting adjourned at 11:03 AM.

**Attachments presented at this meeting:**

- a. Draft Minutes of December 16, 2021 Meeting
- b. Cover page and overview of session
- c. Power Point Presentation
- d. 4B\_A\_Undergraduate\_Race\_EthnicityData\_WithinMajor\_Fall2021
- e. 4B\_B\_Undergraduate\_Race\_EthnicityData\_ByMajor\_Fall2021
- f. 4B\_C\_Graduate\_Race\_EthnicityData\_ByMajor\_Fall2021
- g. 4B\_D\_Undergraduate\_Graduate\_Race\_EthnicityData\_FiveYear\_Summary
- h. 4C\_A\_Faculty\_Race\_EthnicityData
- i. 4C\_B\_Faculty\_Gener\_Data
- j. 4D\_FacultyandStaff\_Race\_EthnicityData

**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 17, 2022.

\_\_\_\_\_  
Chloe Sanfacon, 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.



# Westfield State University Tenure & Promotion Candidates

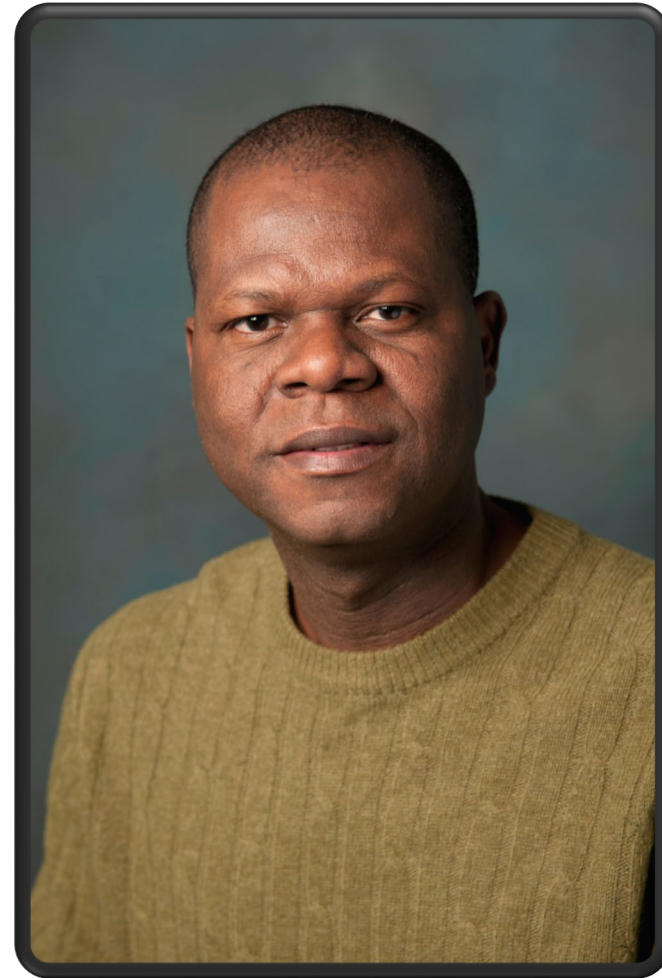
APRIL 2022



Promotion to Professor

# Dr. Sunday Fakunmoju

Social Work





Promotion to Professor

# Dr. John McDonald

Environmental Science



Candidate for Tenure

# Dr. Paul Cacolice

Sports Medicine and  
Human Performance





Candidate for Tenure

# Dr. Heather Caldwell

Ethnic and Gender Studies



Candidate for Tenure with Automatic Promotion

# Dr. Kimberly Berman

Biology





Candidate for Tenure with Automatic Promotion

Dr. Thomas  
Daniel

Psychology





Candidate for Tenure with Automatic Promotion

# Dr. Wyatt Paige Hermansen

English



Candidate for Tenure with Automatic Promotion

# Dr. Paul Higgins

Sports Medicine and  
Human Performance





Candidate for Tenure with Automatic Promotion

Mr. Eric Parness

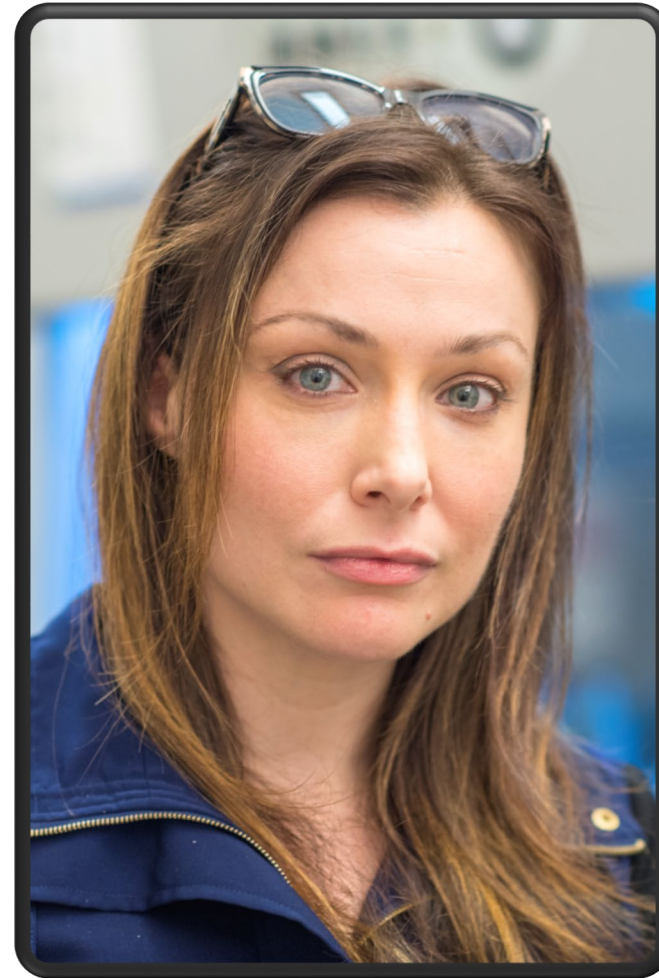
English



Candidate for Tenure with Automatic Promotion

Dr. Kristen Porter

Biology





Candidate for Tenure with Automatic Promotion

# Dr. Jason Ramsay

Biology





Candidate for Tenure with Automatic Promotion

Dr. James  
Schlaffer

Economics



Candidate for Tenure with Automatic Promotion

Dr. Yuan Zhang

Communication







# Westfield State University Tenure & Promotion Candidates

APRIL 2021



## Board of Trustees

April 27, 2022

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### MOTION

To approve the granting of promotion to the rank of Professor, effective September 1, 2022, to:

Dr. Sunday Fakunmoju  
Dr. John McDonald

Social Work  
Environmental Science

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Robert A. Martin, Ph.D., Chair

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Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** SUNDAY FAKUNMOJU

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/SOCIAL WORK

**CURRENT SALARY:** \$ 78,951.24

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

**EFFECTIVE DATE:** SEPTEMBER 1, 2022

**DEGREES:**

B.S.	University of Lagos, Nigeria	1990
M.S.	University of Lagos, Nigeria	1992
M.A.	University of Karlsruhe, Germany	1998
M.S.W.	Hunter College	2001
Ph.D.	University of Maryland	2009

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date



**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 27, 2022**

**TYPE OF ACTION:** PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JOHN MCDONALD

**RANK/DEPARTMENT:** ASSOCIATE PROFESSOR/ENVIRONMENTAL  
SCIENCE

**CURRENT SALARY:** \$ 80,273.19

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

**EFFECTIVE DATE:** SEPTEMBER 1, 2022

**DEGREES:**

B.S.	Virginia Tech	1989
M.S.	The Pennsylvania State University	1993
Ph.D.	University of Massachusetts	1998

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date



## Board of Trustees

April 27, 2022

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### MOTION

To approve the granting of tenure, effective September 1, 2022, to:

Dr. Paul Cacolice	Sport Medicine and Human Performance
Dr. Heather Caldwell	Ethnic and Gender Studies

To approve the granting of tenure with automatic promotion, effective September 1, 2022, to:

Dr. Kimberly Berman	Biology
Dr. Thomas Daniel	Psychology
Dr. Paige Hermansen	English
Dr. Paul Higgins	Sport Medicine & Human Performance
Mr. Eric Parness	English
Dr. Kristen Porter	Biology
Dr. Jason Ramsay	Biology
Dr. James Schlaffer	Economics
Dr. Yuan Zhang	Communication

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Robert A. Martin, Ph.D., Chair

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Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** KIMBERLY BERMAN

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

**CURRENT SALARY:** \$67,486.20

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:** B.S. Framingham State University 1998  
Ph.D. University of Massachusetts 2008

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 27, 2022**

**TYPE OF ACTION:** TENURE /FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** PAUL CACOLICE

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/SPORTS MEDICINE AND HUMAN PERFORMANCE

**CURRENT SALARY:** \$74,539.00

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:**

B.S.	Slippery Rock University	1986
M.S.	University of Massachusetts	2010
M.S.	Duquesne University	2014
Ph.D.	Duquesne University	2015

**JUSTIFICATION:**

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

I recommend Dr. Cacolice be granted tenure.

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 27, 2022**

**TYPE OF ACTION:** TENURE /FACULTY

**FUNDING SOURCE:** STATE FUNDED

**NAME:** HEATHER CALDWELL

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/ETHNIC AND GENDER STUDIES

**CURRENT SALARY:** \$74,105.76

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:**

B.A.	State University of New York	1995
M.A.	Howard University	1997
M.A.	American University	2003
Ph.D.	University of Massachusetts	2015

**JUSTIFICATION:**

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

I recommend Dr. Caldwell be granted tenure.

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date



**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** THOMAS DANIEL

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/PSYCHOLOGY

**CURRENT SALARY:** \$64,246.86

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:**

B.S.	Georgia Southern University	2009
M.S.	Auburn University	2012
Ph.D.	Auburn University	2015

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** PAIGE HERMANSEN

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

**CURRENT SALARY:** \$63,706.97

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

<b>DEGREES:</b>	B.A.	The University of Texas	2006
	M.A.	Western Washington University	2009
	Ph.D.	University of Arkansas	2016

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** PAUL HIGGINS

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/SPORTS MEDICINE AND HUMAN PERFORMANCE

**CURRENT SALARY:** \$78,255.67

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:**

B.S.	Rhode Island College	1991
B.S.	American International College	1998
M.P.T.	American International College	1999
D.P.T.	Simmons College	2006

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** ERIC PARNES

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

**CURRENT SALARY:** \$67,486.20

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:**

B.A.	Brandeis University	1998
M.F.A.	Brooklyn College	2014

**JUSTIFICATION:**

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

I recommend Mr. Parnes be granted tenure with automatic promotion.

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** KRISTEN PORTER

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

**CURRENT SALARY:** \$75,004.49

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:** B.S. University of New Hampshire 2002  
Ph.D. Albany Medical College 2011

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JASON RAMSAY

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

**CURRENT SALARY:** \$64,296.00

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

<b>DEGREES:</b>	A.A.	Community College of Rhode Island	1994
	B.S.	University of Rhode Island	2004
	Ph.D.	University of Rhode Island	2012

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

---

Date



**WESTFIELD STATE UNIVERSITY  
BOARD OF TRUSTEES PERSONNEL ACTION  
April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** JAMES SCHLAFFER

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/ECONOMICS

**CURRENT SALARY:** \$73,964.87

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

<b>DEGREES:</b>	B.S.	University of North Texas	2005
	M.S.	University of North Texas	2007
	Ph.D.	University of Oklahoma	2016

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date

**WESTFIELD STATE UNIVERSITY**  
**BOARD OF TRUSTEES PERSONNEL ACTION**  
**April 27, 2022**

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

**FUNDING SOURCE:** STATE FUNDED

**NAME:** YUAN ZHANG

**RANK/DEPARTMENT:** ASSISTANT PROFESSOR/COMMUNICATION

**CURRENT SALARY:** \$75,584.54

**DATE OF HIRE:** SEPTEMBER 1, 2016

**TENURE EFFECTIVE:** SEPTEMBER 1, 2022

**DEGREES:** B.A. Framingham State University 1998  
Ph.D. University of Massachusetts 2008

**JUSTIFICATION:**

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

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

Approved:

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Juline E. Mills, Ph.D.  
Provost and Vice President, Academic Affairs

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Date