

# **Board of Trustees**

# **Academic Affairs Committee**

April 22, 2025 9:00 AM

President's Boardroom, Horace Mann Center

Committee Members: Chair Chris Montemayor, Vice Chair Jason Queenin, Secretary Daniel Currier, George Gilmer, Micheal O'Rourke, and William Reichelt

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

1.	Call to Order	Trustee Christopher Montemayor, Committee Chair
2.	Approval of Minutes  a. Minutes of February 20, 2025, meeting	Trustee Christopher Montemayor, Committee Chair
3.	Items for Information a. Update on SUCCESS money	Dr. William Salka, Provost and Executive Vice President
4.	Items for Action a. Motion-Faculty Promotion b. Motion-Tenure Promotion	Dr. William Salka, Provost and Executive Vice President
5.	Adjournment	Trustee Christopher Montemayor, Committee Chair
Atta	achments:  a. Minutes of February 20, 2025  b. Success money Presentation	

- b. Promotion Candidate Summaries
- c. Promotion Personnel Action
- d. Motion for Faculty Promotion
- e. Tenure Candidate Summaries
- f. Tenure Personnel Action
- g. Motion for Tenure Promotion



# **BOARD OF TRUSTEES**

Academic Affairs Committee
February 20, 2025
Minutes
9:00 AM – 10:00 AM

Owl's Nest, Ely Campus Center

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

**MEMBERS PRESENT:** Committee Chair Chris Montemayor, Vice Chair Jason Queenin, Secretary Daniel Currier, Trustee Michael O'Rourke, Trustee William Reichelt, and Board Chair Ali Salehi, exofficio member.

# MEMBERS PARTICIAPTING REMOTELY: Trustee George Gilmer

Also present and participating were Westfield State University President, Dr. Linda Thompson; Provost and Vice President for Academic Affairs, Dr. William Salka; Dean of Graduate and Continuing Education, Nora Padykula; and Professors Dr. Holly Noun and Dr. Paul Higgins.

Committee Chair Montemayor called the meeting to order at 9:02 AM and a roll call was taken of the committee members participating as listed above. It was announced that the meeting was being livestreamed and recorded.

**MOTION** made by Trustee Currier seconded by Trustee O'Rourke to approve the minutes of the December 9, 2025 meeting. There being no discussion, **ROLL CALL VOTE**, motion passed.

# **Academic Affairs Plan for SUCCESS Pilot Money**

- Westfield State University is receiving \$1.5 million from the State for student success initiatives.
- The money must be spent on new initiatives and cannot be used to backfill existing programs.
- A spending plan was submitted to the Department of Higher Education (DHE) in January and the money needs to be spent by September.
- Two new positions will be funded:
  - o Assistant Provost of Education for Educational Excellence and Retention:
    - Will oversee how the money is being spent and manage student support areas.
    - Must be capable of gathering and analyzing data and creating assessment plans.
  - Assistant Director of Retention and Analytics:
    - Will work with the Assistant Provost to track at-risk students using the EAB Starfish product.
    - Will help connect students with tutoring, advising, and counseling services.

- The search for the Assistant Provost position is underway, but there are difficulties forming a search committee.
  - The position is grant-funded, allowing the person to retreat to their previous position if the grant runs out.
- An ad for the analytics position is about to be posted.
  - o The goal is to bring them on board quickly.
- Other programs under consideration.
  - o Peer mentors in every First Year Journey course.
  - o Peer mentor coaches in student support offices.
  - o Increased use of graduate assistants.
  - o Professional development for faculty and staff on best practices for identifying and addressing student mental health issues.
  - o Extension of the Huron contract to improve data analytics capabilities.
  - o Financial aid awards for at-risk students to help them re-enroll.
- The \$1.5 million funding is likely to be renewed for at least two more years.
- The Huron contract extension will focus on creating a data warehouse.
  - The data warehouse will pull data from Banner, clean it, and make it accessible to campus users.
  - Live data from production is currently being used. Two people ran the same query and got different numbers for student enrollment projections. This indicates problems with the current system. A new data warehouse should correct these issues.
    - The need for this was identified a few years ago. There were difficulties managing data, requiring outside industrial groups. Setting up an inhouse data warehouse would take 2-3 years and burden the IT staff.
  - o Decisions should be based on clean data.
  - Question about synergy between data analytics and the information security team, especially regarding student privacy policies.
  - o Huron is a world-class corporation.
    - Other provosts use external data warehouses for quicker access to clean data.

# **Master's Programs: Athletic Training**

- Dean Nora Padykula discussed the master's program below;
- The plan is to merge Master of Science in Athletic Training with the undergraduate curriculum to create a 3+2 program.
  - Students complete three years at the undergraduate level and begin graduate courses in the fourth year, completing the degree in their fifth year.
- There are two budgets: one as a standalone master's degree and one as a 3+2 program.
  - o The standalone program would generate net revenue by year five.
  - o The 3+2 program is anticipated to generate about \$124,000 a year by year four.

#### Accreditation and Program Structure

- The accrediting body now requires a master's degree for certified athletic trainers.
  - o A standalone master's degree will generate some enrollment.
  - o The majority of enrollments will come from the 3+2 program.
- Synergy in Sports Medicine track allows students to decide by junior year if they want to pursue the track.
- The program is designed so that students can attend part-time.

### Program Benefits and Need

- The undergraduate program draws 40-60 students to the university.
  - o 95% of them stay at the university.

- The dual degree allows for post-baccalaureate students to join.
- There is an expected 24% growth in the need for athletic trainers.
  - Athletic trainers are needed in various settings, including industry, police, fire, and the military.
- Master's level athletic trainers will learn suturing, fracture casting, and MRI/X-ray interpretation.

# **Historical Context**

- Athletic trainers were the first credentialed healthcare practitioners to graduate from the University.
- Graduates have served at every level of athletic training.
  - o One graduate was elected president of the state association.

**MOTION** made by Trustee Currier seconded by Trustee Reichelt: The Academic Affairs committee recommends approval to the full Board: The granting of a Master of Science in Athletic Training. There being no discussion, **ROLL CALL VOTE**, motion passed.

# **Master of Arts in History**

- The board has already considered this program as a name change, but it is a change in the degree.
- The History department wants to keep the Masters of Education in History but create this Masters of Arts where students don't have to take the education courses.
  - o These will likely be history teachers who are already certified.
  - The curriculum is the same for both the Masters of Arts and Masters of Education programs.
- The pro forma statement shows that it will generate net revenue of about \$10,000 in year three, growing to about \$85,000 in year five.
- There will be a shift in the way that the curriculum is delivered, with a hybrid format of online and on-campus learning.

# **Program Evaluation**

- Trustee Montemayor asked about how the University is evaluating programs and classes
  to understand where there are opportunities to not offer them based on attendance or
  student interest.
- Every academic program has to go through academic program requirements every five years per accreditation standards.
  - The department that houses the major does a self-study of the major, which includes enrollment.
  - o An external reviewer looks at the curriculum and makes sure that it's up to date.
- President Thompson hired someone to go through the curriculum of each major over the next year and a half to determine if the curriculum is relevant and attracting students.
  - The first step would be to update the curriculum of smaller majors to attract more students.

**MOTION** made by Trustee Currier seconded by Trustee Reichelt: The Academic Affairs committee recommends approval to the full Board: The granting of a Master of Arts in History. There being no discussion, **ROLL CALL VOTE**, motion passed.

### Master of Science in Psychiatric Mental Health Nurse Practitioner

- Expecting modest revenue in year two, but by year four, \$181,000 a year and in year five, \$233,000 a year.
- This program will bring revenue to the University and address a workforce need in the commonwealth.

- Nurse practitioners are needed in Western Massachusetts, especially for mental health issues.
  - o There is a need for people who can prescribe psychiatric medication, especially for children and adolescents.
- The program is a two-year program.
  - o The first year is a foundation curriculum.
  - o The second year allows for specialization in mental health.
- The program can add other specialties as market demand is seen.
- Nurse practitioners are in high demand because they can conduct treatment.
- Pre-licensed students have been asking for an extended pathway to earn graduate degrees at Westfield State University.
- The program is online to increase access.

**MOTION** made by Trustee Currier seconded by Trustee O'Rourke: The Academic Affairs committee recommends approval to the full Board: The granting of Master of Science Psychiatric Mental Health Nurse Practitioner. There being no discussion, **ROLL CALL VOTE**, motion passed.

# **Honorary Degree Recipients**

- The first honorary degree recipient is Mr. Quinton Lucas, the mayor of Kansas City, Missouri.
  - o He has launched initiatives to support residents of Kansas City.
  - o This includes a zero-fare transit system and a housing trust fund for affordable housing.
  - o He is considered a rising star within the Democratic Party.
- The second honorary degree recipient is Mr. Shannon Brown.
  - He is the President and CEO of BCS Consulting Services and the retired Senior Vice President of Eastern Division US operations and chief diversity officer for FedEx Express.
  - He spent 40 years with FedEx, starting as a package handler and rising to Senior Vice President.
  - o He founded BCS Consulting Services after retirement.

**MOTION** made by Trustee Currier seconded by Trustee O'Rourke: The Academic Affairs committee recommends approval to the full Board: The granting of the Honorary Degree to Shannon A. Brown and Quinton Lucas effective February 20, 2025. There being no discussion, **ROLL CALL VOTE**, motion passed.

There being no further discussion;

**MOTION** made by Trustee O'Rourke seconded by Trustee Currier to adjourn the meeting. There being no discussion, **ROLL CALL VOTE**, motion passed by majority.

Meeting adjourned at 9:39 AM.

# Attachments presented at this meeting:

- a. Draft Minutes of December 9, 2024
- b. Plan for Success Pilot Money presentation
- c. DHE Letter of Intent for Master of Science in Athletic Training
- d. DHE Letter of Intent for Master of Science Occupation Overview Analytics
- e. DHE Letter of Intent for Master of Arts in History
- f. Master in History Program Overviews
- g. DHE Letter of Intent Master of Science in Nursing: Psychiatric Mental Health Practitioner

- h. Motion. Master of Science in Athletic Training
- i. Motion. Master of Arts in History
- j. Motion. Master of Science in Nursing: Psychiatric Mental Health Nurse Practitioner
- k. Supporting documents: Quinton Lucas
- 1. Supporting documents: Shannon A. Brown
- m. Motion. Honorary Degree Recipient, Quinton Lucas
- n. Motion. Honorary Degree Recipient, Shannon A. Brown

Secretary'	S	Certificate

	Secretary's certificate				
I hereby certify that the foregoing is a	true and correct copy of the approved minutes of the Westfi	eld			
State University Board of Trustees Academic Affairs Committee meeting held on February 20, 2025					
Daniel Currier, Secretary	Date				

# WESTFIELD STATE UNIVERSITY SUCCESS GRANT

# STRATEGIC RETENTION FRAMEWORK

Prepared for presentation to the Westfield State University Board of Trustees by Dr. Hillary Sackett-Taylor, Assistant Provost for Educational Excellence and Retention

April 22, 2025

# UNDERSTANDING OUR

# **BASELINE**

Performance Measurement Reporting System
Department of Higher Education's Data Center
2024 Data Review

59%
ON-TIME CREDIT ACCUMULATION

86%
RETENTION AFTER FY

71%
SIX-YEAR GRADUATION RATE

State University Average = 71% DHE 2033 Target = 80% State University Average = 86% DHE 2033 Target = 90% State University Average = 60% DHE 2033 Target = 80%

# OUR CHARGE

The Healey-Driscoll Administration has provided three years of anticipated funding to the nine Massachusetts state universities to provide wraparound services and additional supports aimed at improving at-risk student outcomes. Each new initiative is directed toward improved persistence, retention, on-time credit accumulation, and graduation rates with a focus on reduction in equity gaps among student subgroups.

# YEAR 1 GRANT PRIORITIZE INFRASTRUCTURE

Our first strategic priority in Year 1 will be to address our data eco-system, to ensure that all new initiatives can be assessed accurately.

We will systematize the way we track student progress and outcomes to ensure timely intervention and efficient collaboration across campus units.

# INVEST IN PEOPLE

- Assistant Provost for Educational Excellence and Retention
- Assistant Director of Retention Analytics
- Professional Development for Student Support Staff



- Huron Consulting Contract
- Optimize Starfish 360 Utilization
- Retention Framework for EdSights Texting Platform

ACADEMIC CHALLENGES 1

YEAR 2

FINANCIAL BARRIERS

2

ADDRESS
BARRIERS TO
STUDENT
SUCCESS

mdrc

BUILDING KNOWLEDGE
TO IMPROVE SOCIAL POLICY

WORK-LIFE-SCHOOL BALANCE 3

LACK OF COLLEGE KNOW-HOW

5 INSTITUTIONAL POLICIES

# ACADEMIC CHALLENGES

# FIRST-YEAR JOURNEY

- Peer Mentors
- Faculty Development

# TRANSFER SUCCESS PROGRAM

- Professional Advisors
- Peer Mentors

# PATHFINDER PROGRAM FOR EXPLORATORY STUDENTS

- Faculty Advisors
- Career Exploration

# COURSE ACHIEVEMENT & RETENTION CENTER

- Professional Tutors
- Success Coaches

Targeted
Student Populations

First-Year Students
Transfer Students
Exploratory
Students

Students on Cademic Warning



# FINANCIAL BARRIERS

# OFFICE FOR STUDENT ACCESS AND SUPPORT

- Common Goods Food Pantry
- Housing Assistance
- Transportation Assistance
- Childcare Support
- Emergency Micro-grants

# Targeted Student Populations

Low-income Students
Current & Former Foster
Youth
International Students



# WORK-LIFE-SCHOOL BALANCE

# ON-CAMPUS WORK OPPORTUNITIES

- Peer Tutors
- Peer Mentors
- Graduate Assistantships

# CENTER FOR BELONGING, VALUES, & IMPACT

- Campus-wide Education & Training
- Cultural Programming
- Restorative Practices

Targeted
Student Populations

Low-income Students
Graduate Students
Culturally Diverse
Community



# LACK OF COLLEGE KNOW-HOW

# COLLEGING 101

- Course Development
- Learning Tools
- Success Coaches

# **CENTER FOR ADVISING & TRANSFER TRANSITION**

- Dual Advising Model
- Transfer Success Program

# Targeted Student Populations

First Generation
Students
First-Year Students
Transfer Students



# INSTITUTIONAL BARRIERS

# **POLICY REVIEW**

- Academic Standing
- University Withdrawal
- Account Holds
- Case Management Team Referrals

# DIGITAL ACCESSIBILITY COMPLIANCE

- Software
- Support Staff

Targeted
Student
Populations

**ALL Students** 



# ABOUT OUR PROCESS

- 1. Proposal Development
- 2.Budget Congruence
- 3.Cabinet Approval
- 4.Operationalize Initiatives
- 5.Data-driven Assessment
- 6.State Reporting



# Enrollment by College and Major

# College of Professional Studies

Major	FA2024	FA2023	FA2022	FA2021	FA2020	FA2019	FA2018
Accounting	77	58	42	25	4	1	
Athletic Training	14	7	17	39	17	30	28
Athletic Training-Prelim	2	13	27	14	49	47	42
Computer Science	84	77	78	76	57	88	89
Computer Info Systems	44	42	49	46	47	57	54
Early Childhood Education	102	100	107	129	136	151	146
Elementary Education	123	122	178	206	206	208	222
Special Education	34	35	46	66	73	94	89
Finance	117	97	86	42	4		
Health Sciences	183	161	170	154	127	91	20
Management	271	286	188	97	2		
Marketing	135	129	94	42	7		
Movement Science	131	133	146	163	207	251	260
Nursing, BSN	21	23	29	50	65	61	36
Nursing, RN/BSN	193	168	150	136	129	126	140
Regional Planning	10	11	21	23	21	20	29
Social Work (Preliminary)	104	80	77	74	89	72	125
Social Work	1	24	28	40	29	42	14
Urban & Regional Planning	18	3					
Totals	1664	1569	1533	1422	1269	1339	1294

# College of Arts & Sciences

Major	FA2024	FA2023	FA2022	FA2021	FA2020	FA2019	FA2018
Art	75	95	74	71	56	61	69
Biology	145	138	119	137	194	211	252
Chemistry	7	6	12	17	22	17	24
Communication	128	114	125	163	220	241	254
Criminal Justice	430	455	551	643	691	755	779
Earth System Science	5	4	4				
Economics	24	30	31	26	36	43	46
English	72	72	72	80	74	85	109
Environmental Scicence	89	96	92	114	121	140	147
Ethnic and Gender Studies	2	1	7	6	7	5	9
Graphic Design, BFA	18						
History	91	98	99	110	113	112	138
Liberal Studies	102	73	76	67	90	111	120
Mathematics	38	39	45	56	50	57	69
Music	48	50	49	42	53	61	54
Music Therapy	31	21	15	5			
Political Science	52	45	49	50	64	80	83
Psychology	361	287	361	366	399	451	435
Sociology	18	16	18	14	32	33	51
Spanish	2	3	4	5	8	17	18
Theatre Arts	23	22	15	17	16	22	17
Totals	1761	1665	1818	1989	2246	2502	2674



# **Board of Trustees**

April 22, 2025

# **MOTION**

The Academic Affairs Committee recommends to the Full Board:

To approve the granting of promotion to the rank of Professor, effective September 1, 2025, to:

Dr. Shirley Acquah

Dr. Leonardo Andrade

Dr. Erold Bailey

Dr. Maria Farina de Parada

Dr. Jesse Johnson

Dr. Kelly Anne McKeown

Communication

Psychology

Education

Social Work

Mathematics

Biology

Dr. Dristi Neog Geography & Regional Planning

Ms. Leah Nielsen English
Dr. Hillary Sackett-Taylor Economics
Dr. Miriam Tager Education

To approve the granting of promotion to the rank of Associate Professor, effective September 1, 2025, to:

Dr. Subramarian Vaitheeswaran Chemical & Physical Science

Dr. Kathryn Weglarz Biology

Per the CBA Article VII, A, 1, a: Teaching and advising are the heart of the evaluation and the following candidates have met all the requirements. For each candidate service to the department and university was noted in their materials. We will be noting professional service.

Promotion to Professor	
Name Shirley Acquah	Department: Communication
tenured and promoted to Associat as "exceptional" and "outstanding describes her scholarship as "cutting tenured and promoted to Associate as "exceptional" and "outstanding describes her scholarship as "cutting tenured and promoted to Associate as "exceptional" and "outstanding tenured and promoted to Associate as "exceptional" and "outstanding tenured and promoted to Associate as "exceptional" and "outstanding tenured and promoted to Associate as "exceptional" and "outstanding tenured and promoted to Associate as "exceptional" and "outstanding tenured and "outstand and "outstanding tenured and "outstanding tenured and "outstand and "outstanding tenured and "outstand and "outstand and "outstand and "outstand and "outstand" and "outstand and "outstand and "outstand and "outstand and "outstand and "outstand" and	State in 2012 at the rank of Assistant Professor. She was e Professor in 2018. Dr. Acquah's PEC describes her teaching in preparation, organization and presentation". Her chair ng edge" and "global in scope". Some of her service to the onal Programs Committee, Grants Advisory Committee, and ard.
Name: <u>Leonardo Andrade</u>	Department: _ Psychology
tenured and promoted to Associat "talented and committed teacher" of values and mission of Westfield published research piece in the Jou	d State in 2014 at the rank of Assistant Professor. He was e Professor in 2020. Dr. Andrade's chair describes him as a who makes his teaching "who makes his teaching a reflection State University". His contributions to the discipline include a small of Applied Behavior Analysis. Dr. Andrade has extensive urriculum Committee, GEC, and the Advisory Committee on
Name: <u>Erold Bailey</u>	Department: <u>Education</u>
tenured in 2018 and promoted to a "career is deeply rooted in teachin authored a book "Minority voices f	tate in 2012 at the rank of Assistant Professor. He was Associate Professor in 2017. His chair and PEC note that his g excellence" and is an inspiring model. Dr. Bailey has from the academic superstructure" and published two book ce to the university includes TEACC, NCATE, NEASC, Academic
Name: Maria Farina de Parada	Department: <u>Social Work</u>
was tenured and promoted to Asso granted the John. F. Nevins outstar and empathetic learning environm and the United States and has rese work. Her contributions to the univ	Westfield State in 2014 at the rank of Assistant Professor. She ociate Professor in 2020. Professor Farina de Parada was nding educator award. She is noted to create an "empowering ent". She published a book Psychological Borders in Europe arch in supporting diversity and addressing racism in social versity include the development of the Latinx Community of a variety of departmental committees

Professor Johnson joined Westfield State in 2014 at the rank of Assistant Professor. He was tenured and promoted to Associate Professor in 2020. His PEC committee describes him as "an outstanding teacher" who is "loved and revered by his students." Dr. Johnson was awarded the Air and Space Forces' Sentry Educator Award in recognition for his outstanding work as an

Name: <u>Jesse Johnson</u> Department: <u>Mathematics</u>

educator. Dr. Johnson developed an improved Open Educational Resources (OER) for the support of actuarial education. He has created OpenActuary.org, an extensive interactive website to guide students in preparation for taking actuarial exams with simulated practice exams. Dr. Johnson was a Co-PI for a \$1,000,000 S-STEM grant award for the financial support of WSU students in STEM. His service to the university includes NECHE, the Mission Statement Advisory Committee, as Chair and Vice Chair of the AUC to name a few.

Name:	Kelly Ann	e McKeown	Department:	Biology
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Professor McKeown joined Westfield State in 2010 at the rank of Assistant Professor. She was tenured in 2016 and promoted to Associate Professor in 2017. Her chair and PEC noted her high impact teaching practices consistently improved her evaluation scores. Her scholarship reflects integrating students in undergraduate research including work on a National Science Foundation grant. She has served on UCC, the International Programs Committee, faculty searches and PEC committees for two departments.

Name: Dristi Neog Department: Geography, Planning & Sustainability
Professor Neog joined Westfield State in 2014 at the rank of Assistant Professor. She was
tenured and promoted to Associate Professor in 2020. Her PEC praised her teaching approach
emphasizing "critical thinking and real-world application of course concepts." They also noted
her effective "use of high-impact practices in well-organized classes where students actively
engage in experiential and real-world application of course concepts." Dr. Neog frequently
presents her research at professional conferences of her discipline. She has also published
several peer-reviewed articles and written books or contributed to book chapters since joining
Westfield State University. She served as the Faculty Center Coordinator from 2019 to 2021
managing the Faculty Center programming, including the Faculty Teaching Showcase, Open
Doors, brown bag conversations, and other initiatives, all while navigating the challenges posed
by the COVID-19 pandemic.

Name: <u>Leah Nielsen</u> Department: <u>English</u>

Professor Nielsen joined Westfield State in 2006 at the rank of Assistant Professor and promoted to Associate Professor in 2013. The department chair describes her teaching as "exemplary." The PEC notes she is a "compelling teacher who fosters community in her classroom." Prof. Nielsen is an active poet and published a book of poetry as well as 11 poems in 7 additional publications. Prof. Nielsen has presented her work at many readings, festivals and events. She has three manuscripts in process, two additional poetry collections and a collection of lyric assays. Prof. Nielsen has served as a member of the Advisory Committee for Academic Planning and the Strategic Planning Committee. She serves on the English Department's Writing Committee and helps lead the Department's social media pages. For seven years, Prof. Nielsen has hosted the Alumni Poetry Reading as part of Homecoming weekend and has organized readings by published alumni. Prof. Nielsen has organized the English Department's Spring New Works Reading and two Submit-a-thon events for students. Prof. Nielsen has served as Youth Poetry Instructor at the Westfield Athenaeum.

Name:	Hillary Sackett-Tay	<u>vlor</u> Department	<u>Economics</u>

Professor Sackett-Taylor joined Westfield State in 2012 at the rank of Assistant Professor. She was tenured and promoted to Associate Professor in 2018. The chair describes Dr. Sackett-Taylor as a "dedicated and exceptional educator who is deeply committed to the academic success of her students." The PEC notes they were "very impressed" and commend Dr. Sackett-Taylor as an "outstanding lecturer" with "an engaging teaching style." Some of Dr. Sackett-Taylor's scholarly works include a co-authored article that was published in *The Journal of Economic Education*. She also co-created 4 assignments with teaching notes for the American Economics Association repository of supplemental teaching materials to support diversity and inclusion in teaching within the discipline. Her service includes serving as the Lead Investigator in a Community Economic Development Analysis of the proposed Elm Street Redevelopment Site. She has been a member of AUC, SCORE, the Campus Pride Committee, and the Preferred Name Committee.

Name:	Miriam Tager	Department:	Education	

Professor Tager joined Westfield State in 2015 at the rank of Assistant Professor. She was tenured in 2021 and promoted to Associate Professor in 2020. Documents presented in the promotion dossier, including the PEC review, SIR-II evaluations, formal observations of teaching, and personal narrative, collectively demonstrate Dr. Tager's high level of teaching engagement and her exceptional teaching effectiveness. She has authored multiple books and peer-reviewed journal articles on early childhood education and another book is currently under preparation. Dr. Tager presented at several conferences and invited lectures. She also won the Teaching and Scholarship Showcase Award. Dr. Tager, a K-6 teaching license holder for New York and New Jersey, is a member of several professional organizations. Dr. Tager currently serves as the department chair, a member and co-chair of the Anti-Racist Pedagogy Committee, the Program Area Chair for Early Childhood Education, a Graduate Advisor, and an advisor for Early Childhood Education, Moderate Disabilities, and the department curriculum committee.

### Promotion to Associate Professor

Name: Subramanian Vaitheeswaran Department: Chemical & Physical Science

Professor Vaitheeswaran joined Westfield State in 2022 at the rank of Assistant Professor. Dr. Vaitheeswaran is responsible for teaching all of the physics offerings of the Department of Chemical and Physical Sciences. The PEC describes Dr. Vaitheeswaran as a very effective instructor. He co-developed new Open Education Resource lab modules that could be used by WSU students in their Physics labs. He co-wrote 11 new physics labs as part of this project. He earned a Campus Scholarship Showcase Award. He has served as the Co-Principal Investigator on an interdisciplinary collaborative National Science Foundation S-STEM grant for \$1 million over 5 years. He is also the Co-Principal Investigator for a \$50,000 Presidential Innovation grant to establish a Center for Interdisciplinary Informatics. He has served on the Curriculum Committee, the Sustainability Committee, and the NECHE subcommittee among other service.

Name: Ka	thryn Weglarz	Department:	Biology	
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Professor Weglarz joined Westfield State in 2020 at the rank of Assistant Professor. The PEC notes she is an "effective and innovative educator." The department chair comments she is a "highly effective instructor and a great asset to WSU and our students." Dr. Weglarz published six peer-reviewed articles and has three additional articles in progress. Dr. Weglarz served as the Principal Investigator on a successful \$2 million collaborative grant from the National Science Foundation for improving Undergraduate STEM Education. She assisted in additional \$1 million NSF S-STEM grant and \$54,000 in other grants and awards. Dr. Weglarz spoke at the Entomological Society's annual meeting and the conference of the Biological Collections in Ecology and Evolution Network. She has served on multiple university committees, including the Advisory Committee for Academic Planning, the campus Sustainability Committee, Honors Advisory Committee, Campus Pride Committee, and the NECHE.

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

SHIRLEY ACQUAH

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/COMMUNICATION

**CURRENT SALARY:** 

\$ 86,306.78

DATE OF HIRE:

SEPTEMBER 1, 2012

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.A. University of Cape-Coast

M.A. Ohio UniversityPh.D. Ohio UniversityM.A. Ohio University2011

### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Acquah as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Acquah has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

in Ul Sals

Date 4/16/25

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

LEONARDO ANDRADE

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/PSYCHOLOGY

**CURRENT SALARY:** 

\$ 87,536.03

DATE OF HIRE:

SEPTEMBER 1, 2014

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

Instituto Braziliense de Analise 2002 Do Comportanto

M.S.

B.A.

Universidade de Brasilia

2005

Ph.D.

D. University of Florida

2010

4/16/25

### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Andrade as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Andrade has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

Date

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

**EROLD BAILEY** 

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/EDUCATION

**CURRENT SALARY:** 

\$ 94,067.43

DATE OF HIRE:

SEPTEMBER 1, 2012

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.Ed. University of the West Indies

1995

M.A.

Clark University

1999

Ph.D.

University of Massachusetts

2007

4/16/25

#### JUSTIFICATION:

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Bailey as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Bailey has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

Date

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

MARIA FARINA de PARADA

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/SOCIAL WORK

**CURRENT SALARY:** 

\$ 85,448.06

DATE OF HIRE:

SEPTEMBER 1, 2013

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.S. Westfield State College
M.S.W. Smith College
M.B.A. Western New England College
Ph.D. Smith College
2001
2015

#### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Farina as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Farina has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

Date

4/10/25

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

JESSE JOHNSON

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/MATHEMATICS

**CURRENT SALARY:** 

\$ 81,584.56

DATE OF HIRE:

SEPTEMBER 1, 2014

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

Centre College

2008

M.S.

University of Notre Dame

2011

Ph.D.

University of Notre Dame

2013

4/16/25

#### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Johnson as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Johnson has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

Date

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

**KELLY ANNE MCKEOWN** 

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/BIOLOGY

**CURRENT SALARY:** 

\$ 92,719.66

DATE OF HIRE:

SEPTEMBER 1, 2010

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.Sc.

McGill University

1998

M.S.

University of Massachusetts

2002

Ph.D.

University of Massachusetts

2010

#### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. McKeown as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. McKeown has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

Date

4/16/25

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

**DRISTI NEOG** 

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/GEOGRAPHY,

PLANNING & SUSTAINABILTY

**CURRENT SALARY:** 

\$ 82,863.73

**DATE OF HIRE:** 

SEPTEMBER 1, 2014

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

DEGREES:

B.Arch.

Jawaharlal Nehru Technological 2001

University

M.CRP.

The University of Texas

2003

Ph.D.

Florida State University

2009

4/16/25

### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Neog as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Neog has met the criteria established by the Agreement.

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

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Approved:

William Salka

Provost and Executive Vice President

Date

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

LEAH NIELSEN

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/ENGLISH

**CURRENT SALARY:** 

\$ 82,863.73

**DATE OF HIRE:** 

SEPTEMBER 1, 2006

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

Syracuse University

1990

M.F.A.

University of Alabama

2001

### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Ms. Nielsen as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Ms. Nielsen has met the criteria established by the Agreement.

I recommend Ms. Nielsen be promoted to the rank of Professor.

Approved:

William Salka

Provost and Executive Vice President

can W Solk

Date

4/16/25

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

HILLARY SACKETT-TAYLOR

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/ECONOMICS

**CURRENT SALARY:** 

\$ 86,206.78

DATE OF HIRE:

SEPTEMBER 1, 2012

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.A. Sm

Smith College

2008

M.CRP.

The University of Texas

2003

Ph.D.

Florida State University

2009

4/16/25

### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Sackett-Taylor as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Sackett-Taylor has met the criteria established by the Agreement.

I recommend Dr. Sackett-Taylor be promoted to the rank of Professor.

Approved:

William Salka

Provost and Executive Vice President

Date

TYPE OF ACTION:

PROMOTION TO PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

MIRIAM TAGER

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/EDUCATION

**CURRENT SALARY:** 

\$ 89,373.96

DATE OF HIRE:

SEPTEMBER 1, 2015

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.A. Sarah Lawrence College

1987

M.S.E.

Bank Street College of Education

1998

Ph.D.

The Graduate School and University

2015

Center The City of University of New York

4/16/25

#### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Tager as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Ziblim Abukari. I conclude that Dr. Tager has met the criteria established by the Agreement.

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

Approved:

Provost and Executive Vice President

TYPE OF ACTION:

PROMOTION TO ASSOCIATE

PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

SUBRAMANIAN VAITHEESWARAN

**RANK/DEPARTMENT:** 

ASSISTANT PROFESSOR/CHEMICAL &

PHYSICAL SCIENCE

**CURRENT SALARY:** 

\$ 76,254.78

**DATE OF HIRE:** 

SEPTEMBER 1, 2022

**EFFECTIVE DATE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.Sc.

Jhunjhunwala College

1990

M.Sc.

University of Mumbai

1993

Ph.D.

University of Maine

2004

#### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Vaitheeswaran as well as all evaluation materials considered by or provided by his chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Vaitheeswaran has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

am Well

Date 4/16/25

TYPE OF ACTION:

PROMOTION TO ASSOCIATE

PROFESSOR/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

KATHRYN WEGLARZ

**RANK/DEPARTMENT:** 

ASSISTANT PROFESSOR/BIOLOGY

**CURRENT SALARY:** 

\$ 74,229.82

DATE OF HIRE:

SEPTEMBER 1, 2020

EFFECTIVE DATE:

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

Colorado State University

2008

M.S.

University of Delaware

2012

Ph.D.

Utah State University

2019

### **JUSTIFICATION:**

In accordance with the process established by the Agreement, I have reviewed the materials submitted by Dr. Weglarz as well as all evaluation materials considered by or provided by her chair, the Committee on Promotion and Dean Sabine Klein. I conclude that Dr. Weglarz has met the criteria established by the Agreement.

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

Approved:

William Salka

Provost and Executive Vice President

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Date

1/16/25



# **Board of Trustees**

April 22, 2025

### **MOTION**

The Academic Affairs Committee recommends to the Full Board:

To approve the granting of tenure, effective September 1, 2025, to:

Dr. Arne Christensen Biology

Dr. Charles Distefano Political Science

Mr. Anthony Furnelli Marketing & Management

Dr. Princy Mennella Psychology
Dr. Mao-Lun Weng Biology

To approve the granting of tenure with automatic promotion, effective September 1, 2025, to:

Dr. Jennifer Pappas Nursing Mr. George Ramirez Art

Dr. Brian Selgrade Sports Medicine & Human Performance

### **Tenure**

Name: Arne Christensen Department: Biology

Professor Christensen joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2023. The department chair describes Dr. Christensen as "a very effective teacher" and speaks positively about his efforts to develop active learning approaches in his classroom. The PEC asserts that Dr. Christensen has "demonstrated outstanding teaching effectiveness." He is the co-author of two peer-reviewed texts intended to serve as resources for instructors and presented at professional development events oriented around improving teaching in STEM. Dr. Christensen is a co-author of an article in the *Journal of Higher Education*. He has given presentations at multiple conferences. Dr. Christensen is a Co-PI on a \$2 million National Science Foundation grant to foster STEM Teacher Preparation and Co-PI on a \$400,322 grant to Increase STEM Teacher Diversity. He has served on the University Curriculum Committee, co-organized the Biology Environmental Seminar Series, and served as the Biology Education Program Coordinator.

Professor DiStefano joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2024. The department chair praises Dr. DiStefano's teaching and commitment to educating students of all levels as "exemplary," and points particularly to his excellent handling of "teaching politics in today's hyper-partisan political world." A PEC member described him as "an exceptional teacher, inclusive, clear and encouraging students to participate." Dr. DiStefano has presented at the Network of Schools of Public Policy, Affairs and Administration (NASPAA), at the Massachusetts Office of the Inspector General Academy, Massachusetts Colleges Online, and the Midwest Political Science Association. Dr. Distefano organized forums and panel discussions for WSU students and municipal managers. He has served as a member of the GEC and chaired the group since 2022. He is a member of the Institutional Review Board, the Learning Management System Advisory Committee, and a founding member of the Health Equity Advisory Board.

Name: <u>Anthony Furnelli</u> Department: <u>Management & Marketing</u>

Professor Furnelli joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2023. The department chair describes him as an "outstanding instructor" who consistently receives high ratings in student evaluations. The PEC highlighted Professor Furnelli's commitment to enhancing his teaching effectiveness through his use of impact practices and mentioned the creation of the study abroad program in International Business as one of his exemplary achievements. He has published three case studies as the first author in the prestigious Case Journal and completed 11 Case Study Reviews for the same journal during this period. He has also actively participated in conferences, both on-campus and off-campus, and received the Teaching Showcase Award in 2021 and the Research Award in 2024. He led the department in creating the Marketing Minor and helped revise the Marketing Major. He serves as a member of the diversity, equity, and inclusion (DEI) committee, the curriculum committee, and as an advisor to the Marketing Club and the MBA committee.

### Name: <u>Princy Mennella</u> Department: <u>Psychology</u>

Professor Mennella joined Westfield State in 2019 at the rank of Assistant Professor. She was promoted to Associate Professor 2023. The department chair refers to Dr. Mennella as "a dedicated and talented educator" who's observation was "an excellent demonstration of the teaching of challenging material." She published two articles in peer-reviewed journals and co-authored a piece about DEI Commitments. Dr. Mennella participated in multiple talks and presentations. Dr. Mennella has served on NECHE. She has been active in supporting diversity and inclusion work on campus, including serving as a JEDI Faculty Fellow, serving as a member of WSU's REJI team (Racial Equity and Justice Institute), co-chair of the Committee for Neuroscience DEI, and a member of the department's Anti-Oppression Committee.

She has served as a peer reviewer for professional journals in her field and maintains membership in the American Psychological Association and regional professional associations.

### Name: <u>Mao-Lun Weng</u> Department: <u>Biology</u>

Professor Weng joined Westfield State in 2019 at the rank of Assistant Professor. He was promoted to Associate Professor 2024. Student SIR II evaluation results for Dr. Weng's courses are exemplary. He successfully applied for 5 pedagogical grants to support the implementation of student-centered modules into his classes. He has been a co-author of 10 published articles (including two as the lead author). He has also given several presentations. He is the PI for a \$1 million National Science Foundation grant to increase financial support for academically talented, low-income students who want to study in the STEM fields. He has served as a peer reviewer for 31 journal articles. He has worked collaboratively with faculty colleagues to develop proposals for new academic programs in AI Applications and Interdisciplinary Informatics. He serves on the Honors Advisory Committee. He developed a community engagement project with Westfield High School teachers called "Let's Talk about GMO."

### **Tenure with Automatic Promotion**

Name: Jennifer Pappas Department: Nursing

Professor Pappas joined Westfield State in 2019 at the rank of Assistant Professor. Dr. Pappas' Department Chair highly praises her as an outstanding instructor, describing her teaching as innovative and employing a diverse range of teaching strategies. Her PEC highlights her ability to engage students through practical activities and real-world examples, utilizing various teaching methods. Dr. Pappas maintains her nursing licensure. She has presented at professional nursing conferences to advance nursing education. She serves as the course coordinator for the Fundamentals of Professional Nursing and Community Health Nursing. Dr. Pappas developed a new first year journey (FYJ) course. Dr. Pappas is a registered nurse as well as an active member in community organizations.

Name:	George Ramirez	Department: Art	

Professor Ramirez joined Westfield State in 2019 at the rank of Assistant Professor. The department chair notes his expertise and talent as a visual artist and how that helps Prof. Ramirez provide a "meaningful, engaging, and creative" learning environment for students. The PEC reports that "students clearly respect and admire him" and commends Prof. Ramirez for creating a respectful and safe atmosphere for "creative exploration and open feedback." Prof. Ramirez is an active professional studio artist and freelance designer and illustrator. He has worked with such local clients as the YMCA of Greater Westfield, All Things Anime in Springfield, and the Muslim Alliance for Sexual and Gender Diversity. He was selected and commissioned to create a Mural for the LGBTQA Association at Western New England University. He served as an external reviewer for Holyoke Community College's academic program in Visual Art. He has published two coloring books that feature his art illustrations. He has displayed his artwork at the Westfield on Weekends Arts Center at an exhibition in celebration of Latino Heritage. He served as a WSU faculty representative for the Commonwealth Joint Commission of Higher Education. His service also includes CURCA, SOAR, Civic Engagement, Urban Education Scholarship Committee and LEAD Scholars Program.

Name: Brian Selgrade Department: Sports Medicine and Human Performance

Professor Selgrade joined Westfield State in 2019 at the rank of Assistant Professor. His Department Chair noted he pays close "attention to instruction, comprehension, feedback, and reflection processes, both for himself and the students." His PEC has commended him for his receptiveness to feedback from previous reviews by the Chair and students, as well as his commitment to personal growth as an instructor. Dr. Selgrade has made scholarly achievements including publishing five peer-reviewed articles and having two manuscripts either in preparation or under review. He presented at national and international professional conferences. He serves as the panel chair of the Annual Undergraduate Research Conference. Dr. Selgrade has developed a First-

Year Journey course. He participates in various committees, including the curriculum committee, the diversity committee, the awards committee, and the GEC.

TYPE OF ACTION:

TENURE / FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

ARNE CHRISTENSEN

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/BIOLOGY

**CURRENT SALARY:** 

\$86,656.64

DATE OF HIRE:

SEPTEMBER 1, 2019

**TENURE EFFECTIVE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

University of Massachusetts

2000

Ph.D.

University of Massachusetts

2008

### **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 Tenure and Dean Sabine Klein. I concur with their conclusions that Dr. Christensen has met the criteria established by the Agreement.

I recommend Dr. Christensen be granted tenure.

Approved:

William Salka

Provost and Executive Vice President

Date

4/14/25

TYPE OF ACTION:

TENURE / FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

**CHARLES DISTEFANO** 

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/POLITICAL SCIENCE

**CURRENT SALARY:** 

\$79,406.49

DATE OF HIRE:

SEPTEMBER 1, 2019

**TENURE EFFECTIVE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

2001

M.A.

University of Missouri Southeast Missouri State

2007

Ph.D.

B.S.

Southern Illinois University

2016

#### **JUSTIFICATION:**

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

I recommend Dr. DiStefano be granted tenure.

Approved:

William Salka

Provost and Executive Vice President

Date

4/10/25

TYPE OF ACTION:

TENURE/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

ANTHONY FURNELLI

**RANK/DEPARTMENT:** 

ASSOCIATE PROFESSOR/MANAGEMENT &

MARKETING

**CURRENT SALARY:** 

\$79,406.49

DATE OF HIRE:

SEPTEMBER 1, 2019

TENURE EFFECTIVE:

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

Wake Forest University

1994

M.A.

American University

1997

M.B.A.

American University

1997

4/16/25

#### **JUSTIFICATION:**

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

I recommend Mr. Furnelli be granted tenure.

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Approved:

William Salka

Provost and Executive Vice President

TYPE OF ACTION:

TENURE / FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

PRINCY MENNELLA

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/PSYCHOLOGY

**CURRENT SALARY:** 

\$93,997.29

DATE OF HIRE:

**SEPTEMBER 1, 2019** 

**TENURE EFFECTIVE:** 

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

University of Richmond

1998

Ph.D.

University of Massachusetts

2004

4/16/25

#### **JUSTIFICATION:**

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

I recommend Dr. Mennella be granted tenure.

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Approved:

William Salka

Provost and Executive Vice President

TYPE OF ACTION:

TENURE / FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

MAO-LUN WENG

RANK/DEPARTMENT:

ASSOCIATE PROFESSOR/BIOLOGY

**CURRENT SALARY:** 

\$81,447.12

DATE OF HIRE:

SEPTEMBER 1, 2019

TENURE EFFECTIVE:

SEPTEMBER 1, 2025

**DEGREES:** 

. National Taiwan University

1998

B.S. M.S.

National Taiwan University

2000

Ph.D.

University of Texas

2015

4/16/25

### JUSTIFICATION:

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

I recommend Dr. Weng be granted tenure.

n/ Sall

Approved:

William Salka

Provost and Executive Vice President

TYPE OF ACTION:

TENURE/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

JENNIFER PAPPAS

**RANK/DEPARTMENT:** 

ASSISTANT PROFESSOR/BIOLOGY

**CURRENT SALARY:** 

\$98,249.09

DATE OF HIRE:

SEPTEMBER 1, 2019

TENURE EFFECTIVE:

SEPTEMBER 1, 2025

**DEGREES:** 

2002

4/16/25

M.S.

Elms College

2015

D.N.P.

B.S.

Capella University

University of Massachusetts

2019

#### **JUSTIFICATION:**

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

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

Approved:

William Salka

Provost and Executive Vice President

lean WSall

TYPE OF ACTION:

TENURE/FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

**GEORGE RAMIREZ** 

**RANK/DEPARTMENT:** 

ASSISTANT PROFESSOR/ART

**CURRENT SALARY:** 

\$75,515.67

DATE OF HIRE:

SEPTEMBER 1, 2019

TENURE EFFECTIVE:

SEPTEMBER 1, 2025

**DEGREES:** 

B.A. We

Westfield State University

1998

M.P.A.

Westfield State University

2014

M.F.A.

Academy of Art University

2019

4/16/28

#### **JUSTIFICATION:**

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

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

Approved:

William Salka

Provost and Executive Vice President

TYPE OF ACTION:

TENURE / FACULTY

**FUNDING SOURCE:** 

STATE FUNDED

NAME:

**BRIAN SELGRADE** 

RANK/DEPARTMENT:

ASSISTANT PROFESSOR/SPORTS MEDICINE AND

**HUMAN PERFORMANCE** 

**CURRENT SALARY:** 

\$73,751.57

DATE OF HIRE:

SEPTEMBER 1, 2019

TENURE EFFECTIVE:

SEPTEMBER 1, 2025

**DEGREES:** 

B.S.

North Carolina State University

2007

M.S.

Duke University Graduate School

2010

Ph.D. Georgia Institute of Technology 2016

#### JUSTIFICATION:

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

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

Approved:

Provost and Executive Vice President

Date

4/16/25