



Board of Trustees
Student Success & Learning Committee

April 28, 2026

Time: 12:45 p.m.

Scanlon Hall, Loughman Living Room

Committee Members: Chair Chris Montemayor, Vice Chair Barney Garcia, Secretary Michael O'Rourke, Melissa Alvarado, Theresa Jasmin, William Reichelt and Dr. Gloria Williams

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

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|--|--------------------------------|
| 1. Call to Order | Trustee Christopher Montemayor |
| 2. Approval of Minutes | Trustee Christopher Montemayor |
| a. Minutes of February 19,2026 | |
| 3. Items for Information | Dr. William Salka. |
| a. Promotion and Tenure | |
| b. Academic Excellence Awards List | |
| c. Student Success Data Demonstration | |
| 4. Items for Action | Trustee Christopher Montemayor |
| a. Motion-Faculty Promotion | |
| b. Motion-Tenure and Tenure with promotion | |
| 5. Adjournment | Trustee Christopher Montemayor |

Attachments:

- a. Minutes of February 19, 2026
- b. Motion for Faculty Promotion
- c. Promotion Candidate Summaries
- d. Promotion Personnel Action
- e. Motion for Tenure
- f. Tenure Candidate Summaries
- g. Tenure Personnel Action
- h. Academic Excellence Awards List



BOARD OF TRUSTEES

Student Success and Learning Committee

February 19, 2026, 12:00 p.m.

Minutes

President's Boardroom, Horace Mann Building

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

MEMBERS PRESENT: Committee Chair Chris Montemayor, Vice Chair Barney Garcia, Secretary Michael O'Rourke, Trustee Theresa Jasmin, Trustee William Reichelt, Trustee Gloria Williams, and Board Chair Ali Salehi, ex-officio member.

MEMBERS ABSENT: Trustee Melissa Alvarado

Also present and participating are Westfield State University President, Dr. Linda Thompson; Provost and Vice President of Academic Affairs Dr. William Salka; and Director of Athletics, Richard Lenfest.

Committee Chair Montemayor called the meeting to order at 12:14 p.m. 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 O'Rourke and seconded by Trustee Garcia to approve the Academic Affairs Committee minutes of the December 18, 2025 meeting. There being no discussion, **ROLL CALL VOTE**, motion passed. Trustees Theresa Jasmin and Gloria Williams abstaining from the vote.

MOTION made by Trustee Queenin and seconded by Trustee Garcia to approve the Justice, Equity, Diversity and Inclusion Committee minutes of the December 18, 2025 meeting. There being no discussion, **ROLL CALL VOTE**, motion passed. Trustees Theresa Jasmin and Gloria Williams abstaining from the vote.

Success Grant – Spring 2026 Plan

- New restrictions:
 - 80% of the money must be spent on new personnel, primarily success coaches.
 - Funds must support "at risk students," defined as Pell or Mass grant eligible students.

Assistant Vice President for Educational Excellence and Retention

- Position expanded from Assistant Provost to Assistant Vice President.

- Applicants can now have experience in student support from student affairs or academic affairs. To broaden the pool of qualified applicants.
- Responsibilities generally the same as the previous Assistant Provost position.

Reorganization of Academic Student Support Offices

- Academic student support offices are now relocated in Parenzo.
 - Easier for students to access and become aware of services.
 - Example: Advisor can take a student directly to the tutoring center.
- Offices divided into two groups: opportunity programs and programs open to all students.

Opportunity Programs

- Deal with distinct populations.
- Examples:
 - Banacos Center: Provides accessibility services (accommodation for students with disabilities) and the learning disabilities program (LDP).
 - Accessibility services are understaffed and under-resourced.
 - LEAD Scholars/LEAD Program (formerly Urban Ed program): Being reworked to better serve at-risk students.
 - TRIO program: Continues to support its group of students.

Programs Open to All Students

- Any student can access these programs.
- Examples:
 - Academic Advising and Transfer Transition Office:
 - Implemented dual advising program: First and second-year students have both a faculty advisor and a professional advisor.
 - Professional advisors help students understand WISE (general education program) and pick their schedules.
 - Course Achievement Center (formerly Care Center):
 - Will be the primary focus for success money.
 - Services target at-risk students but are available to all students.
 - Success coaches primarily work with the at-risk cohort but will assist any student.
 - Aims to boost first and second-year retention rates.
 - Includes tutoring program, strengthened with professional tutors.

First-Year Success Measures

- Fall to spring retention:
 - Trending upwards, with almost 90% of first-time, full-time students returning in the current spring.
- Academic warning rates:
 - 16-17% of first-year students end up on academic warning after their first semester (GPA below 2.0).
 - This is a concern and needs to be addressed.
 - There is a narrow window to catch these students before the end of the fall semester.

First Year Journey Course (FYJ)

- Every first-year student is expected to take this course in the fall.
- A high percentage of students did not successfully complete the course (DWF) in the last two fall semesters: 22% and 23%.

- The speaker states that this number is too high, especially since the course is meant to introduce students to college.
- Uneven teaching methods by different faculty members is one of the issues.
 - Faculty development opportunities are being implemented to address this.
 - There are talks about incorporating more college survival skills into the course.
- Majority of students who didn't successfully complete the course had a high school GPA in the bottom two bands, with the largest number being 2.5.

Solutions

- Huron data will be used to model the likelihood of student success for incoming students.
 - Students will be divided into three categories: low risk, medium risk, and high risk.
 - The course achievement team and advising team will focus on high-risk students with intrusive intervention.
- Pell grant students in the high-risk group will be provided a stipend if they meet with their success coach monthly and participate in workshops.
 - The stipend acts as an incentive to take advantage of available support.
- Reorganization of academic affairs student support offices will continue over the summer.

Faculty Development and Support

- Faculty are free to do what they want with their courses. Professional development will be provided to better inform faculty teaching the FYJ course about the course's intended purpose and to bring uniformity.
- The University received a grant from the Davis Educational Foundation to provide development for faculty, including those teaching FYJ.

Student Support and GPA

- The culture at Westfield is to encourage students to withdraw from courses, even late in the semester, which affects their progress towards graduation.
- Success money is being used to pay for students to take summer courses to catch up.
- Success coaches provide wraparound support to address individual student struggles.

Athletics Report

- Athletics is the "front porch of the University."

Academics

- Men's ice hockey had the highest team GPA last semester with a 3.78.
- There were 30 student athletes with GPAs over 4.0, and 16 of them have maintained that throughout their careers.

Athletic Team Success in the Fall

- Three championships were won in the fall: women's cross country, field hockey, and women's soccer.
- Westfield State is currently in second place in the Smith Cup.

Major Awards

- 33 student athletes were all-conference across seven sports.
- Coach Berg Harris and Coach Brown were named coach of the year in the MassCap.

Winter Success

- Men's basketball won the regular season title and clinched the number one seed.
- Coach Sutter surpassed 400 wins and is the winningest coach in MassCap history for men's basketball.

- Sophomore Kenny Rogers broke a 56-year record by scoring 52 points against Bridgewater.
- Two first-year students in swimming and diving broke school records: Autumn Sutherland (from Cedar Hills, Utah) in the 50 fly and Isabella Zeppa from Monson in the 50 freestyle.
- Men's ice hockey won their 15th game, the most since the reestablishment of varsity ice hockey in 2008.
- Women's track and field won the championship, and Eliza Lee is ranked 15th in the nation in the long jump.

Sports Medicine/Athletic Training

- Approximately 50 student athletes go in for rehab daily.
- The athletic department utilizes bachelor's and master's program students for practical experience.

Nutrition

- Fueling stations are available every Wednesday, sponsored by Westfield Bank, providing healthy snacks for student athletes.
- The goal is to ensure student athletes have access to proper nutrition.

Performance/Strength and Conditioning

- The strength and conditioning program is popular among student athletes.
- The program uses software to measure analytics. The goal is to reduce injuries, especially season-ending injuries, by working with movement science and athletic training.

Mental Health

- Mental health is recognized as extremely important.
- Westfield State partners with Springfield College for athletic counselors to meet with teams regularly.
- Morgan's message is a suicide prevention program for student athletes as well.

Athletics Community Success

- 100% of teams are required to be involved in community engagement.
- Heavily involved with the Special Olympics.
- Baseball team participated with General Counsel Melinda Phelps in the Miracle Meet.

Intramurals and Club Sports

- The University joined with Pickler in West Springfield for pickleball, which is offered to student athletes every Wednesday.
- Working on golf simulators with the local Italian Club.
- Club sports are for students who want to play against other schools but may not be NCAA athletes.
- A club baseball team is starting this spring, with SGA's help.

Pep Rally and New Mascot

- A pep rally was held with great attendance, and a new mascot was unveiled.

Kenny Rogers Video

- A video of Kenny Rogers playing basketball was shown to the Board.

Honorary Degree Recipients

MOTION made by Trustee Jasmin and seconded by Trustee O'Rourke, the Student and Success and Learning Committee recommends approval to the full board the

granting of the honorary Doctor Humane Letters to General Clara Adams-Ender (Ret), effective February 19, 2026. There being no discussion, **ROLL CALL VOTE**, motion passed.

MOTION made by Trustee O'Rourke and seconded by Trustee Jasmin, the Student and Success and Learning Committee recommends approval to the full board the granting of the Honorary Doctor of Public Service to Mr. Kevin Queenin effective February 19, 2026. There being no discussion, **ROLL CALL VOTE**, motion passed.

Board Chair Salehi commented that "Kevin has been a tremendous force behind this University for many, many, many, many years, if not decades. And for what he has done in blood, tears, sweat and financial aid, is beyond comprehension for any one individual to do for this institution. So it's a great honor to offer this."

MOTION made by Trustee Jasmin and seconded by Trustee O'Rourke, the Student and Success and Learning Committee recommends approval to the full board the granting of the honorary Doctor Humane Letters to Lawrence Gwozdz effective February 19, 2026. There being no discussion, **ROLL CALL VOTE**, motion passed.

MOTION made by Trustee O'Rourke and seconded by Trustee Jasmin, the Student and Success and Learning Committee recommends approval to the full board the granting of the honorary Doctor of Laws to Maurice A. Watson effective February 19, 2026. There being no discussion, **ROLL CALL VOTE**, motion passed.

There being no further discussion,

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

Meeting adjourned at 1:16 p.m..

Attachments presented at this meeting:

- a. Draft Minutes of December 18, 2025, Academic Affairs Committee
- b. Draft Minutes of December 18, 2025, JEDI Committee
- c. Power Point: SU SUCCESS Grant
- d. Power Point: Athletics Success Feb 2026
- e. Motion. Honorary Doctor of Humane Letters recipient, General Clara Adams-Ender (Ret)
- f. Supporting documents: General Clara Adams-Ender (Ret)
- g. Motion. Honorary Doctor of Public Service recipient, Mr. Kevin Queenin
- h. Supporting documents: Mr. Kevin Queenin
- i. Motion. Honorary Doctor of Laws recipient, Mr. Maurice Watson, J.D.
- j. Supporting documents: Mr. Maurice Watson, Esquire
- k. Motion. Honorary Doctor of Human Letters recipient, Mr. Lawrence Gwozdz
- l. Supporting documents: Mr. Lawrence Gwozdz

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 Student Success and Learning Committee meeting held on February 19, 2026.

Michael O'Rourke, Secretary

Date

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, as were scholarship and creative activity and professional service.

Faculty Seeking Promotion to Full Professor at Westfield State University

Name Paul Cacolice **Department:** Sports Medicine & Human Performance

Professor Cacolice joined Westfield State in 2016 at the rank of Assistant Professor. He was promoted to Associate Professor in 2021 and tenured in 2022. His department chair describes him as “a rigorous and well-organized teacher, a committed advisor and mentor, an actively engaged scholar, and a steady, dependable contributor in service. His work consistently reflects a high level of professionalism, a clear commitment to student success, and alignment with the mission and values of his department and university.”

Name: Andrew Hafner **Department:** Education

Professor Hafner joined Westfield State in 2013 at the rank of Assistant Professor. He was promoted to Associate Professor in 2018 and tenured in 2019. His dean notes “Dr. Hafner demonstrates substantial accomplishments in scholarship and a high level of engagement in departmental and university service, supported by steady teaching performance and ongoing development. His consistent scholarly productivity and sustained contributions to the program, university, and community reflect a deep commitment to the institution.”

Name: Tracy McLeod **Department:** Education

Professor McLeod joined Westfield State in 2017 at the rank of Assistant Professor. She was promoted to Associate Professor in 2020 and tenured in 2023. Her dean notes she is “an effective and experienced teacher whose instructional philosophy centers on preparing future educators to understand the complexities of working with students with disabilities.” Professor McLeod maintains scholarly activity having published in peer-reviewed journals. Her service to the University includes Special Education Program Area Chair and oversees alignment with DESE and AAQUEP standards.

Name: Edward Orgill **Department:** Music

Professor Orgill joined Westfield State in 2011 at the rank of Assistant Professor. He was tenured in 2017 and promoted to Associate Professor in 2018. His dean notes “Dr. Orgill has established himself as an exceptional teacher whose work covers every major segment of the music curriculum.” He has been department chair since 2023 as well as served on the Curriculum Committee, All University Committee, Faculty Center Advisory Committee and the International Programs Committee. He is a very talented performing musician and scholar, performing as the principal saxophonist with the Springfield Symphony among many other engagements.

Name: Jamie Rivera **Department:** Nursing

Professor Rivera joined Westfield State in 2013 at the rank of Instructor. She was hired as an Assistant Professor in 2017, tenured in 2019 and promoted to Associate Professor in 2021. Her Dean notes : “Her record reflects contributions in teaching, grant activity, and service to both the Nursing Department and the broader university. Across these areas, she demonstrates a consistent commitment to student learning, program improvement, and community engagement.”

Name: Amanda Salacinski **Department:** Sports Medicine & Human Performance

Professor Salacinski joined Westfield State in 2018 at the rank of Assistant Professor. She was promoted to Associate Professor in 2021 and tenured in 2024. Her chair notes “Her teaching philosophy is grounded in mentorship, clarity and application.” Dr. Salacinski has published three articles and has four additional works in progress. She has served as Program Director for the Preventive Care and Physical Activity concentration as well as on the Institutional Research Board, CURCA and University Curriculum Committee.

Name: Susan Scott **Department:** Nursing

Professor Scott joined Westfield State in 2015 at the rank of Instructor. She was hired as an Assistant Professor in 2019, tenured and promoted to Associate Professor in 2021. Her Dean notes “Dr. Scott’s work demonstrates a strong blend of teaching excellence, advising, clinical expertise, scholarship, and service. Her sustained contributions to students, the department, and the broader academic community strongly support her promotion.”

Name: Francesca Spina **Department:** Criminal Justice

Professor Spina joined Westfield State in 2025 at the rank of Associate Professor. The Committee on Promotions notes “your record of teaching effectiveness, student advising, contributions to the content of your discipline, participation in professional organizations as well as your research activity, public service, effectiveness as Chairperson of an extremely large department, and service to the Westfield State University community are all richly documented and have been praised by your colleagues and your college Dean.”

Faculty Seeking Promotion to Associate Professor at Westfield State University

Name: Timothy Honig **Department:** Music

Professor Honig joined Westfield State in 2019 as a three-year temporary Instructor. He was hired in 2022 as an Assistant Professor. His Peer Evaluation Committee notes “he has created and is still the sole full-time faculty member for the Bachelor of Music Therapy.” After reading the music therapy curriculum that was created by Dr. Honig, an external reviewer described that curriculum as having “the potential to be one of the leading academic programs in the United States due to its music-centered therapy focus, self-reflexivity of its student’s ability, and emphasis on culturally sustaining practices in music therapy.”

Faculty Seeking Tenure at Westfield State University

Name: Ashley Evanoski-Cole **Department:** Chemistry

Professor Evanoski-Cole joined Westfield State in 2020 at the rank of Assistant Professor. She was promoted to Associate Professor in 2024. Her Peer Evaluation Committee describes her as “a very effective, innovative, and creative educator.” They note that while at Westfield “she has successfully obtained external grants to expand her research agenda, including an ion chromatography instrument, a gas chromatograph and mass spectrometer, and has established air quality measurements across campus.”

Name: Beverly St. Pierre **Department:** Health Sciences

Professor St. Pierre joined Westfield State in 2020 at the rank of Assistant Professor. She was promoted to Associate Professor in 2023. The Committee on Tenure notes she: “is an excellent representative for her department and Westfield State University. Her commitment to her scholarship, her undergraduate students, and the local community is commendable.”

Name: Francesca Spina **Department:** Criminal Justice

Hired last year as an Associate Professor to chair the Criminal Justice Department, Professor Spina has quickly demonstrated her diverse talents as a faculty member and campus leader. The Committee on Tenure notes that, “Dr. Spina is recognized by her peers as a dynamic, engaging, and highly effective instructor, whose teaching style consistently earns enthusiastic praise from students and colleagues. She creates a relaxed and enjoyable classroom environment that encourages deep thinking and analysis, helping students master challenging concepts while feeling supported. Her course materials and syllabi reveal a well-organized, student-centered approach and she demonstrates both versatility and instructional excellence. As evidence of her pedagogical talents, Dr. Spina has been recognized with an "Excellence in Teaching" award.” A true teacher scholar, she has published four books and in several journals.

Name: Kathryn Weglarz **Department:** Biology

Professor Weglarz joined Westfield State in 2020 at the rank of Assistant Professor, and was promoted to Associate in 2025. Dr Weglarz’s Peer Evaluation Committee described her teaching as outstanding, as evidenced by her receipt of the Early Career Teaching and Mentoring Award as well as the Teaching Showcase Award. Her Chair characterizes her teaching as “innovative, engaging, and high impact.” Dr Weglarz scholarship includes being a Principal Investigator on an NSF grant valued at almost 2 million dollars. She has published 6 peer review articles and is working on 3 manuscripts.

Tenure with Automatic Promotion

Name: Michelle Duffelmeyer **Department:** Health Sciences

Professor Duffelmeyer joined Westfield State in 2020 at the rank of Assistant Professor. The tenure committee notes “Dr. Duffelmeyer has made substantial contributions to Physicians Assistant education through her role as course coordinator and lecturer for six major medical modules. She

independently designed comprehensive curricula—including lectures, OSCEs, quizzes, and exams—and uses performance data and feedback to refine assessments.” The Committee also noted “She organized the program’s first cadaver lab, facilitated guest lectures from clinical specialists, modernized and reintegrated the Anatomage Dissection Table, and expanded orthopedic and rheumatology teaching through her clinical expertise and new partnership. As the only MD on the PA faculty, she brings essential medical expertise while modeling the professionalism and empathy expected of future PAs.”

Name: Juliet Lee **Department:** Education

Professor Lee joined Westfield State in 2020 at the rank of Assistant Professor. Her dean notes that “Dr. Lee is a thoughtful, reflective, and highly effective teacher whose work is grounded in a learner-centered approach that emphasizes relationships and critical reflection. She teaches a broad range of foundational, methods-based, diversity-focused, and field-based courses. She has also played a substantial role in the collaborative redesign of the Education curriculum to better align with the department’s equity and antiracist commitments.” She was a 2022 STaR Fellow with the Association of Mathematics Teacher. She has published several articles and currently has a manuscript under review. From 2022 to 2024, she served as Co-Principal Investigator on a \$1.9 million NSF-funded project examining the impact of Course-based Undergraduate Research Experiences.

Name: Nicholas Morrison **Department:** Psychology

Professor Morrison joined Westfield State in 2020 at the rank of Assistant Professor. His chair notes “Dr. Morrison has been exemplary throughout his five years at Westfield State University. He holds high standards for both himself and his students, and his teaching consistently demonstrates creativity and engagement across undergraduate and graduate courses.” An active scholar, Dr. Morrison has averaged more than one peer-reviewed publication per year since arriving at Westfield State. He is Director of the M.A. Counseling Program and serves as advisor for graduate students in that program. His chair also notes “Under his leadership, the counseling suite’s recording systems were modernized, improving both supervision quality and data security.”

Name: Jessica Stephens **Department:** Biology

Professor Stephens joined Westfield State in 2020 at the rank of Assistant Professor. The tenure committee notes “Her Peer Evaluation Committee and Chairperson describe her teaching as exemplary, emphasizing her effective use of inclusion, equity, and evidence-based-collaborative learning in her classroom.” She has co-authored several peer reviewed publications and is first author in two manuscripts currently under review. Dr. Stephens has secured over \$10,000 in grants and has participated in many departmental and university-wide service committees. She also manages all aspects of the Biology Department’s Licensure program.

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: ANDREW HAFNER
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/EDUCATION
CURRENT SALARY: \$95,218.69
DATE OF HIRE: SEPTEMBER 1, 2013
TENURE EFFECTIVE: SEPTEMBER 1, 2026

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

JUSTIFICATION:

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

I recommend Dr. Hafner be granted promotion to Professor.

Approved:


William Salka
Provost and Executive Vice President

Date 3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: PAUL CACOLICE
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/SPORTS MEDICINE &
HUMAN PERFORMANCE
CURRENT SALARY: \$83,846.51
DATE OF HIRE: SEPTEMBER 1, 2018
TENURE EFFECTIVE: SEPTEMBER 1, 2026

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 Promotion and Dean Kimberly Sherman. I concur with their conclusions that Dr. Cacolice has met the criteria established by the Agreement.

I recommend Dr. Cacolice be granted promotion to Professor.

Approved:



William Salka
Provost and Executive Vice President



Date

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: TIMOTHY HONIG
RANK/DEPARTMENT: ASSISTANT PROFESSOR/EDUCATION
CURRENT SALARY: \$79,273.71
DATE OF HIRE: SEPTEMBER 1, 2022
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.M.	Lawrence University	2011
	M.M.	Appalachian State University	2014
	Ph.D.	Aalborg University, Denmark	2022

JUSTIFICATION:

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

I recommend Dr. Honig be granted promotion to Associate Professor.

Approved:



William Salka
Provost and Executive Vice President

Date



**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: TRACY MCLEOD
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/EDUCATION
CURRENT SALARY: \$88,906.27
DATE OF HIRE: SEPTEMBER 1, 2017
TENURE EFFECTIVE: SEPTEMBER 1, 2026

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 Promotion and Dean Kimberly Sherman. I concur with their conclusions that Dr. McLeod has met the criteria established by the Agreement.

I recommend Dr. McLeod be granted promotion to Professor.

Approved:



William Salka
Provost and Executive Vice President

Date



WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: JAMIE RIVERA
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/NURSING
CURRENT SALARY: \$115,846.21
DATE OF HIRE: SEPTEMBER 1, 2013
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.S.	College of our Lady of the Elms	1999
	M.S.N.	American International College	2012
	Ph.D.	University of Connecticut	2018

JUSTIFICATION:

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

I recommend Dr. Rivera be granted promotion to Professor.

Approved:


William Salka
Provost and Executive Vice President

Date 3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION / FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: EDWARD ORGILL
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/EDUCATION
CURRENT SALARY: \$92,719.94
DATE OF HIRE: SEPTEMBER 1, 2011
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.A.	Eastern Washington University	1993
	M.M.	University of Oregon	2001
	M.M.	University of Oregon	2001
	D.A.	University of Northern Colorado	2008

JUSTIFICATION:

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

I recommend Dr. Orgill be granted promotion to Professor.

Approved:



William Salka
Provost and Executive Vice President

Date



**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: AMANDA SALACINSKI
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/SPORTS MEDICINE &
HUMAN PERFORMANCE
CURRENT SALARY: \$87,818.03
DATE OF HIRE: SEPTEMBER 1, 2018
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.S.	University of Pittsburgh	2000
	M.S.	Springfield College	2002
	Ph.D.	University of Pittsburgh	2007

JUSTIFICATION:

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

I recommend Dr. Salacinski be granted promotion to Professor.

Approved:


William Salka
Provost and Executive Vice President

Date 3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION/FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: SUSAN SCOTT
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/NURSING
CURRENT SALARY: \$108,311.35
DATE OF HIRE: SEPTEMBER 1, 2015
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.S.N.	College of our Lady of the Elms	1991
	M.S.N.	University of Hartford	2007
	Ph.D.	University of Massachusetts	2019

JUSTIFICATION:

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

I recommend Dr. Scott be granted promotion to Professor.

Approved:



William Salka
Provost and Executive Vice President

Date

3/11/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: PROMOTION /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: FRANCESCA SPINA
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/CRIMINAL JUSTICE
CURRENT SALARY: \$95,000.00
DATE OF HIRE: JANUARY 19, 2025
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:

B.A.	Trinity College	2000
M.A.	University of Massachusetts	2013
Ph.D.	University of Massachusetts	2014

JUSTIFICATION:

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


I recommend Dr. Spina be granted promotion to Professor.

Approved:



William Salka
Provost and Executive Vice President

Date



WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: JESSICA STEPHENS
RANK/DEPARTMENT: ASSISTANT PROFESSOR/BIOLOGY
CURRENT SALARY: \$74,229.82
DATE OF HIRE: SEPTEMBER 1, 2020
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.S.	Butler University	2005
	M.S.	Auburn University	2011
	Ph.D.	University of Georgia	2017

JUSTIFICATION:

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

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

Approved:



William Salka
Provost and Executive Vice President

Date

3/1/24

WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: MICHELLE DUFFELMEYER
RANK/DEPARTMENT: ASSISTANT PROFESSOR/HEALTH SCIENCES
CURRENT SALARY: \$103,611.69
DATE OF HIRE: SEPTEMBER 1, 2020
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.S.	Cornell University	1990
	M.D.	State University of New York	1995

JUSTIFICATION:

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

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

Approved:



William Salka
Provost and Executive Vice President

Date

3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: TENURE /FACULTY

FUNDING SOURCE: STATE FUNDED

NAME: ASHLEY EVANOSKI-COLE

RANK/DEPARTMENT: ASSOCIATE PROFESSOR/CHEMICAL & PHYSICAL SCIENCES

CURRENT SALARY: \$78,691.82

DATE OF HIRE: SEPTEMBER 1, 2020

TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:

B.S.	Susquehanna University	2009
M.S.	Colorado State University	2012
Ph.D.	Colorado State University	2017

JUSTIFICATION:

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

I recommend Dr. Evanoski-Cole be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date

3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: JULIET LEE
RANK/DEPARTMENT: ASSISTANT PROFESSOR/EDUCATION
CURRENT SALARY: \$78,770.77
DATE OF HIRE: SEPTEMBER 1, 2020
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.A.	The City University of New York	1990
	M.A.	New York University	2006
	M.S.	Stanford University	2012
	Ph.D.	University of California	2018

JUSTIFICATION:

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

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

Approved:



William Salka
Provost and Executive Vice President

Date

3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: NICHOLAS MORRISON
RANK/DEPARTMENT: ASSISTANT PROFESSOR/PSYCHOLOGY
CURRENT SALARY: \$78,770.77
DATE OF HIRE: SEPTEMBER 1, 2020
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.A.	University of Massachusetts	2010
	M.S.	University of Massachusetts	2015
	Ph.D.	University of Massachusetts	2019

JUSTIFICATION:

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

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

Approved:



William Salka
Provost and Executive Vice President

Date

3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: FRANCESCA SPINA
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/CRIMIINAL JUSTICE
CURRENT SALARY: \$95,000.00
DATE OF HIRE: JANUARY 19, 2025
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:	B.A.	Trinity College	2000
	M.A.	University of Massachusetts	2013
	Ph.D.	University of Massachusetts	2014

JUSTIFICATION:

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

I recommend Dr. Spina be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date 3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: BEVERLY ST. PIERRE
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/HEALTH SCIENCES
CURRENT SALARY: \$103,977.41
DATE OF HIRE: SEPTEMBER 1, 2020
TENURE EFFECTIVE: SEPTEMBER 1, 2026

DEGREES:


B.A.	Bay Path University	2006
M.O.T.	Bay Path University	2007
D.O.T.	Chatham University	2012

JUSTIFICATION:

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

I recommend Dr. Duffelmeyer be granted tenure.

Approved:


William Salka
Provost and Executive Vice President

Date 3/1/26

**WESTFIELD STATE UNIVERSITY
BOARD OF TRUSTEES PERSONNEL ACTION
April 28, 2026**

TYPE OF ACTION: TENURE /FACULTY
FUNDING SOURCE: STATE FUNDED
NAME: KATHRYN WEGLARZ
RANK/DEPARTMENT: ASSOCIATE PROFESSOR/BIOLOGY
CURRENT SALARY: \$78,691.82
DATE OF HIRE: SEPTEMBER 1, 2020
TENURE EFFECTIVE: SEPTEMBER 1, 2026

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 her personnel file and all evaluation materials considered by or provided by her chair, the Committee on Tenure and Dean Mirley Balasubramanya. I concur with their conclusions that Dr. Weglarz has met the criteria established by the Agreement.

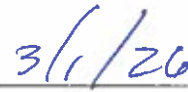
I recommend Dr. Weglarz be granted tenure.

Approved:



William Salka
Provost and Executive Vice President

Date



College of Arts and Science

Department	Award Name	Student Name
Art	Academic Excellence in Animation	Maya Bass
	Academic Excellence In Art Education	Madaline Williams
	Academic Excellence In Illustration	Virginia Caney
	Academic Excellence in Graphic Design	Amber Lyons
	Arno Maris Academic Excellence Award in Fine Arts	Mia Griffin
Theatre Arts	Academic Excellence Award in Theatre Arts	Jillian Lemon
Biology	Academic Excellence Award in Biology Research	Bronwyn Pinstly
	Professor J Kenneth Taylor Academic Excellence Award for Teaching	Autumn Jones
	Academic Excellence Award	Evelyn Morrissette
	Academic Excellence Award	Autumn Jones
	Academic Excellence Award	Lily Dufresne
	Academic Excellence Award	Taylor Knapp
	Academic Excellence Award	Brendon Bousquet
	Academic Excellence Award	Emily Ottomaniello
Chemical & Phys Sci	Academic Excellence Award in Chemistry	Faith McCormack
	Academic Excellence Award in Chemistry, Biochemistry Concentration	
	Academic Excellence Award in Chemistry, Biochemistry Concentration	Evelyn Morrissette
		Joseph Thomson
Communication	Top Communication GPA	Sydney Dias
	Academic Excellence in Communication	Rowan Gottshall
	Academic Excellence in Communication	Sean Jacobson
	Academic Excellence in Communication	Tyler King
	Academic Excellence in Communication	Ashlyn Nicholas
	Academic Excellence in Communication	Tyler Farren
Criminst Justice	Outstanding Criminal Justice Student Award	Noah Braman
	Academic Excellence Award	Zev Hiranandani
	Academic Excellence Award	George Hurley
	Academic Excellence Award	Chase Goldberg
	Academic Excellence Award	Angela Marrero
	Academic Excellence Award	Donovan Clark
	Kristen Noaln Memorial Ward	Angela Marrero
	Academic Excellence Award	Gregory Brown
Economics	Academic Excellence Award	Abigail Tiburcio Pena
	Academic Excellence Award	Demetre Baltas
	Academic Excellence Award	Burnham, Benjamin
English	Celeste M. Loughman Academic Excellence Award	Mason Bouffard
	Bette B. Roberts Academic Excellence Award	Sydney Wietecha
	Barbara A. Welch Academic Excellence Award	Joaquin "JC" Erasquin
	Stephen Sossaman Academic Excellence Award	Tierney Boyle
Environmental Sci	Outstanding Environmental Science Student Award	Emily Ottomaniello
	Environmental Science Academic Excellence Award	Lee Gould
	Environmental Science Academic Excellence Award	Taylor Knapp
	Environmental Science Academic Excellence Award	Kyle Cole

College of Arts and Science

	Environmental Science Academic Excellence Award	Nick Brosseau
	Environmental Science Departmental Service Award	John Gaj
Ethic & Gender Studies	Howard Zinn Award	Kaylish Martinez
	Adrienne Rich Award	Ella Hansen
History & P	Colleen Harrigan Memorial for Academic Excellence Award in History Education	Ryan Tangstrom
	Michael S. Anciello Award	Nicholas Anciello
	Academic Excellence Award	Mason Bouffard
Philosophy	none	none
Mathematics	Academic Excellence Award	Olivia Stafford
	John B. Sbrega Memorial Award	Jake Kirker
Music	Academic Excellence Award Music Education	Marialaina Gelineau
	Academic Excellence Award in Music Performance	Olivia Tabb
	Academic Excellence Award in Music Therapy	Priscilla Oluokin
	Academic Excellence Award	Olivia Tabb
Political Sci	Academic Excellence Award	Alan Kluge
	Academic Excellence Award	Abigail Tiburcio Pena
	Dept. Service Award	Noah Brahman
Psychology	Academic Excellence Award	Claire Davies
	Academic Excellence Award	Samantha Brady
	Academic Excellence Award	Meghan Haupt
	Academic Excellence Award	Katelyn Labrie
	Harvey Roazen Award Highest GPA Day division	Stephanie Craig
	Robert Goodale Award: Highest GPA DGCE division(con't ed)	Grace Downey
	Alvin Cohen Award	Stephanie Craig
Sociology	Distinguished Internship Award in Sociology	Jonathan Rodriguez
	Zengie Mangaliso Academic Excellence Award in Sociology	Kimberly Dahlberg
	Academic Excellence Award in Sociology	Jeremy Nass
Hispanic, Liberal & Interdisciplinary Studies	Academic Excellence Award in Spanish	Nashaly Morales Rosario
	Academic Excellence Award in Liberal Studies BA	Maya Reissner
	Academic Excellence Award in Liberal Studies BS	Abigail Dones

College of Professional Studies

Department	Award Name	Student Name
Accounting & Finance	Academic Excellence Award (Accounting)	Joshua Towse
	Academic Excellence Award (Accounting)	Elizabeth Bertolino
	Academic Excellence Award (Accounting)	Joel Gonzalez
	Academic Excellence Award (Accounting)	Courtney Cassin
	Academic Excellence Award (Finance)	William Chausse
	Academic Excellence Award (Finance)	Juliya Gargun
Computer & Information Science	Academic Excellence Award - COMS	Cooper Board
	Academic Excellence Award - COMS	Ernest Whitehead
	Academic Excellence Award - COMS	Arthur Shvetsov
	Academic Excellence Award - CIS	Ryan DeFalco
	Academic Excellence Award - CIS	Mikhail Zaverukha
Education	Wanda Cook Award for Excellence in Elementary E	Gabriella Zive
	Wanda Cook Award for Excellence in Elementary E	Shea Hamel
	Barbara Holland Award for Excellence in Early Chil	Sarah Money
	Linda Nober Award for Excellence in Special Educ	Grace Emmons
	Linda Nober Award for Excellence in Special Educ	Paige Walsh
	Jane Nagle Award for Excellence in Secondary Edu	Olivia Stafford
	Dewey McGowen Award for an Education Scholar I	Kenya Wright
	Gwenyth Clifford Cox Early Childhood Award	Amelia Kelso
Geography, Planning & Sustainability	Stephanie B. Kelly Regional Planning Senior Award	Ledger Bartholomew
	Academic Excellence Award in Regional Planning	Daniel Lyons
	Academic Excellence Award in Regional Planning	Ledger Bartholomew
Health Sciences	Academic Excellence Award	Mercedes Rozzi
	Academic Excellence Award	Deeksha Johar
	Academic Excellence Award	Cassandra Lorom
	Academic Excellence Award	Tatiana Fortes
Management and Marketing	Academic Excellence Award in Management	Kelsey Ouellet
	Academic Excellence Award in Management	Owen Mathieu
	Academic Excellence Award in Management	Isabel Lopes
	Academic Excellence Award in Management	Dino Pietroniro
	Academic Excellence Award in Management	Jamie Pfisterer
	Academic Excellence Award in Marketing	Kaleigh Murphy
	Academic Excellence Award in Marketing	Melody Latshaw
	Academic Excellence Award in Marketing	John Henneberger
	Academic Excellence Award in Marketing	Nicholas Faber
Nursing	Academic Excellence Award	Katelyn Stankowski
	Academic Excellence Award	Emma Comeau
	Academic Excellence Award	Mia Comeau
Social Work	Academic Excellence Award	Joel Bergstrom
	Academic Excellence Award	Ryan Simon-DeCoteau
	Social Work Practicum Award	Alyssa Goselin
	Social Work Practicum Award	Nataly Velazquez
Sports Medicine and Human Performance	Tilia J. Fantasia Professional Award	Daniel Sherry

College of Professional Studies

Physical Education Honor Award

Sports Medicine Honor Award

Sports Medicine and Human Performance **Athletic Training Honor Award**

Exercise Science Honor Award

Preventive Health and Physical Activity

Kayla Davis

Brynne LeCours

Julianne Kelly

Isabelle Dias

Nathan Yarsley



Board of Trustees

April 28, 2026

MOTION

The Student Success and Learning Committee recommends to the full Board:

To approve the granting of promotion to the rank of Professor, effective September 1, 2026, to:

Dr. Paul Cacolice	Sports Medicine and Human Performance
Dr. Andrew Hafner	Education
Dr. Tracy McLeod	Education
Dr. Edward Orgill	Music
Dr. Jamie Rivera	Nursing
Dr. Amanda Salacinski	Sports Medicine and Human Performance
Dr. Susan Scott	Nursing
Dr. Francesa Spina	Criminal Justice

To approve the granting of promotion to the rank of Associate Professor, effective September 1, 2026, to:

Dr. Timothy Honig	Music
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ACADEMIC AFFAIRS

TO: President Linda Thompson
FROM: William Salka.
Provost and Vice President, Academic Affairs
DATE: March 13, 2026
SUBJ: Promotion

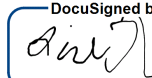
The following are faculty and librarians recommended for promotion for the 2026/2027 academic year:

Associate Professor:

Prof. Timothy Honig Music

Professor:

Prof. Paul Cacolice Sports Medicine & Human Performance
Prof. Andrew Hafner Education
Prof. Tracy McLeod Education
Prof. Edward Orgill Music
Prof. Jamie Rivera Nursing
Prof. Amanda Salacinski Sports Medicine & Human Performance
Prof. Susan Scott Nursing
Prof. Francesca Spina Criminal Justice

Approved: 
A223F136EA0F430...
Dr. Linda Thompson, President

03/19/26
Date



Board of Trustees

April 28, 2026

MOTION

The Student Success and Learning Committee recommends to the full Board:

To approve the granting of tenure, effective September 1, 2026, to:

Professor Ashley Evanoski-Cole	Chemistry & Physical Science
Professor Beverly St. Pierre	Health Sciences
Professor Francesca Spina	Criminal Justice
Professor Kathryn Weglarz	Biology

To approve the granting of tenure with automatic promotion, effective September 1, 2026, to:

Professor Michelle Duffelmeyer	Health Sciences
Professor Juliet Lee	Education
Professor Nicholas Morrison	Psychology
Professor Jessica Stephens	Biology

ACADEMIC AFFAIRS

TO: President Linda Thompson
FROM: William Salka
Provost and Vice President, Academic Affairs
DATE: March 13, 2026
SUBJ: Tenure

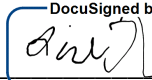
The following are faculty and librarians recommended for tenure/tenure with automatic promotion for the 2026/2027 academic year:

Tenure with Automatic Promotion:

Prof. Michelle Duffelmeyer	Health Sciences
Prof Juliet Lee	Education
Prof. Nicholas Morrison	Psychology
Prof. Jessica Stephens	Biology

Tenure:

Prof. Ashley Evanoski-Cole	Chemistry & Physical Science
Prof. Beverly St. Pierre	Health Sciences
Prof. Francesca Spina	Criminal Justice
Prof. Kathryn Weglarz	Biology

Approved: 
A223F136EA8E430...
Dr. Linda Thompson, President

03/13/26

Date