

WORCESTER STATE UNIVERSITY
BOARD OF TRUSTEES
ACADEMIC & STUDENT DEVELOPMENT COMMITTEE MEETING
Tuesday, April 9, 2024
9:00 A.M.
REMOTE PARTICIPATION
Join Zoom Meeting
<https://worchester.zoom.us/j/7507433002>
Meeting ID: 975 0743 3002

Meeting Called By: Karen LaFond (Chair)

Minutes: Nikki Kapurch

Board Members: Karen LaFond (Chair); William Mosley; Maureen Power (Vice Chair); Lawrence Sasso; Kaitlin Schott

WSU Staff: Barry Maloney; Lois Wims; Ashlynn Allain; Carl Herrin; Nikki Kapurch; Stacey Luster

All documents considered to be **drafts** until discussed and/or approved by the Board

| AGENDA | | |
|--|-------------------------------|--|
| ITEM | RESPONSIBLE | ACTION |
| 1. <i>Administrative Business</i> A. Call to Order | Karen LaFond | |
| 2. <i>Academic and Student Development Committee Report</i> Discussion Regarding Tenure and Promotion a. President Memo to Trustees* b. Provost Memo to President* c. 2023-2024 PowerPoint Presentation* | Karen LaFond Lois Wims | Recommendation to the Full Board - 3 votes required a. Informational b. Informational c. Informational |
| 3. <i>Administrative Updates</i> A. Other Business | Karen LaFond | |
| 4. <i>Adjournment</i> | Karen LaFond | 4. vote required |

*Attachments



WORCESTER
S T A T E
UNIVERSITY

President's Office
Phone: 508-929-8020
Fax: 508-929-8191
Email: bmaloney@worchester.edu

TO: Members, WSU Board of Trustees
FROM: Barry M. Maloney, President
RE: Tenure/Promotion Recommendations
DATE: March 15, 2024

Following the recommendation of Dr. Lois Wims, Provost and Vice President for Academic Affairs, I am pleased to submit for your consideration and approval the following faculty members to be promoted and/or awarded tenure, effective September 1, 2024:

The following tenure track faculty are recommended for **Tenure with Promotion to Associate Professor:**

| | |
|----------------|------------|
| Julia McNeil | Nursing |
| Yan Hu | Biology |
| Frank Boardman | Philosophy |

The following tenure-track faculty are recommended for **Promotion to Associate Professor:**

| | |
|----------------|----------------------|
| Laura Kane | Philosophy |
| Mark Beaudry | Criminal Justice |
| Nada Alsallami | Computer Science |
| Tanya Trudell | Occupational Therapy |

The following tenure-track faculty are recommended for Promotion to **Full Professor:**

| | |
|--------------------------|-------------------------------------|
| Alex Briesacher | Sociology |
| Aimee Delaney | Criminal Justice |
| Antonio Guijarro-Donados | World Languages |
| Daniel Hunt | Communication |
| Francisco Vivoni | Sociology |
| Martin Fromm | History & Political Science |
| Miriam Plavin-Masterman | Business Administration & Economics |
| Jeremy Andreatta | Chemistry |
| Susan Mitroka-Batsford | Chemistry |

In making the recommendations, each applicant was given due and serious consideration as required under the provisions of the collective bargaining agreement.

cc: L. Wims
E. Briesacher
S. Mitra



WORCESTER
S T A T E
UNIVERSITY

Provost and Vice President for Academic Affairs

Phone: 508-929-8038

Fax: 508-929-8187

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
DATE: March 8, 2024
RE: Recommended for Tenure with Promotion to Associate Professor

APPROVED

MAR 07 2024
BARRY M. MALONEY
PRESIDENT

The following tenure-track faculty are recommended for tenure with promotion to associate professor:

Julia McNeil

Yan Hu

Frank Boardman

CC: Sathi Mitra
Erika Briesacher



WORCESTER
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UNIVERSITY

Provost and Vice President for Academic Affairs

Phone: 508-929-8038

Fax: 508-929-8187

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
DATE: March 8, 2024
RE: Recommended for Promotion to Associate Professor

APPROVED

MAR 07 2024

BARRY M. MALONEY
PRESIDENT

The following tenure-track faculty are recommended for promotion to associate professors:

Laura Kane

Mark Beaudry

Nada AlSallami

Tanya Trudell

CC: Sathi Mitra
Erika Briesacher



WORCESTER
S T A T E
UNIVERSITY

Provost and Vice President for Academic Affairs

Phone: 508-929-8038

Fax: 508-929-8187

TO: President Barry Maloney
FROM: Lois A. Wims, Provost
DATE: March 8, 2024
RE: Recommendation for Promotion to Full Professor

APPROVED

MAR 07 2024

BARRY M. MALONEY
PRESIDENT

The following tenure-track faculty are recommended for promotion to full professors:

Alex Briesacher
Aimee Delaney
Antonio Guijarro-Donadios
Daniel Hunt
Francisco Vivoni
Martin Fromm
Miriam Plavin-Masterman
Jeremy Andreatta
Susan Mitroka-Batsford

CC: Sathi Mitra
Erika Briesacher



Tenure & Promotion Process

2023-2024

TENURE PROCESS AT WSU

- Each tenure-track faculty member is evaluated every year
- Process is governed by the MSCA Contract and includes:
 - Classroom Observation
 - Peer Evaluation
 - Chair Evaluation
 - Dean Evaluation and Recommendation
 - Provost Recommendation
 - President Recommendation and Approval
- At each of the first 5 years, a recommendation is made regarding reappointment to the next year

TENURE PROCESS AT WSU

- During the sixth year, candidates must come up for tenure
- Each tenure candidate produces an extensive portfolio of accomplishments in:
 - Teaching Excellence
 - Scholarship / Creative Activity
 - Professional Service
 - Alternative Assignments

TENURE PROCESS AT WSU

- In cases where individuals came to WSU with experience elsewhere or tenure elsewhere, the candidate may apply for an early tenure decision.
- Tenure is a commitment for continuous employment by the institution.
- A negative tenure decision requires a terminal contract to the faculty member for the seventh year.

FACULTY MEMBERS RECOMMENDED FOR TENURE WITH PROMOTION TO ASSOCIATE PROFESSOR

| Faculty Member | Degree | Department |
|-----------------------|---------------|-------------------|
| Frank Boardman | Ph.D. | Philosophy |
| Yan Hu | Ph.D. | Biology |
| Julia McNeil | M.S.N | Nursing |

FACULTY MEMBER FOR
TENURE WITH PROMOTION TO ASSOCIATE PROFESSOR
Frank Boardman, Ph.D.

- Department of Philosophy
- Ph.D., The City University of New York Graduate Center
- Ontology of Film Areas Editor, *PhilPapers*
- Co-Editor, *Current Controversies in the Philosophy of Art*
- Department Chair, 2020 to present

FACULTY MEMBER FOR
TENURE WITH PROMOTION TO ASSOCIATE PROFESSOR
Yan Hu, Ph.D

- Department of Biology
- Ph.D., Wuhan University
- Early Career Teaching Fellows (ECTF) Mentor, 2023
- Tri-Beta Honors Society faculty advisor, 2019–22
- Aisiku Undergraduate Summer Research Fellowship Advisor Award, 2023

FACULTY MEMBER FOR
TENURE WITH PROMOTION TO ASSOCIATE PROFESSOR
Julia McNeil, M.S.N.

- Department of Nursing
- M.S.N., University of Phoenix
- Sigma Theta Tau, Mu Chapter, research grant recipient, 2016
- Student Nurses Association faculty advisor, 2021 to present
- Graduate Education Council, 2019 to present

QUESTIONS?

PROMOTION PROCESS AT WSU

- All hires who have the terminal degree in their field are appointed at the Assistant Professor rank
- After a contractual time period, Assistant Professors may apply for promotion:
 - April 1st of prior year notification
 - Candidates may request consideration for promotion early
- Associate Professors, after a contractual time period, may apply for promotion to Professor
- Promotion to Professor requires a higher level of merit

PROMOTION PROCESS AT WSU

- The promotion process requires:
 - o Classroom Observation
 - o Peer Evaluation (Department)
 - o Chair Evaluation
 - o University-wide Promotion Committee Vote
 - o Dean Evaluation and Recommendation
 - o Provost Recommendation
 - o President Recommendation
 - o Board of Trustees Decision

PROMOTION PROCESS AT WSU

- Each promotion* increases the base salary by academic rank by whichever is the greater amount equal to 5% of the current salary or to the corresponding rate below:

| Academic Ranking | Base Salary Increase | | Faculty Candidates | | Annual Cost to WSU |
|-------------------------------|----------------------|---|---------------------|---|--------------------|
| Associate Professor/Librarian | \$4,462.00 | x | 7 | = | \$31,234.00 |
| Full Professor | \$4,977.00 | x | 9 | = | \$44,793.00 |
| | | | Annual Total | = | \$76,027.00 |

**These rates are effective as of September 2020*

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

| Faculty Member | Degree | Department |
|-----------------------|---------------|----------------------|
| Nada AlSallami | Ph.D. | Computer Science |
| Mark Beaudry | Ph.D. | Criminal Justice |
| Laura Kane | Ph.D. | Philosophy |
| Tanya Trudell | Ed.D. | Occupational Therapy |

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

Nada AlSallami, Ph.D

- Department of Computer Science
- Ph.D., University of Technology, Iraq
- LASC Advisory Committee, 2022–23
- University Curriculum Committee, 2023-24
- Faculty Research Advisor, Aisiku Summer Research Project, 2022

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

Mark Beaudry, Ph.D

- Department of Criminal Justice
- Ph.D., Capella University
- Coordinator of Forensic Science Minor, 2020–23
- Strategic Planning Committee, 2019–20
- George I. Alden Excellence in Teaching Award nominee, 2023

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

Laura Kane, Ph.D

- Department of Philosophy
- Ph.D., The Graduate Center, City University of New York
- George I. Alden Excellence in Teaching Award nominee, 2022
- Faculty supervisor, Massachusetts Undergraduate Research Conference, 2023
- Committee Member, University Curriculum Committee, 2022 to present

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

Tanya Trudell, Ed.D

- Department of Occupational Therapy
- Ed.D., Johnson & Wales University
- Neuro-Developmental Treatment/Bobath Certification, 2014, 2023
- MOT Graduate Program Coordinator, 2020–23
- Department Chair, 2023 to present

QUESTIONS?

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

| Faculty Member | Degree | Department |
|--------------------------|--------|-------------------------------------|
| Jeremy Andreatta | Ph.D. | Chemistry |
| Alex Briesacher | Ph.D. | Sociology |
| Aimee Delaney | Ph.D. | Criminal Justice |
| Martin Fromm | Ph.D. | History & Political Science |
| Antonio Guijarro-Donados | Ph.D. | World Languages |
| Dan Hunt | Ph.D. | Communication |
| Susan Mitroka-Batsford | Ph.D. | Chemistry |
| Miriam Plavin-Masterman | Ph.D. | Business Administration & Economics |
| Francisco Vivoni | Ph.D. | Sociology |

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Jeremy Andreatta, Ph.D.

- Department of Chemistry
- Ph.D., Texas A&M University
- George I. Alden Excellence in Teaching Award, 2016
- Chair, ACS Central Massachusetts Section, 2016 and 2018
- First-prize poster presentation in Chemistry, Celebration of Scholarship and Creativity, 2014

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Alex Briesacher, Ph.D.

- Department of Sociology
- Ph.D., Kent State University
- George I. Alden Excellence in Teaching Award, 2018
- Co-Chair, Campus Climate Committee, 2021–22
- Chair, University Curriculum Committee, SP 2022

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Aimee Delaney, Ph.D.

- Department of Criminal Justice
- Ph.D., University of New Hampshire
- Worcester State Foundation Research Grant recipient, 2023
- Program Evaluator, Local Drug Crisis Grant, Raymond Coalition for Youth, 2021–26
- Outstanding Book Award, International Section, Academy of Criminal Justice Sciences, 2023

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Martin Fromm, Ph.D.

- Department of History and Political Science
- Ph.D., Columbia University
- George I. Alden Excellence in Teaching Award nominee, 2017, 2022, 2023
- Extraordinary Dedication Award, Worcester State University, 2018
- Editor, *Currents in Teaching and Learning*, 2015-2019

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR **Antonio Guijarro-Donados, Ph.D.**

- Department of World Languages
- Ph.D., University of Connecticut
- Worcester State Foundation Research Grant recipient, 2023
- Extraordinary Dedication Award, Worcester State University, 2017
- Department Chair, 2022 to present

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Dan Hunt, Ph.D.

- Department of Communication
- Ph.D., University of Connecticut
- Director, Center for Community Media (2015-2022)
- Faculty adviser to the Communication Club
- Department Chair, 2023 to present

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Susan Mitroka-Batsford, Ph.D.

- Department of Chemistry
- Ph.D., Virginia Polytechnic Institute and State University
- Co-Coordinator of the Biotechnology Program, 2016–21
- Worcester State Diversity and Inclusion Award, 2020
- Faculty Mini-Grant recipient, 2014, 2015, 2018

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Miriam Plavin-Masterman, Ph.D.

- Department of Business Administration and Economics
- Ph.D., Brown University
- NEA Learning & Leadership Grantee Grant recipient, 2018
- Faculty affiliate, Worcester State Center for Social Innovation, 2013 to present
- Open Educational Resources Initiative Grant recipient, 2016–17

FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Francisco Vivoni, Ph.D.

- Department of Sociology
- Ph.D., University of Illinois at Urbana-Champaign
- Advisory Board Member, Latino Education Institute, 2019 to present
- Faculty advisor, My Voice My Community Summer Academy, 2018
- Department Chair, 2021 to present

QUESTIONS?
