

**WORCESTER STATE UNIVERSITY**  
**BOARD OF TRUSTEES**  
**Academic and Student Development Meeting**  
**Thursday, November 20, 2025**  
**3:00 P.M.**  
**Wellness Center, Room 204**

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**Meeting Called By:** Maureen Power (Chair)

**Minutes:** Nikki Kapurch

**Board Members:** Maureen Power (Chair), Kelly Brissette (Vice Chair), Kristen Garvey, Brandol Ogando  
Saladin

**WSU Staff:** Lois Wims; Ashlynn Allain; Carl Herrin; Nikki Kapurch

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

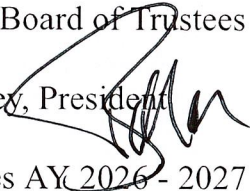
<b>AGENDA</b>		
<b>ITEM</b>	<b>RESPONSIBLE</b>	<b>ACTION</b>
1. <i>Administrative Business</i> A. Call to Order	Maureen Power	
2. <i>Academic and Student Development Committee Report</i> A. President's memo to BOT* B. Provost memo to President* C. Sabbatical Summary and Proposal Summaries PowerPoint* D. Approval of AY 2026-2027 Sabbatical Leave Proposals	Maureen Power Lois Wims	A. Informational B. Informational C. Informational  <b>D. vote required</b>
3. <i>Administrative Updates</i> A. Other Business	Maureen Power	
4. <i>Adjournment</i>	Maureen Power	4. <b>vote required</b>

\*Attachments



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President's Office  
Phone: 508-929-8020  
Fax: 508-929-8191  
Email: [bmaloney@worchester.edu](mailto:bmaloney@worchester.edu)

TO: Members, WSU Board of Trustees  
FROM: Barry M. Maloney, President   
RE: Sabbatical Leaves AY 2026 - 2027  
DATE: November 3, 2025

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I am pleased to support Provost Wims' recommendation and am forwarding sixteen (16) proposals for sabbatical leave.

This year, a total of sixteen proposals have been submitted. Of these, three are recommended for the full academic year 2026-2027, seven for the fall of 2026, and six for the spring of 2027.

The department chairs have confirmed that the individual study plans for each candidate will enhance their respective department's course offerings. I also concur with Dr. Wims that each area of study will significantly contribute to the professional development of the scholars and educators involved, ultimately benefiting Worcester State University and its students.

Attached is a copy of Dr. Wims' recommendation and a summary of the proposed sabbatical projects.



# WORCESTER STATE UNIVERSITY

Office of Academic Affairs  
Phone: 508-929-8038 and 8938  
Fax: 508-929-8187

Memo

TO: Barry M. Maloney, President

FROM: Lois A. Wims, Provost and VP

RE: Sabbatical Recommendations for 2026-2027

*Lois A. Wims*



After determining eligibility and the support of the department chair, the following individual faculty are recommended to you and to the Board of Trustees for sabbaticals during the 2026-2027 Academic Year:

Full Year Fall and Spring 2026/2027:

Nada Alsallami Computer Science

Laura Reynolds Earth and Environmental Science

Ian Stephens Earth and Environmental Science



Fall Semester 2026:

Jeremy Andreatta Chemistry

Robert Brooks Criminal Justice

Bo Fan Business Administration/Economics

Laura Kane Philosophy

Luis Rosado Biology

John Tahiliani Criminal Justice

Randall Tracy Biology



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Spring Semester 2027:

Daron Barnard	Biology
Frank Boardman	Philosophy
Antonio Guijarro-Donados	World Languages
Charlotte Haller	History and Political Science
Jeffry Nichols	Chemistry
Colleen Sullivan	Psychology



# 2026-2027 Sabbaticals

WORCESTER STATE UNIVERSITY



# Sabbatical Process at WSU

- ▶ Sabbatical leave provides an opportunity for a period of study and research for full-time faculty after every six full years of faculty service to WSU.
- ▶ Sabbaticals serve as an important component of faculty professional development, ensuring that faculty members stay current in their fields and advance their scholarship, enhancing their contribution to the students and the university.
- ▶ Eligibility for sabbatical leave is explained in the collective bargaining agreement (Article XV, A-F.)
- ▶ Sabbatical proposals are submitted by eligible faculty members to their department chairs each October 1st. Those who are department chairs submit directly to the Provost.
- ▶ Chairs forward their recommendation to the Provost. The Provost then reviews the proposals and recommends approval or denial to the President, who submits those recommended to the Board of Trustees for approval at the November Board meeting.
- ▶ If approved, faculty may also choose to defer to a later semester by notifying the President in writing of their intention to defer. Deferral is possible for six semesters from the award.

# Review of Sabbatical Applications

- ▶ Faculty on sabbatical leave for one semester receive their full salary during the period of the leave.
- ▶ Those on full year sabbatical leave, receive one-half salary for the full year.
- ▶ The cost to the institution for awarding sabbatical leave is for hiring part time, adjunct faculty to teach some of the courses that the faculty member on leave would have taught. Typically, not every course that would have been taught is offered during the sabbatical semester because some elective type courses can be postponed and taught during a later semester. Chairs are asked to certify that the department can sustain the courses needed in the absence of the faculty member.
- ▶ Recipients of a sabbatical commit in writing to return to the institution for an academic year following the sabbatical and will be responsible to reimburse the university should they not return for the required timeframe.
- ▶ Recipients also must report on the sabbatical activities upon their return.

# Estimated Cost for 2026-2027

- ▶ Approximately 57 course sections will need to be covered by adjuncts for the sabbaticals.
- ▶ Sections are offered based on student demand, not on faculty availability.
- ▶ A conservative average cost of 6K per section, this equals \$342,000
- ▶ Funds to cover this expense will be included in the adjunct line of the FY 27 budget.



# Full Year: Fall and Spring 2026/2027

- ▶ Nada Al Sallami, Computer Science
- ▶ Laura Reynolds, Earth and Environmental Science
- ▶ Ian Stephens, Earth and Environmental Science

# Fall Semester 2026

- ▶ Jeremy Andreatta, Chemistry
- ▶ Robert Brooks, Criminal Justice
- ▶ Bo Fan, Business Administration/Economics
- ▶ Laura Kane, Philosophy
- ▶ Luis Rosado, Biology
- ▶ John Tahiliani, Criminal Justice
- ▶ Randall Tracy, Biology

# Spring Semester 2027

- ▶ Daron Barnard, Biology
- ▶ Frank Boardman, Philosophy
- ▶ Antonio Guijarro-Donados, World Languages
- ▶ Charlotte Haller, History and Political Science
- ▶ Jeffrey Nichols, Chemistry
- ▶ Colleen Sullivan, Psychology

# Nada Al Sallami

- ▶ Department: Computer Science
- ▶ Sabbatical Term: Full Year: Fall and Spring 2026/2027
- ▶ Project: Mobile-Driven Mixed Reality Educational Application
  - ▶ Conduct research on emerging Mixed Reality technology, making it more accessible for educational use
  - ▶ Contributes to interdisciplinary efforts between computer science and medicine, such as surgical remote assistance



# Laura Reynolds

- ▶ Department: Earth, Environment, and Physics
- ▶ Sabbatical Term: Full Year, Fall and Spring 2026/2027
- ▶ Project: Developing a Participatory Science Framework to Monitor Water Quality and Climate Change Impacts on Worcester's Lakes
  - ▶ Compile and publish full water quality dataset
  - ▶ Submit an application for external funding for future monitoring efforts
  - ▶ Strengthen partnerships with the broader Worcester community through a new ice monitoring initiative



# Ian Stephens

- ▶ Department: Earth, Environment, and Physics
- ▶ Sabbatical Term: Full Year, Fall and Spring 2026/2027
- ▶ Project: Probing Star and Planet Formation: Advancing Astrophysics and Undergraduate Research
  - ▶ Complete two first-author papers while conducting research at the Harvard & Smithsonian Center for Astrophysics
  - ▶ Establish collaborations with experts in star and planet formation
  - ▶ Create lasting research and mentorship opportunities for WSU students

# Jeremy Andreatta

- ▶ Department: Chemistry
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: Synthesis of organometallic complexes for solar applications and development of student exchange program with Rennes Institute of Chemical Sciences
  - ▶ Engage in new research area
  - ▶ Build and strengthen ties between WSU and the Rennes Institute to foster an exchange program for undergraduates

# Robert A. Brooks

- ▶ Department: Criminal Justice
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: Research and Writing Regarding Media Portrayals of Policing
  - ▶ Develop a manuscript(s) for book or journal submissions on comprehensive research on all news coverage of policing
  - ▶ Students will engage in classes such as “Crime in the Media” and “Applied Research”

# Bo Fan

- ▶ Department: Business Administration and Economics
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: Environmental, Social, and Governance Performance in Emerging Market M&As: Implications for Firm Value
  - ▶ Explore how considerations affect financial performance, stakeholder engagement, risk mitigation, and corporate reputation
  - ▶ Work will contribute to academic literature, inform investment and policy decisions, and enhance understanding of sustainable business practices



# Laura Kane

- ▶ Department: Philosophy
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: *Applied Feminist Philosophy: A Contemporary Introduction* manuscript
  - ▶ Book will explain different viewpoints of feminism and apply them to current issues, such as bias in medical care, social media, and artificial intelligence
  - ▶ Manuscript to be submitted to publisher (Routledge) in January 2027



# Luis Rosado

- ▶ Department: Biology
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: Strengthening A&P Equity and Instruction:  
Observational and Instructional Training at Mercy University
  - ▶ Enhance the Anatomy and Physiology program at WSU by implementing high impact practices of Mercy University

# John Tahiliani

- ▶ Department: Criminal Justice
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: Police Universities in Scandinavia
  - ▶ Examine police agencies and their training practices in Finland, Sweden, and Norway
  - ▶ Discover possible Scandinavian police training practices that could be replicated and applied at an American police academy to teach how to best deal with marginalized groups

# Randall Tracy

- ▶ Department: Biology
- ▶ Sabbatical Term: Fall 2026
- ▶ Project: Expanding Undergraduate Research and Curricula in Conservation Biology and Botany at WSU
  - ▶ Develop curriculum for an upper-level biology elective dendrology course
  - ▶ Collect data on scientific botanical specimens
  - ▶ Establish partnerships based on study of invasive tree species
  - ▶ Create a custom lab manual for Principles of Ecology

# Daron Barnard

- ▶ Department: Biology
- ▶ Sabbatical Term: Spring 2027
- ▶ Project: Broadening Research into Early Development:  
Collaboration with Dr. Karl Frederic Vieux at WPI
  - ▶ Conduct research on *C. elegans* model organism
  - ▶ Data will support an NIH grant application to fund continued research and could support an NSF faculty award



# Frank Boardman

- ▶ Department: Philosophy
- ▶ Sabbatical Term: Spring 2027
- ▶ Project: *Quite Special: A Philosophy of Film and Comedy Manuscript*
  - ▶ Book will address philosophical problems and implications of the stand-up special and contribute meaningfully to significant conversations



# Antonio Guijarro-Donados

- ▶ Department: World Languages
- ▶ Sabbatical Term: Spring 2027
- ▶ Project: A Vanishing Cargo: Wreck and Salvage of a Spanish Ship in Colonial New London
  - ▶ Write a new project focused on the outcomes from the wreck of a Spanish merchant ship in New London, CT in 1752
  - ▶ Connects the topic of Spanish officials and British colonists with the political and legal agency of 18<sup>th</sup> century colonial courts

# Charlotte Haller

- ▶ Department: History and Political Science
- ▶ Sabbatical Term: Spring 2027
- ▶ Project: Something Old, Something New, Something Given, Something Cool
  - ▶ Update *Finding Freedom in a Revolutionary Era: Slavery and Free Blacks in North Carolina 1760-1810* manuscript with important recent scholarship
  - ▶ Develop, edit, and organize two scholarly articles
  - ▶ Edit and majorly contribute to OER book *Small Lessons to Enliven the Teaching of the United States History Survey*, which will provide brief lessons for use in higher education classrooms

# Jeffry Nichols

- ▶ Department: Chemistry
- ▶ Sabbatical Term: Spring 2027
- ▶ Project: Collaborative Research Project at UMass Chan Medical School on Cancer Oncogenes
  - ▶ Examine two transcriptional co-regulators, CtBP1 and CtBP2, and their importance in a variety of cancers
  - ▶ Results will further inform protein study in biochemistry, lead to scholarship, and create material for WSU biology students

# Colleen Sullivan

- ▶ Department: Psychology
- ▶ Sabbatical Term: Spring 2027
- ▶ Project: First Year Seminar's Peer Mentor Program Evaluation
  - ▶ Comprehensively evaluate the program initiated during Spring 2020 sabbatical
  - ▶ Results will directly influence not only WSU students and community, but will have impact a broader peer-mentor development community for continued evidence-based programming and learning