

**WORCESTER STATE UNIVERSITY**  
**BOARD OF TRUSTEES**  
**Academic and Student Development Meeting**  
**Thursday, April 9, 2026**  
**3:00 P.M.**  
**Wellness Center, Room 204**

**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; Barry Maloney; Ashlynn Allain; Carl Herrin; Nikki Kapurch

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. Approval of an AY 2026-2027 Sabbatical Leave Proposal  B. Discussion Regarding Tenure and Promotion 1. Provost Wims Memo to President* 2. President Maloney Memo to Trustees* 3. 2025-2026 PowerPoint Presentation*	Maureen Power  Lois Wims	<b>A. vote required</b>  <b>B. (4) votes required</b> 1. Informational 2. Informational 3. Informational
3. <i>Administrative Updates</i> A. Other Business	Maureen Power	
4. <i>Adjournment</i>	Maureen Power	4. <b>vote required</b>

\*Attachments



**WORCESTER**  
S T A T E  
**UNIVERSITY**

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

TO: President Barry Maloney  
FROM: Lois A. Wims, Provost  
DATE: March 5, 2026  
RE: Sabbatical application for Riley McGuire

**APPROVED**  
MAR 14 2026  
BARRY M. MALONEY  
PRESIDENT

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I am recommending to you the sabbatical application for Dr. Riley McGuire for Fall of 2026 for his sabbatical project “How to be (In)Visible: Kate Bush and the Paradox of Cultural Endurance.” Dr. McGuire’s sabbatical application was submitted on time to his Department Chair, who recommended it in a timely manner. The documents were not uploaded to the electronic files for this purpose, and the error was not discovered until recently after the Board had approved the slate of sabbaticals for the 2026/2027 Academic Year. At the time, we were in a staff transition period in our office and the email was missed.

I apologize for the error and will incorporate materials to fully familiarize all applicants and department chairs with the electronic submission for materials.



**FY 26 Sabbatical Application and Proposal Form**

The purpose of this form is to manage sabbatical requests and ensure compliance with the stipulations for sabbaticals established in Article XV(D) of the MSCA collective bargaining agreement. Applicants must submit (i.e., “share”) this form no later than October 1, 2025.

**INSTRUCTIONS**

1. By request, a copy of this form will be emailed to your WSU email address.
2. Complete Parts I and II of this form and select “Share” in the top right-hand corner of the screen.
3. Enter the WSU email address of your department chair or library director in the box titled “Add people and groups.”
4. Click “Send.”
5. Upon the completion of all sections, the Provost and VP for Academic Affairs will review and make a recommendation to the President.

**PART I**

**(to be completed by applicant)**

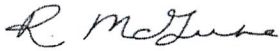
<b>Faculty name:</b>	Riley McGuire
<b>Faculty department:</b>	English
<b>Requested sabbatical semester(s) and year(s):</b>	Fall 2026
<b>Title of sabbatical project:</b>	How to be (In)Visible: Kate Bush and the Paradox of Cultural Endurance
<b>Date of last sabbatical (if applicable):</b>	N/A
<b>Date of last unpaid leave(s) (if applicable):</b>	N/A

**PART I (continued)**

Agreement with the Board of Trustees

*Upon termination of this sabbatical leave, should it be granted, I agree to return to Worcester State University and serve in a position designated by the President upon returning for a period equal to twice the length of such leave and that in default of completing such service, I will refund to the Commonwealth, unless excused there from by the Board of Trustees, for reasons satisfactory to it, an amount equivalent to such proportion of the salary received while on leave as the amount of service rendered.*

I have read and will agree to all of the terms above.



September 17, 2025

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Signature

Date



**WORCESTER**  
STATE  
**UNIVERSITY**

Department of English  
Sullivan Academic Center  
486 Chandler Street  
Worcester, MA 01609

September 17<sup>th</sup>, 2025

## **Part II: FA26 Sabbatical Application and Proposal**

Dear Dr. Ortoleva, Dr. Pottle, Dr. Wims, and members of the Board of Trustees,

I write to apply for a sabbatical leave for the fall semester of 2026. Following the publication of my first book earlier this year, I plan to use my sabbatical to conceptualize, research, and begin drafting my next major research endeavor. Specifically, I am proposing a literary analysis of English singer-songwriter Kate Bush's music and legacy – tentatively titled “How to be (In)Visible: Kate Bush and the Paradox of Cultural Endurance” – that builds on my prior scholarship on British culture and sound studies. In what follows, I will outline Bush's artistic import, extant writing on her life and songs, and my initial vision for disseminating my work with both academic and general audiences. Ultimately, the project would be a critical exploration of Bush's durable and tentacular impact on various facets of contemporary culture.

After being discovered by Pink Floyd guitarist David Gilmour, Bush rose to prominence in the United Kingdom with the release of her debut single “Wuthering Heights” in 1978. Inspired by the novel of the same name by Emily Brontë, with whom Bush shares a birthday, the song became the first penned solely by a woman to reach number one on the UK charts. From the start of her public career at the age of 19, Bush was noted for her unconventionality: her voice, performance style, lyrics, cultural referents, and aesthetic were all united in their eccentricity. Artistic innovation and eclecticism have remained hallmarks of her career, which has now spanned decades, ten studio albums, and countless awards. Admired by her contemporaries and successors in pop music alike, Bush counts Prince, Elton John, and Peter Gabriel among her collaborators, while her songs have been covered by musicians ranging from Placebo to Maxwell, from Tori Amos to Lady Gaga. Even more varied has been the content of her songwriting, which takes her listeners from sweepingly global concerns – Indigenous dispossession, nuclear disarmament – to achingly quotidian acts like washing laundry or watching clouds. As put by prominent author David Mitchell, “It's hard to think of a novelist, let alone another singer-songwriter, who takes on such diverse narrative viewpoints with Bush's aplomb.”

An exploration of Bush's significance is timely, and not only because her career is nearing a half-century span. Her music also provides generative insights into some of the most pressing issues of our current moment. Take, for instance, the chillingly prescient opening lines of “Deeper Understanding” from 1989: “As the people here grow colder / I turn to my computer / And spend my evenings with it / Like a friend.” Released years before the public availability of the internet, the song now conjures the rising popularization of Generative Artificial Intelligence as a substitute for human connection, as AI is touted as a potential therapist, teacher, or even romantic partner.

Perhaps most notable, though, is the recent resurgence of interest in her work, despite her notoriously reclusive persona. To the chagrin of her fans, Bush went on one live tour in 1979, followed by a concert residency in 2014, otherwise largely avoiding live performance. In an age wherein public accessibility and virality are key ingredients to the recipe of stardom, Bush's deliberate avoidance of the limelight can seem quaint. Despite her eschewal of fame and the fact that she hasn't released new music in nearly 15 years, Bush has reached new levels of cultural saturation in the 2020s, especially in North America. This is attributable to the appearance of her music in popular streaming series including *The Handmaid's Tale* (2017–2025), and, especially, multiple uses of “Running Up That Hill (A Deal With God)” in the nostalgia-laden *Stranger Things* (2016–); the song subsequently reached number three on the *Billboard* Hot 100 chart 35 years after its release. With new generations discovering Bush's music, it is an auspicious moment to analyze the contours of her career.

My project aims to bridge popular and academic works on Bush, which have thus far remained discrete. Biographers have stitched together engaging accounts of the reciprocal influence between Bush's life and music, though have not delved into the sonic and lyrical nuances that make her a compelling artist to begin with (Doyle, Jovanovic, Thomson, and Vermorel). Conversely, musicologists and other academics have done justice to the complexity of Bush's musicality, but in a way that alienates many readers. For instance, D. M. Withers's fascinating examination of Bush's two most recent albums asserts that her “temporal-aesthetic unity is compromised by contemporary structures of listening...within which the consumption of popular music has become multiple, heterogeneous and fragmented” (“Playing with Time” 2). As a corrective, I plan to blend sophisticated analysis with accessible writing in the spirit of Jordan Alexander Stein's recent monograph on Nina Simone, which strikes a balance for the “uninitiated and the connoisseur, including fans [and] researchers” (3).

Turning to concrete logistics, I would spend the summer of 2026 researching Bush and relevant contexts around her career – reading through the “Working Bibliography” below and other germane sources – and coming up with pitches for two articles, one for a general readership, the other for a scholarly audience. I would then devote the fall of 2026 to writing these two pieces as a foray into what could eventually coalesce into a second book project focused on the sources of Bush's longevity across five decades, despite her consistent flouting of the script for popular success. The broader piece would tackle fan culture, whereas the more specialized article would focus on intertextuality.

In terms of fan culture, I envision writing a 2,500-word article for potential publication in *Public Books*, an online magazine for work by public intellectuals that is “erudite without being esoteric” (“About”). The magazine provides a midtempo between the often-glacial pace of academic publishing and the comparative rapidity of mainstream journalism. They recently launched a “Music” section, edited by Drs. Gustavus Stadler and Gayle Wald, who I would propose the piece to during my leave. The basic contention is that Bush's disinterest in publicity – distilled in the title of her compilation book of lyrics, *How to be Invisible* (2019) – is paradoxically a key source of her enduring fame. For decades, Bush has opted out of the expected routines of a pop star, avoiding live performances, ample interviews, social media presence, and more. This vacuum of content has been fertile for her fans, leaving them creative agency over how to interpret, celebrate, and promote Bush's work.

As a centerpiece to the article, I would profile the popular event “[The Night of 1,000 Kates](#),” held annually in Philadelphia for over a decade. It brings together “hundreds of dancers, musicians, magicians, storytellers, performance artists, and freaks” to celebrate Bush’s creative legacy (“Home”). The event is also a bastion of inclusivity: it supports local activist efforts to resist the ongoing gentrification of Philadelphia, is committed to tenets of disability justice, and was founded by members of the LGBTQ+ community. Combining interviews with event organizers and performers with reflections on Bush’s elusiveness, the article would argue that Bush’s invisibility is a surprising condition of possibility for her visibility in socially empowering ways. In other words, her public insubstantiality makes the one Kate readily available for creative refracting into 1,000 other Kates.

As a potential follow-up, I would contact the influential music publication *Pitchfork* about contributing a freelance album review. *Pitchfork* has a Sunday series that features a review of a significant past album not represented in their archives. Two of Bush’s albums have not been covered by the magazine, and I would propose reviewing her third offering, *Never for Ever* (1980). Specifically, I would position the album as a crucial pivot point for both Bush and for pop music. *Never for Ever* marks a transition between her early work and her later, more experimental music as she gained more control over the production and timeline of her career, while also helping to popularize the use of digital synthesizers in mainstream music.

I would also draft a second article for consideration in *Victorian Literature and Culture*, a peer-reviewed academic journal published by Cambridge University Press that I’ve previously contributed to. Taking the forthcoming release of Emerald Fennell’s film adaptation of *Wuthering Heights* (2026) as my launching point, this 9,000-word piece would explore the importance of intertextuality to Bush’s music. Literary references, from James Joyce’s modernist magnum opus *Ulysses* (1922) to Peter Reich’s experimental memoir *A Book of Dreams* (1973), have long been essential to Bush’s songwriting. She often resists the biographical imperative to write from personal experience common in pop music and instead transforms unexpected source materials into captivating lyrics. This article would trace the adaptation of *Wuthering Heights* from Victorian novel to 1970s hit song to contemporary film as a way to begin analyzing this component of her artistic practice.

I can imagine a larger, book-length project emerging from these initial engagements with the subject matter. Each chapter could focus on a different element of Bush’s sustained influence on culture, including expanded versions of the pieces on fandom and intertextuality intended for *Public Books* and *Victorian Literature and Culture*. Other topics – such as Bush’s experimental production, music videos, and key collaborators – may work well as additional chapters. As a potential coda to the project, I may delve into the realm of memoir, weaving together some personal anecdotes about Bush’s significance to my personal and professional life.

Ultimately, I view this project as a way to build upon my past scholarly expertise while also pushing my work in new directions. My last book project explored representations of vocal disability in nineteenth-century literature and my resulting expertise in the field of sound studies will be crucial to my musical analyses; relatedly, much of Bush’s music is inspired by Victorian novels. However, I welcome the challenge of researching more contemporary cultural objects and delving into new genres of writing outside the strictures of academic prose. As I enter the

next phase of my career, I feel strongly about creating work for audiences beyond other academics with similarly specialized knowledge and interests. A sabbatical leave would be instrumental in providing the time and focus to begin a novel project grounded in this desire to create more public scholarship.

I appreciate your time and look forward to hearing back from you.

Sincerely,



Riley McGuire, Ph.D.  
(he/him/his)  
Associate Professor of English  
Worcester State University  
[rmcguire@worchester.edu](mailto:rmcguire@worchester.edu)

### Working Bibliography

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**FY 26 Sabbatical Application and Proposal Form**

**Part III**

**(to be completed by department chair or library director)**

**INSTRUCTIONS**

1. Complete this form and select "Share" in the top right-hand corner of the screen.
2. Enter the WSU email address of Provost Lois Wims: [lwims@worchester.edu](mailto:lwims@worchester.edu) in the box titled "Add people and groups."
3. Click "Send." This form must be submitted (i.e., "shared") no later than October 13, 2025.
4. The Provost Wims will review and make a recommendation to the President.

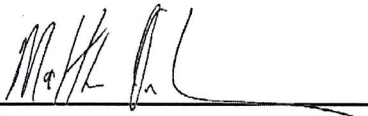
I have reviewed the sabbatical proposal of: Dr. Riley McGuire

In addition to the academic merits of the proposal, chairs and directors must give careful consideration to the needs of both students and the department or library during the time of applicant's requested sabbatical leave. Please list below all courses and delineate all responsibilities that must be covered should the sabbatical request be approved.

Essential Courses	Other Duties
EN-101, EN-221, EN-115, EN-338	Dr. McGuire is editor of Currents in Teaching and Learning. <del>This responsibility isn't a departmental duty but would need to be addressed.</del>

I recommend this proposal be approved: [  Yes [ ] No

Comments: Dr. McGuire's research project is timely and wonderfully engaging. It will unquestionably find a audience hungry for such smart cultural commentary. In addition, his reserarch always informs his teaching.

 | 9-18-2025  
Signature | Date



**APPROVED**

TO: President Barry Maloney  
FROM: Lois A. Wims, Provost  
DATE: March 11, 2026  
RE: Recommendation for Promotion

*Lois A. Wims*  
*Barry M. Maloney*  
MAR 11 2026  
BARRY M. MALONEY  
PRESIDENT

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

Abir Bukhatwa	Business Administration and Economics
Carter Hardy	Philosophy
Maxim Lavrentovich	Earth, Environment, and Physics

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

Elizabeth Osborne	World Languages
Naida Saavedra	World Languages
Marc Wagoner	Psychology

The following tenure-track faculty are **not** recommended for promotion to **Associate Professor**:

Noa Shaindlinger	History and Political Science
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CC: Sathi Mitra  
Charlotte Haller



**WORCESTER**  
STATE  
**UNIVERSITY**

Associate Vice President for Academic Affairs

Phone: 508-929-8038

**APPROVED**

MAR 11 2026

**BARRY M. MALONEY**  
PRESIDENT

TO: President Barry Maloney  
FROM: Lois A. Wims, Provost  
DATE: March 11, 2026  
RE: Recommendation for Tenure with Promotion

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

Kyle Allaire	Mathematics
Kristine Camacho	Education
Sarah DiMeo	Occupational Therapy
Bo Fan	Business Administration and Economics
Laura Reynolds	Earth, Environment, and Physics
Luis Rosado	Biology
Heidi Wojcik	Education

CC: Sathi Mitra  
Charlotte Haller



**APPROVED**

TO: President Barry Maloney  
FROM: Lois A. Wims, Provost  
DATE: March 11, 2026  
RE: Recommendation for Tenure

*Lois A. Wims*  
*Barry M. Maloney*  
MAR 11 2026  
BARRY M. MALONEY  
PRESIDENT

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The following tenure-track faculty are recommended for **tenure**:

Nada Alsallami	Computer Science
Mark Beaudry	Criminal Justice
Siri Colom	Sociology
William Deane	Nursing
Laura Kane	Philosophy
Riley McGuire	English
Ian Stephens	Earth, Environment, and Physics

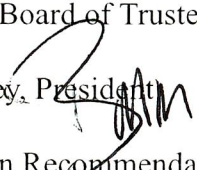
The following tenure-track faculty are **not** recommended for **tenure**:

Rita Mookerjee	Interdisciplinary Studies
----------------	---------------------------

CC: Sathi Mitra  
Charlotte Haller



TO: Members, WSU Board of Trustees

FROM: Barry M. Maloney,  President

RE: Tenure/Promotion Recommendations

DATE: March 25, 2026

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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, 2026:

**Recommendation for Promotion**

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

Abir Bukhatwa	Business Administration and Economics
Carter Hardy	Philosophy
Maxim Lavrentovich	Earth, Environment, and Physics

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

Elizabeth Osborne	World Languages
Naida Saavedra	World Languages
Marc Wagoner	Psychology

**Recommendation for Tenure with Promotion**

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

Kyle Allaire	Mathematics
Kristine Camacho	Education
Sarah DiMeo	Occupational Therapy
Bo Fan	Business Administration and Economics
Laura Reynolds	Earth, Environment, and Physics
Luis Rosado	Biology
Heidi Wojcik	Education

**Recommendation for Tenure**

The following tenure-track faculty are recommended for **tenure**:

Nada Alsallami	Computer Science
Mark Beaudry	Criminal Justice
Siri Colom	Sociology
William Deane	Nursing
Laura Kane	Philosophy
Riley McGuire	English
Ian Stephens	Earth, Environment, and Physics

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  
C. Haller  
S. Mitra



# Tenure & Promotion Process

2025-2026

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# TENURE PROCESS AT WSU

- Tenure is a serious commitment by the University for continuing employment in accordance with the MSCA CBA. It does not increase the salary for the faculty member unless a promotion is also obtained.
- Each tenure-track faculty member is evaluated every year for the first five years.
- During the sixth year, candidates must come up for tenure.
- Each tenure candidate produces an extensive portfolio of accomplishments in:
  - o Teaching Excellence
  - o Scholarship / Creative Activity
  - o Professional Service
  - o Alternative Assignments

# TENURE PROCESS AT WSU

Process is governed by the MSCA Contract and includes:

- Classroom Observation
- Peer Evaluation
- Chair Evaluation
- Dean Evaluation and Recommendation
- Campus Tenure Committee Recommendation
- Provost Recommendation
- President Recommendation and Approval

# TENURE PROCESS AT WSU

- Those who were granted an initial appointment at the rank of Associate Professor apply for tenure in their third year.
- A negative tenure decision requires a terminal contract to the faculty member for the following year.
- Individuals come up for tenure once.

# FACULTY MEMBERS RECOMMENDED FOR TENURE

Faculty Member	Degree	Degree Field
Nada Alsallami	Ph.D.	Computer Science
Mark Beaudry	Ph.D.	Criminal Justice
Siri Colom	Ph.D.	Sociology
William Deane	Ph.D.	Nursing
Laura Kane	Ph.D.	Philosophy
Riley McGuire	Ph.D.	English
Ian Stephens	Ph.D.	Earth, Environment, & Physics

# FACULTY MEMBER FOR TENURE

Nada Alsallami

- Computer Science Department
- Ph.D. in Computer Science; University of Technology, Baghdad
- Published 17 articles while at WSU
- Advises over 60 students
- Co-organizer of the Shared Scholarship Committee
- Forensic Sciences Advisory Board member
- Member of the first WSU panel on Women in Science

# FACULTY MEMBER FOR TENURE

Mark Beaudry

- Criminal Justice Department
- Ph.D. in Human Services with Criminal Justice Concentration, Capella University
- Coordinates Forensics and Homeland Security minors and developed Cybersecurity minor
- Editor and reviewer for the *Journal of Applied Security Research*, *Security Journal*, and the *International Journal of Cybersecurity Intelligence and Cybercrime*
- Senior Chair of Academy of Criminal Justice Sciences

# FACULTY MEMBER FOR TENURE

Siri Colom

- Sociology Department
- Ph.D. in Sociology, University of California Berkeley
- Twice nominated for George I. Alden Teaching Award
- Produced 10 episode audio documentary, *When We All Get to Heaven*, for Slate Magazine
- Published two journal articles, one public report, and one book review
- Serves on Sociology Curriculum Committee
- Serves on Board of Commissioners for Providence Public Housing

# FACULTY MEMBER FOR TENURE

William Deane

- Nursing Department
- Ph.D. in Nursing, University of Massachusetts Dartmouth
- Chair of Systemic Plan Evaluation Performance and Readmission Committees
- Published two articles and presented a scholarly poster for the Massachusetts Rhode Island League for Nursing conference
- Volunteers at Community Health Board, a food pantry, and the Salvation Army

# FACULTY MEMBER FOR TENURE

Laura Kane

- Philosophy Department
- Ph.D. in Philosophy, City University of New York
- Nominated for the George I. Alden Teaching Award
- Faculty Fellow for Equity on campus
- Academic Director of the Clemente Course in the Humanities in Worcester
- Published 5 peer-reviewed articles while at WSU
- Presented at national and international conferences, such as the 2023 Beijing Forum Inheritance and Mutual Learning Conference

# FACULTY MEMBER FOR TENURE

Riley McGuire

- English Department
- Ph.D. in English, University of Pennsylvania
- 2023 Recipient of the George I. Alden Excellence in Teaching Award and the Diversity & Inclusion Award
- Editor of *Currents in Teaching and Learning*
- Published five articles/book chapters and one monograph while at WSU
- Advisor for Sigma Tau Delta English Honor Society and Co-Chair for LGBTQ+ Advisory Group

# FACULTY MEMBER FOR TENURE

Ian Stephens

- Earth, Environment, and Physics Department
- Ph.D. in Astronomy, University of Illinois Urbana-Champaign
- Presented at international conferences including Institute of Space Sciences and SOFIA Teletalks
- Published 28 peer-reviewed articles while at WSU
- Developed WSU's astrology program / minor
- Secured ~\$1 million from 8 external grants, including funding to finance installation of telescope at WSU

QUESTIONS?

# PROMOTION PROCESS AT WSU

- After a contractual time period, Assistant Professors may apply for promotion -
  - 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:
  - Classroom Observation
  - Peer Evaluation (Department)
  - Chair Evaluation
  - University-Wide Promotion Committee Vote
  - Dean Evaluation and Recommendation
  - Provost Recommendation
  - President Recommendation
  - 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	x 11 =	\$49,643
Full Professor	\$4,977	x 3 =	\$14,959
		<b>Annual Total</b> =	<b>\$64,602</b>

# FACULTY MEMBERS RECOMMENDED FOR TENURE WITH PROMOTION

Faculty Member	Degree	Department
Kyle Allaire	Ph.D.	Mathematics
Kristine Camacho	Ph.D.	Education
Sarah DiMeo	Ph.D.	Occupational Therapy
Bo Fan	Ph.D.	Business Administration and Economics
Laura Reynolds	Ph.D.	Earth, Environment, and Physics
Luis Rosado	Ph.D.	Biology
Heidi Wojcik	Ph.D.	Education

# FACULTY MEMBER FOR TENURE WITH PROMOTION

## Kyle Allaire

- Mathematics Department
- Ph.D. in Mathematics, University of Connecticut
- Twice nominated for George I. Alden Teaching Award
- Delivered nine scholarly talks
- Has coordinated three math courses while at WSU
- Serves on Academic Policies Committee and Math Placement Committee
- Organized sessions and presented at Joint Mathematics Meetings (2023-2025)

# FACULTY MEMBER FOR TENURE WITH PROMOTION

## Kristine Camacho

- Education Department
- Ph.D. Philosophy in Education, University of Massachusetts, Amherst
- Nominated for George I. Alden Teaching Award
- 2025 Massachusetts School Psychology Association Trainer of the Year
- Serves on Program Approval Board for the National Association of School Psychologists
- Published 8 peer-reviewed articles and presented at 13 conferences while at WSU

# FACULTY MEMBER FOR TENURE WITH PROMOTION

Sarah DiMeo

- Occupational Therapy Department
- Ph.D. in Occupational Therapy, Texas Woman's University
- Developed five-week experiential learning sequence for WSU students
- Published five articles while at WSU
- Presented at MA Occupational Therapy Association Conference in 2023
- Advises between 60-70 undergraduate and graduate students
- Volunteers at Special Olympics of MA

# FACULTY MEMBER FOR TENURE WITH PROMOTION

Bo Fan

- Business Administration and Economics Department
- Ph.D. in International Business, Southern New Hampshire University
- Advises over 90 majors and minors
- Leads the finance track for the Master's in Management Program
- Board member of MA Beijing Chinese Language School
- Phi Eta Sigma National Honor Society Chapter Advisor

# FACULTY MEMBER FOR TENURE WITH PROMOTION

Laura Reynolds

- Earth, Environment, and Physics Department
- Ph.D. in Geological Sciences, University of California Santa Barbara
- 2025 Recipient of the George I. Alden Excellence in Teaching Award
- Published two articles and submitted a third manuscript during review period at WSU
- Serves on Environmental Sustainability Studies Advisor Board
- Serves as WSU's Mass. Undergraduate Research Conference Campus Liaison

# FACULTY MEMBER FOR TENURE WITH PROMOTION

Luis Rosado

- Biology Department
- Ph.D. in Motor Control, University of Massachusetts Amherst
- Nominated for George. I Alden Excellence in Teaching Award during second year
- Presented at four conference and published two peer-reviewed papers while at WSU
- Course coordinator for Anatomy and Physiology
- Faculty Advisor to Tri-Beta Honors Society and the Student Veterans Association

# FACULTY MEMBER FOR TENURE WITH PROMOTION

Heidi Wojcik

- Education Department
- Ph.D. in Educational Leadership, Lesley University
- Twice nominated for George I. Alden Excellence in Teaching Award
- Helped the Department of Elementary and Secondary Education (DESE) develop observation tool for teacher candidates
- Served as DESE consultant on Early Literacy grant
- Faculty Advisor for Phi-Delta Kappa Honor Society

# FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO FULL PROFESSOR

Faculty Member	Degree	Department
Elizabeth Osborne	Ph.D.	World Languages
Naida Saavedra	Ph.D.	World Languages
Marc Wagoner	Ed.D.	Psychology

# FACULTY MEMBER FOR PROMOTION TO FULL PROFESSOR

## Elizabeth Osborne

- World Languages Department
- Ph.D. in Hispanic Languages and Literature, Stony Brook University
- Nominated for George I. Alden Excellence in Teaching Award
- Published a peer-reviewed book chapter, co-edited a major scholarly volume on Chilean cinema, and presented work at national and international conference all during review period
- Developed peer-mentoring structure as Director of the Spanish Clinic
- Serves as Sexual and Reproductive Health Community Advisory Board Member at MA Department of Health

# FACULTY MEMBER FOR PROMOTION TO FULL PROFESSOR

## Naida Saavedra

- World Languages Department
- Ph.D. in Spanish, Florida State University
- Published a novel, co-edited issue of *Hispanofila* journal, and co-edited volume of fiction
- Presented academic paper at 33rd Annual Conference on American Literature of the American Literature Association
- Created and maintains digital database on the New Latino Boom
- Faculty Advisor for Theta Rho Honor Society
- Serves as Spanish Graduate Program Coordinator and member of WSU Multicultural Programming Committee

# FACULTY MEMBER FOR PROMOTION TO FULL PROFESSOR

Marc Wagoner

- Psychology Department
- Ph.D. in Social Psychology, University of Minnesota
- Faculty Advisor for Social Justice Committee
- Presented at four conferences during review period
- 2025 Session Chair for the Popular Culture Association National Conference
- Serves on WSU Human Subjects Review Board

QUESTIONS?

# FACULTY MEMBERS RECOMMENDED FOR PROMOTION TO ASSOCIATE PROFESSOR

Faculty Member	Degree	Department
Abir Bukhatwa	Ph.D.	Business Administration and Economics
Carter Hardy	Ph.D.	Philosophy
Maxim Lavrentovich	Ph.D.	Earth, Environment, and Physics

# FACULTY MEMBER FOR PROMOTION TO ASSOCIATE PROFESSOR

## Abir Bukhatwa

- Business Administration and Economics Department
- Ph.D. in Economics, Clark University
- Serves as Graduate Program Coordinator for Master's in Management Program
- Advises over 90 undergraduate and graduate students
- Presented three papers at regional and national conferences and published two articles
- Co-organized Shared Scholarship Program at WSU for two years

# FACULTY MEMBER FOR PROMOTION TO ASSOCIATE PROFESSOR

## Carter Hardy

- Philosophy Department
- Ph.D. in Philosophy, University of South Florida
- Chair of Philosophy Dept. Assessment Committee
- Published journal article and one book chapter
- Presented scholarship at regional and national conferences
- Faculty member of the Clemente Course in the Humanities
- Coach for WSU Bioethics Bowl Debate Team

# FACULTY MEMBER FOR PROMOTION TO ASSOCIATE PROFESSOR

## Maxim Lavrentovich

- Earth, Environment, and Physics Department
- Ph.D. in Physics, Harvard University
- Published seven peer-reviewed articles, has two manuscripts under review, and gave five invited talks during review period at WSU
- Earned two national awards from the American Physical Society
- Received two WSU-based research awards including the Rosen Cancer Awareness Summer Research Award

QUESTIONS?

# Separate Voting Item: Fall 2026 Sabbatical Riley McGuire

- Department: English
- Sabbatical Term : Fall 2026
- Project: How to Be (In)Visible: Kate Bush and the Paradox of Cultural Endurance
  - Develop a literary analysis of music of Kate Bush that builds on scholarship of British culture and sound studies
  - Propose and write research-related articles for magazines such as *Public Books* and *Pitchfork*
  - Potentially author a larger, book-length project

# QUESTIONS?