



**Academic Affairs Committee
of the Board of Trustees**

April 14, 2025

Members in Attendance: B. Burdick*, F. Keator, Y. Spicer*

Staff in Attendance: J. Birge – President, K. Kozak – Clerk, R. Glejzer – VP, Academic Affairs,
J. Mendel – Chief of Staff

* denotes virtual attendance

As allowed by executive order of the Governor of Massachusetts, in compliance with the provisions of Massachusetts General Laws, Chapter 30 and 15A, Section 9, and with a quorum present via audio/video-conference and in person, the Academic Affairs Committee of the Board of Trustees with Chair Keator presiding was called to order at 8:32 a.m.

Chair Keator invited Dr. Glejzer to present on the following topics:

1. **Faculty Evaluations** – Dr. Glejzer noted that at all levels of review there is focus on service, scholarship, and teaching. Pre-tenure faculty are evaluated regularly including multiple reviews of their classroom teaching. The Committee asked about faculty evaluating faculty and asked when do external reviewers come in. Dr. Glejzer explained that contracts do not allow for that however there is review of publications, service, or exhibitions. There are many perspectives that are considered. Chairs and Deans also rotate throughout the process. There is external review during the accreditation processes as well. In years 2, 4 and 6 there are substantial reviews of documentation and professional portfolios including faculty reflection on their own practice and performance. There is peer review, Dean review and if applicable - tenure, promotion, then VP Glejzer then the President. This is a robust process compared to our peers. One other type of evaluation is an elective post-tenure review every 6 years through the Dean of the Faculty that allows for merit increases in salary. There was discussion that this is not always requested by faculty and there is a proposal to have it be required. It does give opportunity for professional development and future growth.
2. **Faculty Searches** – We have one open search in Nursing with two candidates in the process, and there is a hiring recommendation coming this week.
3. **Faculty Reappointments** - Dr. Glejzer noted that this is an informational item only, and that the 6th year list will be the tenure class for next year. This reappointment process allows us to

review in depth the performance and criteria. It is imperative to document this progress including when there are concerns on performance. We want to communicate expectations clearly and as early on as possible. We have had faculty be not eligible for tenure but we try to identify that early on in the process. Some also leave before the tenure review but that is more rare.

Reappointment to a Second Year of Service

- Normadeane Armstrong (Nursing)
- Amir Mohsen Danesh Yazdi (Business Administration)

Reappointment to Third Year of Service

- Samuel Bruun (Psychology)
- Yavuz Ceylan (Chemistry)

Reappointment to Fourth Year of Service

- Omotara Adeeko (Economics)
- Carter Carter (Psychology)
- Mariah Hepworth (History)

Reappointment to Fifth Year of Service

- Andrew Best (Biology)

Reappointment to Sixth Year of Service

- Thomas Burton (Physics)
- Whitney Gecker (Social Work)
- J. Antonio Templanza (English)
- Julie Walsh (Radiologic Technology)

4. **Faculty Tenure and Promotions** – Dr. Glejzer then presented the slate of candidates for promotion and tenure. The Tenure Review Committee has spoken to both candidates and both have come through with high recommendations at all steps of the process.

Ms. Flower came in at associate librarian level because she had served at a prior institution, so she is going up for tenure only.

Upon successive motions made and duly seconded, via a roll call, it was unanimously

VOTED: To recommend to the full Board of Trustees the granting of tenure to Librarian Kate Flower .

VOTED: To recommend to the full Board of Trustees the promotion Dr. Clio Stearns to Associate Professor with tenure.

Dr. Glejzer then presented the candidates for promotion from Associate Professor to full Professor. He noted that all have served post tenure, and all have had a successful evaluation process. They have all engaged deeply with the institution and come highly recommended through the review process.

Upon motion made and duly seconded, via a roll call, it was unanimously

VOTED: To recommend to the full Board of Trustees the promotion of the following faculty to full Professor:

Dr. David Cupery
Dr. David Eve
Dr. Samantha Pettey
Dr. Ruby Vega
Dr. Kebra Ward

Upon motion made and duly seconded, via a roll call, it was

VOTED: To adjourn the meeting at 8:57a.m.

Respectfully Submitted,

Kelli Kozak
Secretary