

December 2, 2022

Dr. Robert E. Johnson
President
Western New England University
1215 Wilbraham Road
Springfield, MA 01119

Dear President Johnson:

I am pleased to inform you that at its meeting on September 2, 2023, the New England Commission of Higher Education

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The Commission commends Western New England University for its thorough and candid self study. We note with favor that President Johnson, who joined the university in August 2020, has

The Commission shares the concern of the visiting team that the significant faculty and staff reductions enacted by the University in response to its budgetary imbalance, while resulting in a budgetary surplus, had an impact on the quality of services and support provided by the remaining staff, as well as on staff morale. We note that many positions remain unfilled. We are therefore pleased to learn that the University "will continue to review workloads and compensation equity and explore ways that technology can help improve business processes." The Spring 2024 report will provide Western New England University with an opportunity to update the Commission on its success in assuring the efficiency of faculty and staff to support its programs and services. We are guided by our standards of Teaching, Learning and Scholarship and Institutional Resources.

There are an adequate number of faculty and academic staff, including librarians, advisors, and instructional designers, whose time commitment to the institution is sufficient to assure the accomplishment of class and out-of-class responsibilities essential to the fulfillment of institutional mission and purposes (6.2).

The institution employs sufficient and qualified personnel to fulfill its mission (7.1).

The Commission is pleased to learn that based on its self-assessment in 2016, the Board of Trustees of Western New England University recognized "a need for more diversity on the board and more representation from different sectors of society, including higher education." We further note with favor that the University's president has made a high priority to seek candidates who will help make the Board more diverse and inclusive." However, we share the concern of the visiting team about the impact that a "lack of term limits" may have on the board's achievement of these goals and other efforts to enhance its effectiveness. We look forward to learning, through the Spring 2024 report, of the University's success in addressing these matters, in

