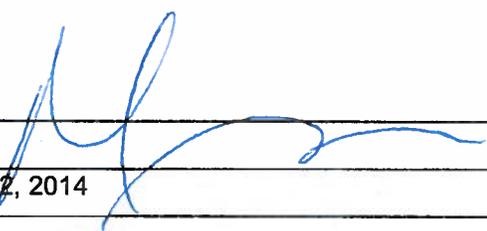


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

RECEIVED
STATE ETHICS COMMISSION

2014 MAY 30 AM 9:29

	STATE EMPLOYEE INFORMATION
Name:	Rafael A Bones
Title or Position:	Assistant Vice President of Human Resources and Affirmative Action
State Agency:	Westfield State University
Agency Address:	333 Western Ave Westfield, Ma. 01086
Office Phone:	4131-572-8277
Office E-mail:	rbones@westfield.ma.edu
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
	PARTICULAR MATTER
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter. My daughter who is a recent graduate of Westfield State University(2014), has applied for positions at Westfield State University
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. I am responsible for Human Resources, my responsibilities include reviewing the diversity of applicants, the questions for applicants, I am also responsible for employee related issues (grievances, promotions, terminations) I DO NOT determine salaries or hiring's.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<input type="checkbox"/> I have a financial interest in the matter. <input checked="" type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter. <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter. <input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person

	or organization, and the person or organization has a financial interest in the matter.
Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it. The financial interest would be employment at Westfield State University
Employee signature:	
Date:	May 27, 2014

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Dr. Elizabeth Preston
Title or Position:	Interim President
Agency/Department:	Westfield State University
Agency Address:	333 Western Ave. Westfield, Ma. 01086
Office Phone:	413-572-5201
Office E-mail	epreston@westfield.ma.edu
	DETERMINATION
Determination by appointing authority:	As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee.
Write an X by your selection.	<input type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <input checked="" type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.
-Appointing Authority signature:	
Date:	5/27/14
Comment:	In the event that Mr. Bones' daughter is employed by the university, he will recuse himself from any decisions involving her employment or conduct.

Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108