

1 William Paterson University – FACULTY SENATE MINUTES – March 9, 2017  
2 FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate>  
3

4 **PRESENT:** Andreopolous, Avdeev, Basch, Brillante (for K. Decker), Broome, Clarke, Cook,  
5 Diamond, Ellis, Falk-Romaine (also for Vishio), Fallace, Griswold, Harris, Kearney,  
6 Kothandaraman, Levitan, Magaldi, Makarec, Martin, Martus, Mukherjee (for Maduro),  
7 Napierkowski (for Aktan), Najarian, O'Donnell, Owusu, Potacco, Pozzi, Rosar, Sandmann,  
8 Scala, Schwartz, Simon, Snyder, Swanson, Tardi, Tesfaye, Verdicchio, Waldron, Wallace,  
9 Watad, Weiner (for Duffy), Weisberg, Wicke

10  
11 **ABSENT:** Flint, Guerrieri, Helena, Kromidas, Steinhart  
12

13 **GUESTS:** Alford, Bolyai, Brenenson, Burns, Cammarata, Chabayta, Corso, Cupo, Daniel-  
14 Robinson, DeDeo, DeLoatch, Diaz, DiBartolomeo, Escobar, Feola, Goldstein, Griffin, Hahn,  
15 Hawk, Kollia, Kubeyinje, Leckey, Liautaud-Watkins, Lincoln, Mankiw, McLaughlin-Vignier,  
16 Moore, Noonan, Ortiz, Owusu-Ansah, Pinkston, Rabbitt, Refsland, Richardson, Ross, Sabatino,  
17 Schneider, Seal, Sheffield, Shojai, Stanfield, Trelisky, Vasquez, Weiland, Wolf  
18

19 **PRELIMINARIES:** Chairperson Makarec called the Senate to order at 12:32pm. She noted  
20 there would be an addition to the Agenda under new business. The amended Agenda, moved by  
21 Martus and Wicke, then was approved unanimously. The Minutes of the February 28, 2017  
22 meeting, moved by Wicke and Martus, were also approved unanimously.  
23

24 **CHAIR'S REPORT:** Makarec announced that the Gandhian Forum program is scheduled for  
25 March 22 in Ballroom A from 12:30pm-1:45pm. This year's theme is Freedom Under Fire. Scala  
26 noted that in conjunction with the Forum, the Social Justice Project is holding a teach in from  
27 11:00am-3:15pm in Cheng Library. Makarec also reminded everyone about the Research,  
28 Scholarship and Creative Expression retreat invitation recently sent by the Provost. Scheduled  
29 for Friday, April 7, please RSVP if you plan to attend.  
30

31 McLaughlin-Vignier announced that the University radio station recently won the Intercollegiate  
32 Broadcasting System award for Best College Radio Station in the 10k or more student category.  
33 This was the third time that the radio station has won this prestigious award. The station also  
34 won the Best Sports Pre or Post Game Show award. Members of the WP Sports Desk TV  
35 program won the award for Best Sports Report and a number of other students were finalists in  
36 various award categories. Congratulations to all.  
37

38 Levitan reported that longtime adjunct/half time faculty member Dr. Joan Griscom recently  
39 passed away. Griscom taught for many years in the WGS (formerly Women's Studies) program  
40 and she was also an activist and author. Levitan noted her obituary appeared in yesterday's  
41 edition of the *New York Times* and asked for a moment of silence.  
42

43 **VICE-CHAIR'S REPORT:** Magaldi announced the schedule for the upcoming Senate  
44 Elections. First round nominations run March 21-28. Second round nominations run March 28-  
45 April 4. Withdrawals accepted April 4- April 11. Elections will commence April 12 and run until  
46 April 19.  
47

48 The Administrator Assessment Council has made significant progress on the survey and the  
49 Council expects to send it out within a week or two.

50  
51 The Admissions and Enrollment Management Council is sponsoring a presentation by Tom  
52 Heinzen from the Psychology Department. Heinzen's talk will focus on the principles of game  
53 design and how it can be applied to student learning and retention. The presentation is scheduled  
54 for March 30, 12:30pm – 1:45pm in the Library Auditorium

55  
56 **UNDERGRADUATE COUNCIL: UNDERGRADUATE TEACHER OF STUDENTS WITH**  
57 **DISABILITIES ENDORSEMENT.** Roux and Cook moved acceptance of the Council's  
58 resolution. Griswold briefly described the changes to the program, which was then approved  
59 unanimously.

60  
61 **UNDERGRADUATE COUNCIL: EARLY CHILDHOOD MAJOR: P-3 INITIAL**  
62 **CERTIFICATION WITH TSD ENDORSEMENT.** Roux and Najarian moved acceptance of  
63 the Council's resolution. Mankiw briefly described the changes to the program, which was then  
64 approved unanimously.

65  
66 **UNDERGRADUATE COUNCIL: ELEMENTARY EDUCATION WITH MIDDLE**  
67 **SCHOOL SUBJECT SPECIALIZATION ENDORSEMENT.** Sheffield and Martin moved  
68 acceptance of the Council's resolution. Weiland briefly described the changes to the program,  
69 which was then approved unanimously.

70  
71 **UNDERGRADUATE COUNCIL: BA IN SECONDARY EDUCATION.** Sheffield and Scala  
72 moved acceptance of the Council's resolution. Fallace briefly described the changes to the  
73 program, which was then approved unanimously.

74  
75 **GRADUATE COUNCIL: GRADUATE TEACHER OF STUDENTS WITH**  
76 **DISABILITIES ENDORSEMENT.** Sabatino and Scala moved acceptance of the Council's  
77 resolution. Brillante briefly discussed the program changes. Levitan asked for clarification as to  
78 who the target population is for this program. Brillante noted this program is primarily intended  
79 for those without the special education/disabilities undergraduate degree and alternate route  
80 candidates. Diamond requested the cover sheet be corrected to reflect a permanent change. The  
81 resolution was then unanimously approved.

82  
83 **ENROLLMENT AND RETENTION:** Ross presented a PowerPoint [archived in the Packet of  
84 this meeting] and provided an update on enrollment and retention for spring 2017 as part of the  
85 larger Student Success Team presentation. Tardi requested that Ross take questions after his  
86 portion of the presentation rather than at the end. Ross reported that we missed the enrollment  
87 projections for spring by 96 students but noted that we had 84 fewer transfer students. Looking  
88 ahead, overall enrollment targets for fall 2017 are higher (+279) than last year and include 1550  
89 new students, 1200 transfer students, 300 readmit students and 600 graduate students. While  
90 noting that graduation rates have improved, the outflow of students exceeds the inflow, resulting  
91 in a decline in enrollment. Ross also spent time discussing the attrition rates and noted that  
92 similar institutions have rates between 10%-15% while ours is at 20.7%, which remains a  
93 challenge. Scala noted it was surprising that many of the students that leave choose to enroll in a  
94 two-year rather than a four-year school. Kothandaraman noted that 2/3 of the students that leave  
95 do not reenroll in any school and asked if they should be here in the first place. Ross noted that

96 we use the same criteria as competitors for admission, but other factors such as the education  
97 level of parents, math skills and gender may play a role in attrition.

98  
99 Andreopoulous noted the competitive nature of higher education and that cost and reputation  
100 impact student decisions to attend William Paterson and asked what we can do to convince  
101 students to attend. Ross noted that most students come from a 20 mile radius and that we have  
102 increased the number of first year students but we have lost transfer students which are key.  
103 Diamond questioned whether there is a more complex set of issues regarding the attrition rates.  
104 Ross indicated that the data has not been fully examined yet but acknowledged the rate is an  
105 issue. Tardi thanked Ross for providing the data but noted that it is presented without context and  
106 that explanatory studies of the data may yield results that are more meaningful. Tardi also asked  
107 how Montclair is able to attract more students and continue to grow enrollment while we  
108 struggle and noted that administrative runaround may be a contributing factor. Ross replied that  
109 Montclair loses fewer students which results in higher graduation and retention rates and while  
110 our students are very similar, there are some differences in our student populations.

111  
112 Potacco asked whether the threshold for acceptance has been lowered during the admissions  
113 process. Ross indicated this was not the case. Watad commented that our academic reputation  
114 might not be what students thought it would be so they decide to go to community college to  
115 save money. Watad also noted that this is a systemic problem and that there is a crisis in  
116 leadership and suggested a closed session to discuss. Watad also suggests that we need to think  
117 outside the box to attract more students and retain them. Ross indicated that constituency  
118 management is in place and that we cater to those who will come here and have scheduled open  
119 houses specifically targeting sophomores and juniors in high school. Ross concluded by  
120 indicating his availability to discuss these issues and encouraged those in attendance to contact  
121 him with additional questions.

122  
123 Sandmann noted that retention is key, thanked everyone for the comments and questions, and  
124 turned the remainder of the presentation over to Liautaud-Watkins who provided a brief  
125 overview of the Academic Development Reorganization. Now consisting of two areas, Student  
126 Achievement and Academic Success Services, the reorganization provides for intrusive  
127 engagement with students with enhanced support services. Particular emphasis is on reaching out  
128 and monitoring undeclared students with GPAs in the 2.0-2.5 range. Students with 70-90 credits  
129 will also be monitored for timely degree completion and Liautaud-Watkins expects the new  
130 Starfish retention software to help with these efforts. Liautaud-Watkins also emphasized the  
131 importance of Academic Development working with faculty and noted that the proposed  
132 academic dismissal policy changes will also offer opportunities for better retention of students.  
133 Sandmann reiterated that faculty play an important role in student success and asked that faculty  
134 let the administration know what is working and what is not working as we move ahead.

135  
136 Questions and comments continued. Snyder noted that we hold the assumption that our students  
137 are similar to students at other institutions but questioned whether these comparisons are correct  
138 and if we are controlling for other factors such as ethnicity and gender. Kearney noted that the  
139 numerical goals and measures are good but it is a challenge to take all of this in and similar  
140 reports from peer institutions may be useful. This would allow us to see where we stand on any  
141 given measure and identify areas where we may be higher or lower. Kearney noted that we also  
142 might want to identify organizational barriers so we do not reach the point of having such a high  
143 rate of non-returning students. For the third time, Verdicchio emphasized that faculty own this

144 dilemma and that our small class sizes provide opportunities to truly connect with students. More  
145 resources should be directed to supporting teaching and learning. Verdicchio also noted that we  
146 need to look at ourselves and treat students with courtesy and professionalism at all times.

147

148 **ADJOURNMENT:** Upon Levitan and Najarian's motion, the Senate adjourned at 1:46pm.

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150 The next meeting of the Faculty Senate will be on **Tuesday**, March 28, 2017 in Ballroom C.

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152 Respectfully Submitted: Nancy Weiner, Secretary *pro tem*

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154 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:

155 [www.wpunj.edu/senate](http://www.wpunj.edu/senate)

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