

PRESENT: Andreopoulos, Bernstein, Bhat, Bliss, D’Haem, Diamond, Dinan, Duffy, Ellis, Falk-Romaine, Finnegan, Garfinkel, Godar, Healey, Kearney, Kelly, Kim, Korgen, Lee, Levitan, Maganuco, Martus, Mathew, Mbogoni, McNeal, Natrajan, Nyaboga, Nyamwange, Parras, Pavese, Perez, Polchak, Rosar, Sabogal, Schwartz, Sheffield, Slaymaker, Snyder, Steinhart, Swanson, Tardi, Verdicchio, Wagner, Waldron, Walsh, Weil, Wicke

ABSENT: Barrow, Cruz Paul, Ndjatou

GUESTS: Berenson, M. Bishara, S. Bishara, Burns, Chabayta, Ciliberti, Daniel-Robinson, Diaz, Fallace, Fuller-Stanley, Gutierrez, Hahn, Hill, Hoffman, Hong, Liautaud, Malu, Miller, Mured, Noonan, Olaye, Rabbitt, Refsland, Rodriguez, Rosenberg, Sweeney, Tiernan, Veske, Wallace, Wolf, Zeff

PRELIMINARIES: Chairperson Parras called the Senate to order at 12:35 PM.

Godar called for a moment of silence in honor of those killed in the Boston bombing.

Martus and Pavese moved acceptance of the Agenda. Kelly and Verdicchio moved to set an order of the day at 1:20 for discussion of the motion regarding student voting in the Senate. After brief discussion, the motion failed by a vote of 16 yes, 19 no with 4 abstentions. Maganuco and Polchak moved that the student voting item be moved higher on the Agenda. The motion failed by a vote of 19 yes, 14 no with 3 abstentions. Martus and Wicke’s motion to have discussion of proposed election procedures precede the proposed By-Laws revision, passed with one dissenting vote and one abstention. The revised Agenda was approved by voice vote.

The draft Minutes of the March 26, 2013 meeting, moved and seconded by Martus and Ellis, were approved with minor corrections. The draft Minutes of the April 9, 2013 meeting, moved by Kim and Martus, were likewise approved with minor changes.

CHAIR’S REPORT: The calendar of Senate meetings for the 2013-2014 academic year was approved unanimously.

Parras noted that the Blue Ribbon Task Force is slightly behind schedule, but should be presenting its findings in May. The Administration assured the Senate that no major recommendations from that report would be implemented without faculty input. Parras urged all faculty to provide feedback regarding the report.

The Africana World Studies Department has elected Danielle Wallace to serve as its senator.

The Senate Appreciation Lunch will be held on Thursday, April 25th during Common Hour in Ballroom A.

Parras reported Vice-President Ferguson’s e-mail that highlighted one great way to attack the attrition problem: scholarships. She urged all faculty and staff to remind students to apply for the many scholarships that are open to all students. Over \$420,000 in scholarships were awarded last year.

VICE-CHAIR’S REPORT: Falk-Romaine nominated (Godar seconded) two new members for the Ad Hoc Committee on Administrative Evaluations: Joyce Heavey from Financial Aid and Jyoti Champanerkar from the Math Department. Both were approved unanimously.

She and Wagner then nominated members for the new Ad Hoc Enrollment Committee: Martus, Weisberg, Warner, Nwasike, Orr, Refsland and Kim. All were approved unanimously.

She reminded all council chairs that their Annual Reports are due by May 1st.

ATTRITION REPORT: Weil showed his last slides and entertained questions. Pavese said that the reasons students gave for leaving were familiar. He asked what does work, what does work to retain students. Tardi agreed that the same issues recur every year. She said that there is no creativity and a lack of accountability. The Faculty want shared governance and input. There are goals, but no objectives. There must be top down

43 accountability. Weil said that these points are being addressed. Kelly asked what the sample size was. Zeff
44 responded: 125, n = 178. Kelly said that it is incoherent policy analysis to try to draw conclusions from such
45 limited data. What we do know, however, is that family income is the best predictor of who drops out of
46 college. She called for extension of the practices that enable EOF and sponsored students to have higher
47 retention rates than the rest of the student body. She fears that the University is aiming for higher income
48 students, thus losing our public tradition. Waldron responded that there is no intention to change the mission of
49 William Paterson.

50 Parras asked if scholarships were going to be reorganized. Weil replied that a consultant has helped to analyze
51 scholarship trends and that new distribution formulas are being worked on. Waldron added that all these efforts
52 are aimed at attracting and retaining students.

53 Dinan asked if the high school GPAs and SATs of the students who drop out with GPAs below 2.0 suggest that
54 they are not taking the correct courses in high school. Weil said that some things are predictors, and that
55 Schrader is looking at ways to reorganize Academic Development. Kim reviewed his statistics regarding the
56 students who drop out with low GPAs. He asked what was being done about the 447 students who left in good
57 standing. Weil thanked Kim for his analysis and said that more must be done to find out why those students
58 leave. Diamond agreed that the sample size is too small. He suggests identifying the best predictors and
59 focusing on a few selected variables and getting a larger sample size. Kelly reiterated that family income is
60 most important and that the brilliant success of EOF should be a model. Andreopolous agreed that family
61 income is important, but that knowing more about these students' high school experiences and the skills they
62 learned there is also important.

63 Bliss agreed that this is a complex matter and said that departments need to take responsibility for their majors.
64 Weil said that more data will be made available to departments. Bhat urged that students who are thinking of
65 leaving should be contacted. We need procedures for this. Weil said that it is difficult to know who's leaving in
66 advance. Maganuco said that there are many reasons. He said that increased admissions standards would reduce
67 the 43% who leave with GPAs below 2.0. Increased admission standards will create a more reputable
68 university. Weil said that Schrader will focus on students on probation at risk of dismissal.

69 Steinhart said we must identify the patterns, especially among undeclared students. We need to engage them
70 earlier. Weil said that the deans have a recommendation that is being reviewed by the Academic Standards
71 Council that would have students commit to majors sooner. Bliss suggested that data collected on admissions
72 forms could be used to guide undeclared students. Ellis said we must find out what practices worked on the
73 community college level and adopt them here. Zeff said that she will look into this.

74 Korgen said that we know some things that bond students to the University: co-curriculars and experiential
75 learning. Walsh said that we can't keep making predictions using only descriptive statistics; we need inferential
76 statistics. Zeff said IR&A is able to do this and will get it on their research agenda. Pavese noted that this has
77 been one of the best discussions he's ever heard at the Senate and moved (Verdicchio seconded) that there be a
78 forum in the fall to continue the discussion and that ideas from that forum be presented to the Senate. Parras
79 said that this could be a charge for the Admissions and Enrollment Council. Kelly would like to have
80 information about where WPU stands in relation to other institutions. Slaymaker said we need more information
81 about the financial backgrounds of our students. The question was called and the motion passed with one
82 abstention.

83 **GRADUATE PROGRAMS COUNCIL RESOLUTION: M. Ed. IN MIDDLE LEVEL EDUCATION**

84 Godar and Ellis moved the Council's resolution. Verdicchio raised a number of questions. Is this a college-wide
85 or a departmental initiative? Is this a hybrid or a totally online program? What is the philosophical foundation?
86 How was this program conceptualized? Burns and Fallace responded that it went through all the college-wide
87 procedures. Parras added that it is 100% online; it is not a hybrid. Natrajan observed that all the courses but one
88 are mapped out; there is very little choice. It sounds like a certification with exact demands by an accreditor.
89 Fallace agreed that it's highly structured, but noted that all participant will already be accredited. McNeal added

90 that it is aligned with accrediting board standards. Kelly appreciated the need to follow accrediting standards,
91 but was troubled by an all-online precedent being set. Burns replied that there already is an entirely online
92 program, the M.Ed. in Literacy. She added that this is an advanced degree program that meets the needs and
93 preferences of its target audience: teachers with jobs. D'Haem has concerns about totally online programs, but
94 she agreed that all students in this program will completed regular education programs, will have done student
95 teaching and will have teaching certificates. The question was called and the M.Ed. in Middle Level Education
96 was approved by a vote of 26 yes, 7 no with 4 abstentions.

97 **ELECTION PROCEDURES:** After brief, inconclusive discussion, including two motions that were not
98 seconded, Steinhart reminded the body that it approved elections procedures in the Fall. Parras and Kearney
99 agreed. Steinhart then suggested that we follow them in the upcoming election.

100 **ADJOURNMENT:** Upon Finnegan's motion, the Faculty Senate went into adjournment at 1:50 PM.

101 The next meeting of the Faculty Senate is the first meeting of the newly elected Senate. It will be held on
102 **Thursday, May 2, 2013** at 12:30 PM in University Commons Ballroom C.

103 Respectfully submitted: Bill Duffy, Secretary

104 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT: www.wpunj.edu/senate