

WILLIAM PATERSON UNIVERSITY

In the News...

VOLUME 26 • NUMBER 1
OCTOBER 26, 2015

THE HISPANIC Outlook[®] IN HIGHER EDUCATION[®]

A group of diverse students and a faculty member are smiling and interacting in a casual setting, possibly a lounge or common area. The students are of various ethnicities and are dressed in casual attire. The faculty member is a woman with short brown hair, wearing a dark blazer over a red top. They are sitting on red armchairs and standing around a small table. The background shows a modern interior with yellow chairs and a framed picture on the wall.

WILLIAM PATERSON
UNIVERSITY
CULTIVATING A LEGACY OF DIVERSITY

WWW.HISPANICOUTLOOK.COM

Table of CONTENTS



6 WP'S KATHLEEN WALDRON: CULTIVATING A LEGACY OF DIVERSITY

Being able to meet the needs of Latinos and a host of diverse students on campus is part of Waldron's vision.

by Michelle Adam



10 OPEN HOUSE!

Find out what makes William Paterson University a perfect fit for Hispanic students and their families.



12 JULIO FRENK BEGINS TENURE AS FIRST HISPANIC PRESIDENT OF UNIVERSITY OF MIAMI

"Diversity is an antidote to inequality."

15 LATINO LEADERSHIP FELLOWS: FILLING IN THE GAP TO PRESIDENTIAL PIPELINES AT COMMUNITY COLLEGES

Building a nationwide network that can serve as a model program for diversity and professional training.

by Sylvia Mendoza



18 JOSE FIERRO'S PLANS FOR CERRITOS COLLEGE AS ITS NEW PRESIDENT

Tuned in to what Latino undergraduates encounter in pursuit of higher education.

by Gary Stern

21 OWN IT!

Energy and persistence conquer all things.

by Marvin F. Lozano and Miquela Rivera

WP's KATHLEEN WALDRON

Cultivating a Legacy of Diversity

Written by
Michelle Adam

When Dr. Kathleen Waldron was a finalist in the selection process for president of William Paterson University five years ago, she did something unusual. Before her interview, she walked over to the student commons of this Wayne, New Jersey school and remained there for several hours observing student interactions. She was pleasantly surprised.

"I wanted to see what the dynamic among students was at this diverse public institution," Waldron said. She had been to other universities where students remained in their subgroups despite being a part of a multiethnic university but saw the opposite behavior at William Paterson. "I knew that they and the school embraced diversity. Students intermingled and interacted with each other in a way that I appreciated. I believe this is part of what makes public universities rich."

A Strong Focus on Latinos

Today, as president of William Paterson University (WP), an 11,500-student school, Waldron can be proud of having supported this legacy of diversity and for being at

the helm of a school that now has officially become a Hispanic Serving Institution (HSI).

"We were excited about this designation. We can now apply for federal grants we weren't able to apply for before. Most universities don't have this kind of mix," she said. "We have an additional responsibility as an HSI. When we knew that 25 percent of our campus would be Latino, we made sure we had counselors who could communicate to students and parents about financial aid and other matters. We also started translating letters to parents and financial aid information into both languages."

A Perfect Fit

Given her background and connection to Latino culture and history, Waldron seems a perfect fit for a HSI university. She obtained her Ph.D. in Latin American History at Indiana University in 1977. During her graduate studies, she traveled extensively to Venezuela for her dissertation research and spent up to five years there in addition to her time in Mexico and Colombia.

Although Waldron began her career in education as an assistant pro-

fessor at Bowdoin College in Maine, she started pursuing a career in banking in 1981. At Chemical Bank, she worked on Argentinean portfolios. At Citibank, she served as president of Citibank International Florida, where she headed the Latin American Private Banking division until 1998.

"I worked with diverse colleagues at Citibank and was traveling a lot to Latin America. I also lived in Miami where everyone was Latino," she said. "My language ability helped me be accepted, and I also knew the history of my client's countries."

When Waldron returned to academia in 1998 as dean of the School of Business, Public Administration and Information Science at Long Island University, she brought with her three important sets of skills: strong management abilities, financial know-how and the capacity to work with diverse groups of people, especially Latinos. In 2004, she carried this expertise with her as president of Baruch College, a City University of New York (CUNY) school that was named the most ethnically-diverse campus in the nation by U.S. News and World Report and the Princeton Review.



President Waldron with young graduates at WP's Commencement.

Photo Courtesy of William Paterson University

Waldron was also able to utilize her unique background at William Paterson University when she became president in 2010. Within her first year, she established the Tinker Foundation Lecture Series on Latin American History. She invited community members and leaders of different ethnic groups as well as students and faculty, to talks on current events in Latin America. That year, she also brought the then-president of La República Dominicana, Leonel Fernandez, to campus where 900 students, faculty and community members filled the auditorium.

"Faculty really took notice, and the community that came looked at the university differently after that," Waldron said. "It underscored that the Latino community would be im-

portant at the university because it was a skill set I as president had and was going to use."

Improving Education for All

Being able to meet the needs of Latinos and a host of diverse students on campus was part of Waldron's vision when she became president five years ago. Given that many students juggle jobs and family responsibilities while attending school and had low retention and graduation rates, she had her work cut out for her. Now, the school has 25.1 percent Latinos, 13.4 percent African Americans and 6.6 percent Asians.

Waldron started by increasing part-time jobs on campus, so commuting to work didn't take away from schoolwork. She created a free

"We have an additional responsibility as an HSI. When we knew that 25 percent of our campus would be Latino, we made sure we had counselors who could communicate to students and parents about financial aid and other matters."

*President Waldron,
William Paterson University*



President Waldron and Leonel Fernandez president of the Dominican Republic touring campus on his visit to WP.

summer basic skills program that would prepare those students who would otherwise normally pay for remedial courses in their freshman year. Waldron also increased academic support, amplifying activities at tutoring centers and revising the first-year student experience. In addition, she created more robust career planning, maintained annual tuition hikes below two percent (much lower than most schools) and improved an Early Alert System that lets WP's diverse and first-rate faculty know when students need help.

Realizing that students who graduate in four years financially

save on their education, Waldron also began offering a \$1,000 scholarship to anyone who finished their freshman year with 30 credits and a GPA of 3.0 or more. This continued for their subsequent years. "This was a big experiment, and we think it's working," she said. (Latinos, for example, increased graduation rates in four years by 12.6 percent for the 2007 cohort).

Waldron has been intent on increasing full-time faculty and money for scholarships while further narrowing the gap in graduation and retention rates between minority and Caucasian students. She will also pursue

grants under the school's new HSI status.

Whether her goals are intended for Latinos or not, though, Latinos, as the largest minority group on campus, are likely to benefit. "I think we will continue to see Latinos coming to our university. Many of them come from community colleges and see us as a friendly and welcoming place," Waldron said. She also recently added a Latina, Lourdes Cortez, president and CEO of North Jersey Federal Credit Union, to her board of trustees. "We keep an eye on students and help them succeed." •

What sets William Paterson University apart from other schools aside from its status as a Hispanic Serving Institution? Here's an inside look at what makes WP special to its student body, faculty and staff. It's the first of our new feature, Open House, a virtual tour of outstanding colleges and universities featured on the pages of HO. This and all future Open House features will soon be available at www.hispanicoutlook.com as a special service to our readers.

WILLIAM PATERSON UNIVERSITY

A Beautiful Campus Housing Exciting Programs and Opportunities for Students

Under the extraordinary leadership of President Kathleen Waldron, William Paterson University (WP) in Wayne, New Jersey is a public, residential institution that offers an outstanding and affordable education to a diverse student body of more than 11,000 through baccalaureate, master's and doctoral programs. Located in the suburbs of northern New Jersey, the 370-acre campus is just 20 miles from New York City and adjacent to 1,200 acres of woodlands and hiking trails.

The University fosters a supportive environment for faculty and student collaboration particularly in the area of research. Experiential learning and practical opportunities for students are actively encouraged. The University earned recognition for the diversity focus of its teacher preparation programs and is ranked among the best programs in the country for professional sales and financial planning. The University continues to be accredited by the Middle States Commission on Higher Education through 2021. The College of Education has been reaccredited by the National Council for the Accreditation of Teacher Education (NCATE) through 2019. William Paterson's Cotsakos College of Business programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB) International, representing the highest standard of achievement for business schools worldwide.

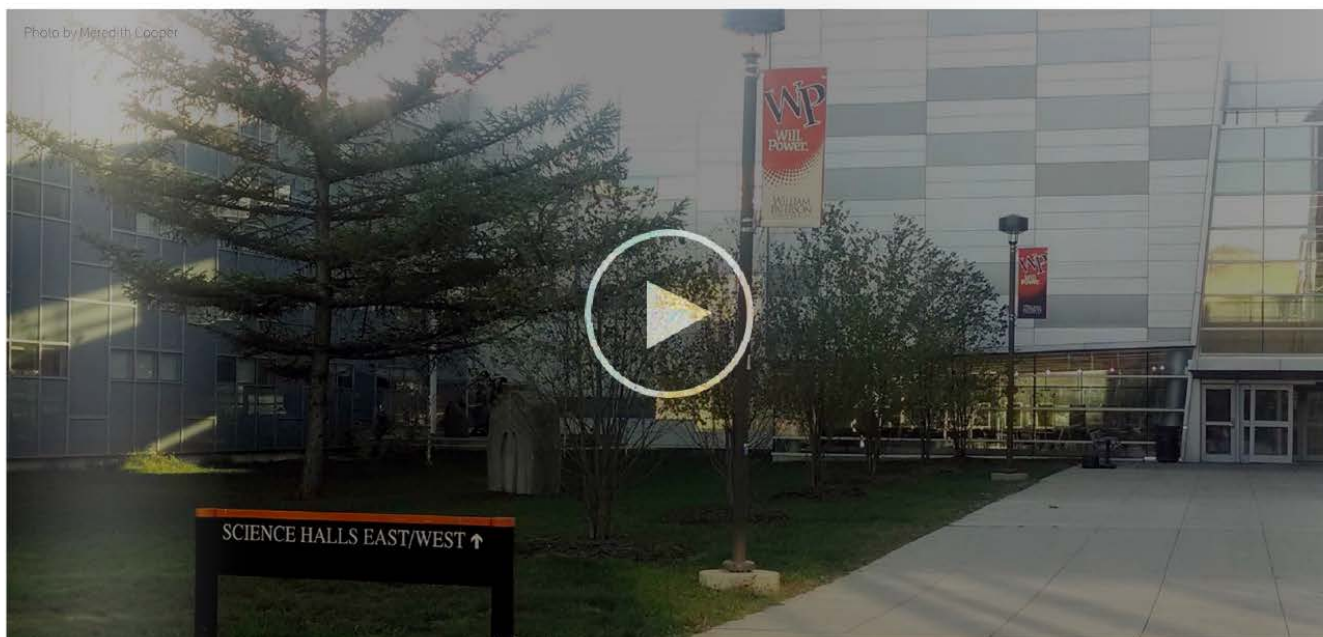


WP students in one of the school's state of the art labs.



Photo by Meredith Cooper

WILLIAM PATERSON UNIVERSITY



The University challenges students to high levels of intellectual and professional accomplishment and personal growth in preparation for careers, advanced studies and productive citizenship. Faculty and staff use innovative approaches to research, learning and student support to expand students' awareness of what they can accomplish. The University Core Curriculum prepares students for personal well-being, expression, ways of knowing, diversity and justice, community and civic engagement and global awareness. Students can choose from a wide range of undergraduate degrees offered by five colleges: Arts and Communication, Cotsakos College of Business, Education, Humanities and Social Sciences and Science and Health.

The University has a number of degree programs in growing fields, including criminology and criminal justice, sport management and communication/broadcast production. The University also offers a program in environmental sustainability, which helped the institution garner a place among the 20 colle-

giate finalists in the Second Nature Climate Leadership Awards sponsored by the American College and University Presidents' Climate Commitment. Proud of housing one of the largest collegiate solar panel installations in the country and of its state-of-the-art \$85-million Science Complex, which features SMART classrooms and sophisticated research laboratories, the University is committed to programs that foster global responsibility and scientific inquiry. The University is currently building a new \$40 million state-of-the-art academic facility that includes specialized classrooms and clinical spaces for programs in the health sciences and which will open in January 2016.

With strong programs in business, education, music and the arts, nursing, communication and the sciences, students are well prepared to pursue careers with major broadcasting, data processing, technology and health care firms that dominate northern New Jersey as well as to pursue post-graduate studies in law, medicine, the arts, business and the social sciences and humanities. In

addition, the recently established Pesce Family Mentoring Institute (funded by a gift from the Pesce Family) prepares students for careers or graduate education by connecting successful professionals, including alumni and community partners, with selected William Paterson undergraduate students.

William Paterson University's more than 400 full-time faculty, including 41 recipients of the prestigious Fulbright Fellowship, provide an opportunity for students to work with professors on research, internships, performances and other creative work. The faculty includes poets, writers, television and radio broadcasters, scientists, entrepreneurs, historians, artists, musicians and noted authors in their fields. Speaking more than 20 languages, the University's professors encourage international experiences with programs in China, the Netherlands, England, Wales, Spain, Puerto Rico, Dominican Republic, Japan, India and Kenya.

For more information about William Paterson University, visit wpunj.edu.

WILLIAM PATERSON
UNIVERSITY
WPUNJ.EDU