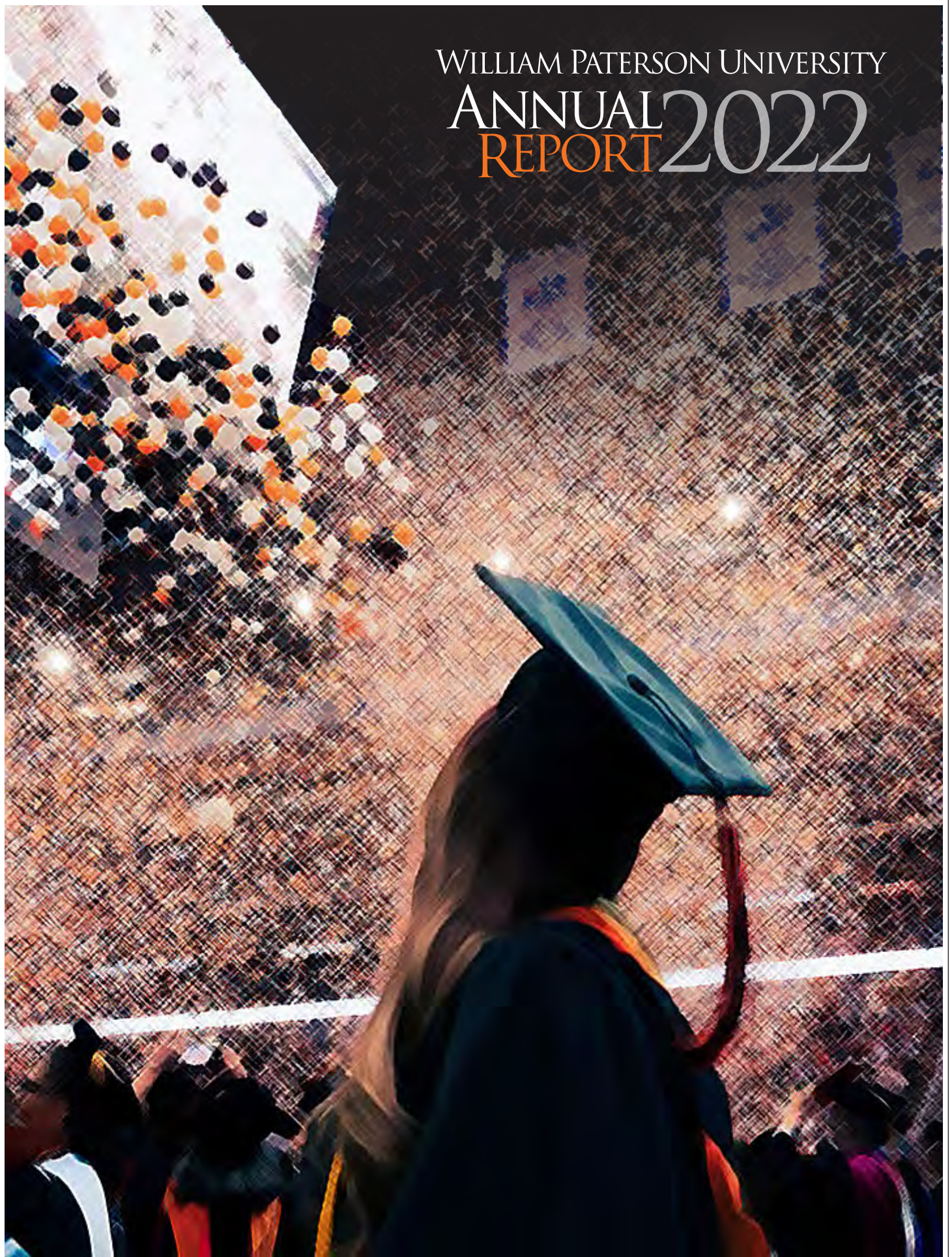


WILLIAM PATERSON UNIVERSITY
ANNUAL
REPORT 2022





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PRESIDENT'S MESSAGE

The speed of change in higher education is accelerating rapidly, and William Paterson University is keeping pace as we continue building a stronger institution to better serve our students. I am pleased to share with you my 2021-2022 Annual Report, which details much of the great work and many achievements from across the William Paterson community over the past year in support of these efforts.

In just two years since its launch, for example, WP Online – our fully-online suite of degree and certificate programs – has gone from fledgling to full flight with tremendous growth. Interest and enrollment in our initial slate of graduate programs was so strong and our implementation so successful that we have been able to quickly expand the number of graduate offerings while also adding a program for adult students with some college credit who want to complete their undergraduate degrees.

WP Online gives us the potential for global reach, but in-person international educational exchanges and partnerships have been a transformational experience for many William Paterson students and faculty since long before the emergence of online education. Here, too the University is expanding its in-person and virtual reach, creating new global partnerships and strengthening existing ones with distinguished international colleges and universities that focus on academic areas of mutual interest and specialization.

We are also expanding our reach much closer to home through new dual enrollment programs at some of New Jersey's great community colleges and high schools. These programs create pathways and incentives for more students to earn their associates degrees or high school diplomas and use them as means of direct entry into William Paterson, where they participate in the traditional, campus-based college experience as they work toward their bachelors degrees.

While the expanding William Paterson universe, with its regional, international, and global online reach, is truly exciting, I often reassure our faculty and staff that

the undergraduate, campus-based experience I mentioned above remains at the core of who we are as an institution. So, it is critical for the health of the University and the WP community that we continue to nurture the success of this population of students, who are changing the social fabric of New Jersey and our nation.

Central to this work is the implementation of our new Strategic Plan and a new Branding and Identity strategy, which I talked about last year in this space while it was still in development. Now, we are working with an exciting new marketing agency with a great record of success in higher education to communicate our fundamental value proposition for traditional undergraduate students and families – that we understand what it takes to succeed at college and provide our students with a comprehensive system of academic, social, and personal support to help get them to Commencement.

Our new, three-year Strategic Plan will allow us to focus with a greater sense of urgency on the issues and opportunities that define our post-pandemic environment: 1) Adult learning; 2) Alternative credentials and certificates; 3) Attrition; 4) Decolonization; and 5) Revising our Mission Statement. I look forward to updating you again as this new plan is implemented, and I thank you for your interest in William Paterson University. We truly appreciate everyone who helps us fulfill our vital mission.



Richard J. Helldobler, PhD, President
William Paterson University



The background of the page features a photograph of a William Paterson University banner hanging from a black lamppost. The banner is orange and displays the university's name in a serif font, a large stylized 'WP' monogram, and the slogan 'Will. Power.' in a bold sans-serif font. In the background, a building with a sign that reads 'CHENG LIBRARY' is visible under a clear blue sky.

I. ACADEMIC EXCELLENCE

Academic Initiatives and Highlights

During the 2021-22 academic year, the University accelerated development and implementation of initiatives that build upon programmatic opportunities and emerging trends in higher education. The institution focused on programs designed to meet the growing demand for online learning, particularly by adult learners, as well as for those seeking advanced degrees that are flexible in terms of delivery models and that meet the changing demands of the marketplace.

The University's fully online degree platform, WP Online, expanded its portfolio of programs to include nine new online bachelor's degrees that launched during fall 2021: bachelor of arts in communication studies, criminology and criminal justice (including a professional track for law enforcement and corrections professionals), leadership and professional studies, liberal studies, and psychology, and bachelor of science in health studies, management, and marketing. In addition, the University launched four fully online graduate degree programs—the master of public health and MBA programs in applied business analytics, sales strategy, and healthcare economics—along with four graduate business certificates.

Overall, the University now offers 53 fully online degree programs in business, education, the humanities and social sciences, and healthcare. For fall 2022, 2,759 students were enrolled in WP Online programs, compared to 1,765 in fall 2021, an increase of 64 percent over the previous year.

In addition, the bachelor's degree in leadership and professional studies, which launched in fall 2021, enrolled 75 students for fall 2022, exceeding the goal of 35. This program, developed specifically for adult learners, offers them a highly flexible program designed to help them return for a degree and build on professional knowledge and earned credits.

The University's new multidisciplinary doctor of education in leadership degree launched in summer 2021 with a full cohort of students. Designed to prepare candidates for executive leadership roles in a variety of career settings, including preK-12 education, higher education, social services, healthcare, nonprofit and for-profit business enterprises, faith-based organizations, and government, the program is especially suitable for working professionals, with limited required in-person attendance and most work conducted online.

For traditional undergraduates, the University approved a new bachelor's degree program in social work, for launch in fall 2022, to meet the increasing demand for social workers in the region. The University is pursuing national accreditation for the program from the Council on Social Work Education and is currently in pre-candidacy status, the Council's first accreditation benchmark.

In addition, tracks in the existing graduate degree program in exercise and sport science were launched as separate degree programs: the master of science in exercise physiology and the master of science in sport administration. Both programs are now offered in an online format.

The University signed 3+1 RN-BSN agreements with the County College of Morris and Mercer County Community College.

The University formalized agreements with Ocean County College and three Egyptian universities—Helwan University, Ain Shams University, and Alexandria University—that will enable Egyptian students to major in computer science and earn degrees at all three institutions. Under the three-way collaborative joint admissions agreement, the Egyptian students will enroll for the first two years of courses at Ocean County College, and after successful completion would receive an associate of science degree from Ocean County College. At the completion of the program, the students will earn degrees from both William Paterson and one of the Egyptian universities.

Four pre-doctoral fellows joined the University for the 2021-22 academic year through the University's new Pre-Doctoral Fellows Program, designed to advance diversity in higher education by supporting doctoral or terminal degree candidates from underrepresented backgrounds as they launch academic careers and complete their dissertations or degree requirements. Jasmine Henry, Rutgers University, music; Shannon Holder, University of Connecticut, educational leadership and professional studies; Steven Jones, Rutgers University, psychology; and Soohyun (Ashley) Lee, Baruch College and Graduate Center, City University of New York, management, marketing, and professional sales, spent the academic year teaching and fully involved in academic life on campus.

The University received full accreditation for its doctor of psychology (PsyD) program in clinical psychology from the American Psychological Association (APA). The program was fully accredited for 10 years, with an effective date of December 2, 2021. The APA Commission on Accreditation is the primary accreditor in the United States for professional education and training in psychology.

The Cotsakos College of Business formed a Center for Socially Responsible Entrepreneurship and Innovation to empower current students, alumni, and members of the general public in various industries and geographical locations to formulate new business ideas and develop socially responsible innovations for their new or existing organizations.

The College of Arts, Humanities, and Social Sciences held its 10th annual multidisciplinary conference, "Imagining and Reinventing Higher Education in a Post-Pandemic World," in October 2021. The virtual event explored how those in colleges and universities should evaluate and adjust their approach to higher education in a post-pandemic world. The event featured a keynote address by Henry Armand Giroux, Chair for Scholarship in the Public Interest in the Department of English and Cultural Studies at McMaster University, titled "Apartheid Pedagogy in the Age of Rising Authoritarianism: Challenges and Possibilities."

The Cotsakos College of Business hosted the 17th International Conference on Applied Business and Economics in November 2021, together with the University of West Attica and the International Strategic Management Association, both of Greece. Numerous University business faculty presented their research and participated on panels.

The University's master of education programs in clinical mental health counseling and school counseling, housed within the College of Education, were granted accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). CACREP's prestigious accreditation ensures a high standard of quality for master's and doctoral programs in counseling and related educational programs.

The College of Education received the 2021 Frank Murray Leadership Recognition for Continuous Improvement by the Council for the Accreditation of Educator Preparation (CAEP) for its leadership and commitment to continuous improvement. The award noted the College's demonstrated equity advancements and excellence in educator preparation through purposeful use of self-study procedures and evidence-based reporting that assure quality and support continuous improvement to strengthen P-12 learning.

The University's Cannabis Research Institute (CRI) hosted a virtual roundtable with New Jersey Cannabis Regulatory Commission Vice Chair Sam Delgado and Commissioner Charles Baker in April 2022. The commissioners discussed current cannabis policies in New Jersey, as well as post-legalization strategies. The event was moderated by Professor Rahi Abouk, health economist and CRI director.

Faculty and Staff News and Achievements

The University's faculty of teacher/scholars continued to make an impact on their fields of expertise during the 2021-22 academic year. Faculty received or were nominated for 149 awards, honors, and fellowships; produced 322 books, book chapters, conference proceedings and articles in journals, and 107 artistic performances, productions, and exhibitions; and gave 220 lectures, presentations, and workshops.



Francisco Díaz, associate vice president for student development

Francisco Díaz, associate vice president for student development, earned the 2021 Fred Turner Award for Outstanding Service to NASPA for Region II. The award, named in honor of former chair of the NASPA Board of Directors, honors a member who has served in leadership roles at the state, regional, national, and/or international levels of NASPA for a sustained period of time and demonstrated outstanding achievement to the student affairs profession and Region II over an extended period.

Nicholas Hirshon, assistant professor of communication, received the 2021 David L. Eshelman Outstanding Campus Adviser Award, presented by the Society of Professional Journalists (SPJ). This marked the second time Hirshon has won the award since 2019, making him the first two-time winner in the 43-year history of the award, which is presented annually to an individual who has made an exceptional contribution to the chapter for which he or she serves as SPJ adviser.

Ana Cristina Siqueira, associate professor of management and director of the Center for Socially Responsible Entrepreneurship and Innovation in the Cotsakos College of Business, received the Award for Excellence in Social Entrepreneurship, Practice, and Service from the U.S. Association for Small Business and Entrepreneurship. The award recognizes individuals who have founded a social impact organization or initiative in order to make a positive contribution to the world, with a demonstrated commitment to social entrepreneurship education.



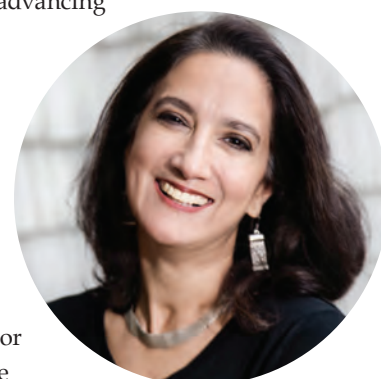
Robb Rehberg, professor of kinesiology, was inducted into the National Athletic Trainers' Association (NATA) Hall of Fame—the highest honor in the athletic training profession—for his influence on and advancement of the profession within the State of New Jersey. Rehberg is also a medical consultant and coordinator of the ATC (Athletic Training Certified) Spotter program for the National Football League and was a spotter for the 2022 Super Bowl.

Business professors Robert L. Laud, Andrey Kretinin, Stephen C. Betts, and Ana Cristina Siqueira were selected as recipients of the Bright Idea Award, sponsored by the Stillman School of Business at Seton Hall University. Laud, Kretinin, and Betts were recognized for their research paper, *An Integrated Model for Large-Scale Social Entrepreneurship: Addressing Global Water Supply Problems*, that evaluated the impact of global water crises and presented a model to help address the need for international water sustainability. Siqueira was honored for her article, *A commons strategy for promoting entrepreneurship and social capital: Implications for community currencies, cryptocurrencies, and value exchange*, advancing the research of socially responsible entrepreneurship.

Marina Budhos, professor of English, was awarded a 2022 New Jersey State Council on the Arts Fellowship. This marks her third fellowship from the Council, after previous honors in 2007 and 2013.

Sean K. Wilson, associate professor of criminal justice, was awarded the Coramae Richey Mann Leadership

Award at the 2022 Academy of Criminal Justice Sciences (ACJS) Conference. The award, the highest honor presented by the Minorities and Women section of ACJS, is given for contributions to the emerging body of knowledge about gender issues in criminology and criminal justice and impact on criminal justice on a national level.



Professor Marina Budhos, English

Professor Ana Cristina Siqueira, management

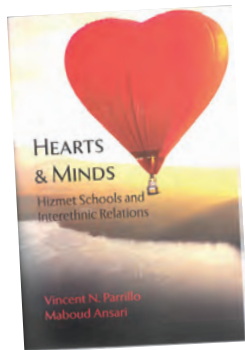
Lydia Albuquerque, DNP '18, assistant professor of nursing, was elected as a Distinguished Fellow by the National Academies of Practice (NAP), a non-profit organization that advises governmental bodies on the healthcare system.



Professor Lydia Albuquerque, nursing

Miryam Wahrman, professor of biology, Nicole Davi, professor of environmental science, and Richard Kearney, research and electronic resources librarian, were the recipients of the 2022 Faculty Excellence Awards. Wahrman received the 2022 Faculty Award for Excellence in Teaching; Davi received the 2022 Faculty Award for Excellence in Research, Scholarship, and Creative Expression; and Kearney received the 2022 Faculty Award for Excellence in Service.

Martha Witt, professor of English, was awarded a Fulbright Scholar Fellowship for the 2022-23 academic year that will bring her to Ilhéus, Brazil during the spring 2023 semester. Witt will work on a draft of a novel partly set in Ilhéus and based on her mother-in-law's life, as well as collaborate with an English professor at the Universidade Estadual de Santa Cruz (UESC), located in Ilhéus, to translate select poems by Lívia Natália, an African-Brazilian writer.



Vincent N. Parrillo and Maboud Ansari, sociology professors *emeritus*, published a new book, *Hearts and Minds: Hizmet Schools and Interethnic Relations*. In their book, the professors present a cross-cultural study of Hizmet schools in seven countries of varying histories and ethnic compositions. There are more than 1,100 Hizmet schools worldwide, and more than 100 in the U.S.

Communication professors Kyung-Hyan "Angie" Yoo and Jennifer Owlett found that organizations can best respond to a crisis on Twitter by assuming responsibility, putting the emotions of the receiver first, showing support, and offering solutions. Their study, "The Importance of Person-Centered Messages (PCMs) in Crisis Communication on Twitter," conducted with colleague Soo Kwang Oh of Pepperdine University, was published in the *Journal of International Crisis and Risk Communication Research*.

Amid growing concerns about adolescents' mental health in the wake of the COVID-19 pandemic, a new research study led by Corey Basch, professor of public health, and her co-researchers deconstructed the content of and reactions to 100 TikTok videos posted with the hashtag #*mentalhealth*—videos that collectively received nearly 1.3 billion views, 2.7 million "likes," and 2.5 million comments—and found that almost half reported or expressed symptoms of mental distress. The study was published in the *Journal of Medical Internet Research*.

New research by Deniz Yucel, professor of sociology, found that working from home often creates more personal conflict for women versus men. Despite its advantages—such as not having to commute and all-day access to one's home kitchen, the study, published in the journal *Community, Work, and Family*, discovered that working from home can increase, rather than decrease, feelings that work demands and family demands conflict with one another.



Professor Deniz Yucel, sociology

Donna Minich Spuhler, director of campus activities, service, and leadership, won the Distinguished Advisor Award from the National Society for Leadership and Success for her role as advisor to the University's student chapter of the organization.

Head baseball coach Mike Lauterhahn was named New Jersey Athletic Conference (NJAC) Coach of the Year. This is Lauterhahn's second NJAC Coach of the Year Award; he previously won in 2012.



Head baseball coach Mike Lauterhahn

Grants to Support Academics

During the 2021-22 academic year, the University received more than \$11 million in funding from federal, state, and local government sponsors, including funding through the Coronavirus Aid, Relief, and Economic Security (CARES) Act. Grants supported faculty and academic initiatives in a variety of areas, ranging from individual faculty research and projects to programs focused on education and outreach, providing significant resources that support the University's role as a comprehensive

institution in its region and state. The School of Continuing and Professional Development also brought in grants this year totaling \$656,408.

William Paterson was awarded a \$4.99 million U.S. Department of Education Grant for Hispanic Serving Institutions (HSI) to enhance science, technology, engineering and math (STEM) programs. The grant, to be awarded over five years, will target Hispanic and low-income first-time, first-year students and transfer students from Passaic County Community College (PCCC). The project, titled Access to STEM Pathways through Integrated Research and Engagement (ASPIRE), aims to increase the total number of overall University STEM majors; particularly, the number of low-income and Hispanic STEM students transferring from PCCC to William Paterson University in a STEM discipline. The project team, led by Provost Joshua Powers, includes Guillermo de Veyga, vice president for strategic initiatives and university relations; Venkat Sharma, dean, College of Science and Health; Melkamu Zeleke, associate dean, College of Science and Health; Sandra Hill, associate provost for academic affairs; and Patrick Noonan, director of transfer programs and special sessions.

An interdisciplinary team of William Paterson professor-researchers was awarded nearly \$300,000 from the National Science Foundation to study access to reliable and safe drinking water and recreational waterways with a focus on equity in access to these resources. Nicole Davi, professor of environmental science, Marianne Sullivan, professor of public health, and Lilian Milanés, assistant professor of community and social justice studies, will work to examine the social, behavioral, health, and climatic aspects related to water resources in the New York-New Jersey Watershed.



Professor Nicole Davi, environmental science

Nicole Davi, professor of environmental science, also was awarded a \$400,000 National Science Foundation grant to study changing ecosystems and a warming Arctic environment and the challenges it presents to Indigenous peoples. Davi, whose research focuses on developing and interpreting high-resolution paleoclimatic records to understand climate

change over the past 2,000 years, will use core samples of trees to compile, examine, and analyze tree ring data to quantify and document extreme weather events and related evidence of human impacts such as famine, stress,

migrations, and disease. Davi and her colleagues will travel near the Arctic Circle in the northernmost regions of Northwest Canada to conduct portions of their research.

Gladys Vega, professor of languages and cultures; Carrie Hong, professor of educational leadership and professional studies; and Maria Tajés, professor of languages and cultures, received a five-year, \$2.86 million U.S. Department of Education Literacy for Empowerment in English and Spanish (LEES) grant to improve literacy instruction and equitable access to content learning for dual language learners. The grant will support 100 pre-service and in-service teachers in their pursuit of bilingual education certification and strengthen preschool literacy programs in partner school districts in Clifton, Hackensack, Passaic, and Paterson.

Michael Griffiths, professor of environmental science, received a \$359,865 grant from the National Science Foundation for a project titled “Collaborative Research: Constraining cloud and convective parameterizations using paleoclimate data assimilation.” Griffiths and his collaborators will seek to develop more realistic representation of cloud and convective processes to better improve simulations of past and future climates.

Casey Mathern, director, University Galleries, received a \$15,000 National Endowment for the Arts grant to support multidisciplinary artist residencies and an exhibition, *Memory Keepers*, featuring Dominican artists iliana emilia Garcia and Scherezade Garcia. The artists presented new site-specific installations as well as several lectures. Building on the Garcias’ artwork, Dr. Danielle Brown, founder of My People Tell Stories, led a two-day Music Department residency that explored spirituality in Caribbean music.

Wartyna Davis, dean, College of Arts, Humanities, and Social Sciences, received a \$149,994 grant from the National Endowment for the Humanities for a Data Storytelling project to support the development of a new minor that integrates digital data and analysis into humanities courses, along with a series of faculty workshops in digital humanities.

Marrienne Sullivan, professor of public health, received a \$240,039 award from the National Science Foundation to examine children’s environmental health (CEH) science and science-based regulatory policy. Sullivan will conduct research on the development and enactment of CEH federal-level U.S. policy from the late 1980s to the present, and explore how this distinct research field has shaped regulations and been deployed to increase protections for children.

STUDENT SUCCESS

For the 2021-22 academic year, the University provided a variety of options, including in-person, hybrid, and fully online courses. Resident students returned to traditional occupancy and a campus-based experience, while events and activities were held both in person and virtually.

Enrollment, which was impacted by the pandemic, continued to be a challenge, especially as it disproportionately affected the population of students that the University serves. Student retention challenges also continued; however, the University made gains in first-year retention overall and in several tracked cohorts due to a wide array of targeted initiatives. Retention support was widespread, with new programs in various stages of development and implementation.

Enrollment and Degree Completion Highlights

As of fall 2022, the University enrolled 9,920 students, a slight decline from the fall 2021 overall headcount of 9,949. WP Online continued to show dramatic growth, with 2,759 students enrolled for fall 2022 compared to an enrollment of 1,765 for fall 2021, an increase of 64 percent. WP Online students accounted for 27.8 percent of total enrollment for fall 2022.

However, full-time undergraduate enrollment, the University's most significant source of revenue, declined. The University enrolled 7,301 undergraduate students, which was 445 short of the goal, and 2619 graduate students, which was 286 above the goal.

The retention rate for first-year students increased from 67.7 percent to 71.5 percent. In addition, first-year retention increased in several tracked cohorts, including Black students, resident students, and first-generation students. The University provided targeted interventions by professional advisors in the Advisement Center, as well as integrated supports within the Will. Power. 101 program including specific assistance around barriers to registration, connection to academic and other supports to improve academic performance, funding support for students to purchase books and/or computers as needed, and curriculum in support of academic and other key skills development.

The six-year graduation rate rose to 55.9 percent from a rate of 53.3 percent for the previous cohort. The

University's four-year graduation rate fell to 26.1 percent, a decrease from 29 percent for the previous cohort, and after rising to 36.4 percent in 2020, likely a continuing consequence of the pandemic.

High school dual enrollment grew to 552 for fall 2022, compared to 405 students in fall 2021.

Student Success Initiatives

The University was selected for participation in two high-profile national initiatives focused on student success.

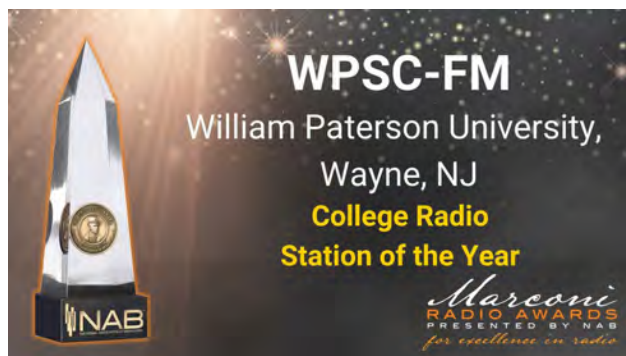
William Paterson is one of one of 15 institutions around the country, and the only institution in New Jersey, selected to participate in the American Association of State Colleges and Universities (AASCU) Transformation Accelerator Cohort (TAC). The program, funded by the Bill & Melinda Gates Foundation, is designed to help institutions eliminate race, ethnicity, and income as predictors of student success. The two-year, team-based learning initiative is designed to accelerate institutional transformation by providing customized support for making data-informed decisions grounded in students' realities. As part of the program, the University selected a team of campus leaders who will learn best practices to close equity gaps and achieve student success goals for Black, Latinx, Indigenous, and low-income students. Presidential engagement in the model ensures sustainable transformation. Among the participants, representing rural, urban, and suburban areas across the country, are seven Hispanic-serving Institutions (HSIs), including William Paterson University; three historically Black colleges and universities (HBCUs) and Predominately Black Institutions (PBIs); and three Asian American and Native American Pacific-Islander-serving Institutions (AANAPISIs). The selected institutions serve 120,525 students (FTE), with an average Pell eligibility of 48 percent.

In addition, William Paterson is one of 27 colleges and universities across the country selected to join the first #RealCollege Institutional Capacity-Building Cohort (ICBC) of the Hope Center for College, Community, and Justice, an initiative designed to focus on how colleges can support the basic needs of vulnerable students. The Hope Center's #RealCollege Survey is the nation's largest and longest-standing rigorous assessment of students' basic needs, offering colleges and universities an up-close look at often invisible challenges facing their students. The cohort initiative provides participating colleges and universities with learning modules focused on

assessment, support, driving state and federal policy and advocacy, and supporting the basic needs ecosystem.

Student Honors

In 2021-22, William Paterson provided opportunities for students to participate in undergraduate research and other scholarly and creative activities with faculty, as well as in a variety of civic, extracurricular, and athletic activities, earning honors and accolades.



William Paterson University's student-run radio station, WPSC-FM (88.7), won the 2021 Marconi Award for "College Radio Station of the Year." The prestigious Marconi Awards are presented by the National Association of Broadcasters to recognize outstanding achievement by radio stations and individuals.

The radio station also won four awards at the 82nd Annual Intercollegiate Broadcasting System (IBS) awards virtual ceremony in March 2022. The station won awards for *Best Sports Director*: Steven Mulder; *Best Program Director*: Vont Leak; *Best Morning Show*: Vont Leak, Justis Gregg, and Suzette Ramirez; and *Best Campus News Coverage*: Marissa Banks, Isabel Birritteri, and Johan Yamoza.

The student-run WPTV television station won two awards at the 82nd Annual IBS awards virtual ceremony, including *Best Comedy Program* and *Best Social Media Director (TV)*, Marissa Banks.

William Paterson's student chapter of the National Society of Leadership and Success (NSLS) was named the organization's 2022 Chapter of the Year. The award is given in recognition of demonstrating continuously excellent leadership to its members, campus, and community.

Student Natalia Rybak was one of 12 recipients of the first RIA Talent Advantage Student Scholarship, awarded by Schwab Advisor Services and the Charles Schwab

Foundation. Rybak received \$10,000 for the 2021-22 academic year and was matched with an advisor/mentor from Schwab Advisor Services.

Sylvaria Oyinkolade, a doctor of nursing practice student, was selected as the doctoral-level recipient of the 2021 Dr. Maureen Sullivan Foley Memorial Scholarship Award presented by the New Jersey League for Nursing. Oyinkolade is a health care case manager for Rutgers University, where she works with children in the foster care system. For her final DNP project, she is focused on working with children and families with asthma transitioning from foster care into the community and self-managing their disease process through education and awareness.

Honors College student Maxwell Johnson '22 presented his research during the annual Center for Medieval and Renaissance Studies Conference (CEMERS) at Binghamton University. CEMERS, founded in 1966, is one of the oldest and most recognizable international meetings for medieval and renaissance studies. Johnson's research focused on the cultural mechanisms that surround the historical development of Saint George during the 10th to 11th centuries.

Jenna Daily '22, an athletic training and exercise science major, and Alicia Mitchell '22, an athletic training major, served as athletic training interns for the New York Giants, where they worked alongside the Giants' certified and licensed athletic trainers for portions of the team's 2021-22 training camp, preseason, and regular NFL season at the MetLife Sports Complex in East Rutherford, New Jersey.



The William Paterson Jazz Orchestra and two student jazz ensembles performed at Dizzy's Club Coca-Cola/Jazz at Lincoln Center in New York City on March 22. Grammy-winning trumpeter Randy Brecker joined the Jazz Orchestra as guest soloist. The set included arrangements of two of Brecker's compositions by

master's degree arranging students Thomas Avella, MM '22, and Raymond Doell, MM '22. The group is under the direction of David Demsey, professor of music and coordinator of jazz studies.

Caelan Cardello '22, a jazz performance major, was selected as one of five finalists for the prestigious Cole Porter Fellowship presented by the American Pianists Association based in Indianapolis, Indiana. The award is presented every four years to an American jazz pianist following the organization's unique 13-month competition process, which concludes in 2023.

Brandon Vallone '23, a psychology major, became the 2022 U.S. Bowling Congress Intercollegiate Singles National Champion on April 23. Vallone came out on top after reaching the finals as one of the four top college bowlers from across the country to compete in the men's division at the Stardust Bowl in Addison, Illinois. The competition aired on CBS Sports Network.



Alejandro De Los Santos '23,
Thomas Jefferson '23,
and Salvatore Montero '23

Four William Paterson voice students, Janais Martinez '22, Alejandro De Los Santos '23, Thomas Jefferson '23, and Salvatore Montero '23, were accepted into summer 2022 opera music festival programs in Europe. Martinez attended the Trentino Music Festival in Trentino, Italy,

where she studied voice, received coaching from world-renowned artists, and performed the role of the Third Lady in Mozart's *Die Zauberflöte*. De Los Santos, Jefferson, and Montero were accepted into the Prague Summer Nights Festival held in Tabor, Czechia and Prague, Czechia. The trio studied voice with famous pedagogues, performed opera scenes in Czech, and performed in Mozart's *Don Giovanni* and *Le nozze di Figaro*.

Antoinette Arce '22, a public relations major, was one of four recipients of the 2022 Changebuilder Scholars Award presented by New Jersey Campus Compact for her outstanding civic engagement.

Brian Wheeler '22 served as the student speaker for the University's 2022 Undergraduate Commencement Ceremony on May 18 at the Prudential Center in Newark. He earned a bachelor of science



Brian Wheeler '22

degree in marketing, *summa cum laude*, with a minor in economics.

Colleen DeNoia-Grace, MEd '22, delivered the graduate student address at the 2022 Graduate Commencement Ceremony on May 19 in the Sports and Recreation Center on campus. DeNoia-Grace earned a master of education degree in special education with an endorsement as a Teacher of Students with Disabilities. She was selected as speaker from among the highest-achieving graduates in the College of Education.



Colleen DiNoia-Grace, MEd '22

Nikki Gaffney '22, an Honors College student who graduated with a bachelor of science degree in biology and minors in art studio and ethics, *magna cum laude*, was named the 2022 "Outstanding Senior" by the William Paterson University Alumni Association. Presented annually since 1962, the "Outstanding Senior" award recognizes a graduating senior with strong involvement in extracurricular activities, service to the University and community, demonstrated leadership ability, and high academic standing. It is the highest honor bestowed by the Alumni Association.



WP's 2022 NJAC Championship Baseball team

The University's athletic teams returned to full competition in 2021-22 with 285 student-athletes competing at the NCAA level and 90 student-athletes on club sport teams.

The baseball team captured the New Jersey Athletic Conference (NJAC) Tournament Championship and earned a trip to the NCAA Tournament for the first time in more than 20 years. Senior outfielder Dan Carter was named the 2022 NJAC Bill Dioguardi Player of the Year, as well as selected to the American Baseball Coaches Association (ABCA)/Rawlings All-American Second Team

and d3baseball.com All-American Third Team. Colin Lombardo, a senior infielder, was named a d3baseball.com Fifth Team All-American. The team received the ABCA Team Excellence Award.

The softball team earned national academic recognition, ranking No. 44 in the country for team GPA. Fifteen players were recognized as National Fastpitch Coaches of America All-American Scholars.

The men's basketball team reached the NJAC Tournament quarterfinals and was selected for the Eastern Conference Athletic Conference (ECAC) Tournament, reaching the championship game.

The field hockey team reached the ECAC Tournament quarterfinals. Academically, 14 players were named to the National Field Hockey Coaches Association (NFHCA) Academic Squad with six as Scholars of Distinction. The team received the NFHCA National Team Academic Award.



Women's soccer team pregame huddle

The women's soccer's team reached the ECAC Tournament Championship game. Four members were selected to All-NJAC teams.

The women's swimming and diving team captured its 18th consecutive College Swimming and Diving Coaches Association of America Scholar All-American Award.

A record 90 Pioneers were named to the NJAC All-Academic Team. In addition, 108 NCAA student-athletes earned a cumulative GPA over 3.0 or higher after three semesters.

III. UNIQUE LEARNING OPPORTUNITIES

During the 2021-22 academic year, the University supported transformational opportunities for students including civic engagement, development of leadership skills, and experiential academic and co-curricular activities beyond the classroom.

The University continued to offer a full slate of virtual and in-person events to provide engagement opportunities for students, which supports the University's retention efforts. Initiatives in student development to retain continuing students through their participation in clubs and organizations, and through programs such as the Pioneer Leadership Institute, were successful.

Diversity and Inclusion

The implementation of successful plans and programs across the University demonstrated the institution's commitment to diversity and inclusion and the positive impact of these initiatives on the campus community.



Center for Latinidad ribbon-cutting ceremony

The University celebrated the opening of the Center for Latinidad on September 21, 2021. The establishment of the Center was a central recommendation of the University's Hispanic-Serving Institution (HSI) Task Force, a committee of faculty, staff, and students that was charged by President Helldobler with understanding the Latinx student experience and making recommendations for institutional change. More than one in three of the University's students claim Hispanic heritage. The new Center, located in Student Center 209, was established to provide an affirming space for Latinidad students and enhance awareness of the cultural wealth and resiliency

of the Latina/o/x identity, experiences, and voices. It will be managed by students, for students.

The Center for Diversity and Inclusion (CDI), launched in 2019, expanded its programming, coordinating 106 educational and cultural events over the course of the year, nearly double the number of events the previous year. In addition, the CDI supported 50 events as a co-sponsor with other University offices and student clubs. More than 650 students participated in the Center's events and programs, with a 200 percent increase in participation from the fall 2021 to the spring 2022 semester.

CDI maintained a strategic partnership with the Counseling, Health and Wellness Center to increase student opportunities for mental health dialogue that promotes inclusion and belonging. The CDI also conducted diversity training for student staff members in Residence Life, Hospitality Services, and Career Development, as well as for Will. Power. 101 peer leaders, Orientation leaders, and the Pioneer Softball Team.



A student celebrates at the Lavender Graduation Ceremony

The University held its third annual Lavender Graduation ceremony honoring LGBTQIA allies and LGBTQIA graduates, with members of the University community celebrating the graduates both in person and online. The event was followed by a Pride Prom co-hosted by the University's Pride Alliance.

Civic Engagement and Student Activities

The University provided numerous opportunities for students to be involved in civic engagement activities.

William Paterson plays an active leadership role in New Jersey Campus Compact, which became EngageNJ in 2022. The Office of Campus Activities, Service, and Leadership (CASL) assisted with the organization's third statewide student conference, which WP staff and students attended. Through this collaboration, the University continued its involvement in the Changebuilders program, designed to encourage students to contribute 40+ hours each of service. With the assistance of an AmeriCorps volunteer placed on the WP campus, 15 students completed the program and were recognized at the annual Student Government Association Awards ceremony.



Campus volunteers package meals for Rise Against Hunger

While civic engagement activities were directly impacted during and after the pandemic, as agencies were hesitant to have students visit their locations, the University continued to host a variety of on-campus events to engage students. During the 2021-22 academic year, CASL hosted nearly 70 smaller on-campus civic engagement activities to engage students, overall drawing 683 student participants. During the academic year, 11.3 percent of full-time undergraduate students participated in at least one civic engagement experience, a decline from 14 percent the prior academic year. In addition, 101 students completed the Civic Engagement Badge. Despite these declines, interest in civic engagement appears to already be increasing for the 2022-23 academic year, with 86 students serving six agencies during the Pioneer Service Ventures initiative in August 2022, and more than 100 students attending the CASL/Honors College Civic Engagement Fair in September 2022.

The American Democracy Project (ADP), under the direction of Professor Mark Ellis, sociology, and an advisory committee of faculty and staff, provided programs promoting voter registration and voting. Campus Activities, Service, and Leadership also ran numerous voter registration drives partnering with each of the cultural theme celebrations, the Cheng Library, and student organizations, including the Student Government Association for the SGA elections. For the fourth year, the University participated in New Jersey's Ballot Bowl, a statewide college-based voter registration effort.

For the fourth year, CASL offered the WP LEADS Honor Society for students who have completed at least three of the seven current digital badges, with 17 students completing the requirements. Students were inducted into the honor society during the SGA Leadership Awards ceremony held in April 2022 to honor student leaders. To date, 943 students have completed the civic engagement badge since its inception in fall 2015. The

integration of the Pioneer Leadership Badge into the Will Power. 101/102 curriculum led to 124 first-year students completing all three modules and one community service component with a retention rate of 81.5 percent.

The Honors College conducted its 16th annual coat drive, securing more than 600 coats and 566 winter items, which were delivered to the Father English Community Center in Paterson. The annual winter clothing drive helps to fulfill a meaningful learning outcome for Honors College students while providing those less fortunate within the community with warm clothing and accessories

An athletic rebrand was implemented to build pride and strengthen the campus community. The University's new mascot, Pio, and newly composed spirit song were formally introduced as part of the Homecoming game in October 2021. In addition to Pio, the athletic rebrand features a new Pioneers logo with a modernized look and feel, bold orange and black signage for athletic events, and fan engagement initiatives including new gameday promotions and half-time activities at athletic events.

Intercollegiate, club, and intramural sports provided opportunities for student-athletes to engage and compete, enrich campus life, and fuel the Pioneer spirit. Intercollegiate sports returned to full competition during the 2021-22 academic year. In addition, five club sports teams returned to action, and 25 different intramural sports opportunities were available for students.

Academic Offerings

The University continued to provide students with opportunities to use the skills learned in the classroom and apply them to practical situations they may experience in their careers.

Students have benefited from a partnership with Baroan Technologies, a managed services provider that provides business technology and consulting services for small and medium-sized businesses led by alumnus Guy Baroan '94. Baroan's leadership team has worked closely with the Russ Berrie Institute for Professional Sales in the Cotsakos College of Business on a wide range of activities that help students develop hands-on sales skills,

Guy Baroan '93, center, in the Russ Berrie Sales Lab

including the RBI Sales Triathlon, a competition for the University's professional sales students, and two events that draw sales students from across the United States and abroad: the National Sales Boot Camp, a five-week virtual program focused on

sales and interview skills, and the annual National Sales Challenge, a premier collegiate sales competition held at WP each November that is judged by corporate executives who often recruit—and hire—the student competitors. In addition to these experiential learning events, Baroan opened up its business to academic scrutiny as the subject of the spring 2022 Practicum in Professional Sales course, in which students developed a professional sales plan focused on the company's sales pitch.



NBA player Michael Kidd-Gilchrist during his visit to WP

In a communication disorders and sciences graduate course, NBA player Michael Kidd-Gilchrist shared his very personal story as a person who stutters, emphasizing the importance of the trusted relationship between a person who stutters and their speech language pathologist (SLP). The event provided an opportunity for the University's future speech language professionals to ask questions and learn about his personal experiences.

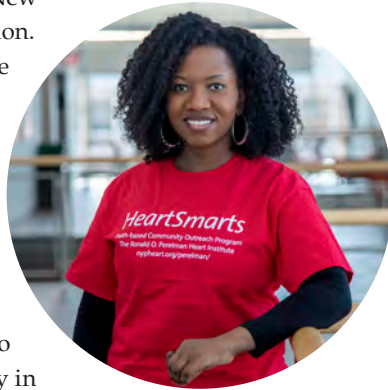
Undergraduate students taking courses in anatomy now have access to a new 3D virtual dissection and anatomy learning table, the Anatomage, an interactive anatomy and physiology learning system used in top medical schools across the U.S. The sophisticated instrument allows undergraduate students to experience lessons and concepts that can be challenging to teach on the plastic models and diagrams commonly found in biology classrooms.

Our new mascot,
Pio



What started as a project in two sections of the University's Disparities in Health course in public health led to the collection of more than 2,500 feminine hygiene products that were donated to the University's Pioneer Pantry and the New Jersey Reentry Cooperation.

Naa-Solo Tettey, associate professor of public health, who teaches the course, implemented the service learning project on menstrual equity after listening to interviews of formerly incarcerated women, who spoke about the difficulty in obtaining these products both in prison and once released.



Professor Naa-Solo Tettey, public health

An online disabilities studies course, #FreeBritney, gave disabilities studies students a unique chance to study how grassroots activism, social media, and the press have brought disability rights to the forefront of the nation's understanding of basic human rights. The course, built around the conservatorship case of pop star Britney Spears, provided an in-depth look at the subject of guardianship/conservatorship through the lens of a prominent legal case extensively covered by the media and impacted by information and advocacy shared through social media.

The William Paterson Chamber Choir, the University's elite vocal ensemble, headed to Italy during spring break 2022 for a performance and cultural tour that took them to Umbria, Naples, Spoleto, and Rome. The 31-member group, which included students and alumni, presented five concerts of *a cappella* music in Latin, German, and English from a range of time



The chamber choir in Italy

periods during the nine-day tour. Performances included participation in Masses at the Basilica di San Francesco d'Assisi in Assisi, and at the Basilica di San Camillo de Lellis, the parish for the U.S. Embassy in Rome, as well as concerts in Capri, with the Sorrento Chorale at the Cattedrale di Sorrento, and at the Pantheon in Rome. Lauren Fowler-Calisto, associate professor of music and director of choral activities, led the tour with Christopher Herbert, assistant professor of music and coordinator of vocal studies.

Students conducted important research on campus. For example, for their senior practicum course, environmental sustainability majors Michael Whipp '22 and Elizabeth Kehrley '22 conducted a research study that examined whether the Passaic River contains harmful microplastics, possibly contaminating other northern New Jersey waterways. The pair focused on five locations along the Passaic River, which they inspected by conducting a visual evaluation with a high-gradient habitat assessment form, and then collecting physical samples with a manta trawl net that were later studied in the University's lab. After processing and analyzing the water samples, Whipp and Kehrley discovered that contaminants and microplastics are indeed present within the entire Passaic River system and follow an increasing gradient from the headwaters in rural Morris County to the mouth of the river in Newark Bay, with increased residential and commercial land use among its trajectory.

Other Significant Opportunities

The University developed and increased the impact of programs designed to help students achieve career success following graduation.

The Career Development Center successfully continued its efforts to expand student usage of Handshake, the University's career management system. Usage increased to 77 percent of enrolled students, from 50 percent of enrolled students the previous year. In addition, there was a significant expansion in student access to available positions. For example, 55,339 full-time and part-time job opportunities were posted in the system, compared to 17,846 jobs in the previous year, a 210 percent increase. In addition, a total of 13,660 internships were posted to Handshake, compared to 6,207 the previous year, a 120 percent increase.



In addition, the Center saw increased student engagement in areas such as one-to-one appointments with Career Development Center staff, and attendance at events and career fairs. The Center hosted eight Career Fairs in partnership with academic departments and colleges and 668 employer events which were offered on-campus, virtually,

or in a hybrid fashion through Handshake. The Center also engaged with more than 150 students through Career Center Pop-Up events across the campus, allowing staff to build awareness and meet students where they are.

The Career Development Center partnered with multiple programs/cohorts to deliver career readiness programs and workshops, including Will. Power. 101/102, the Educational Opportunity Fund Summer Program, Athletics, the Honors College, the Accessibility Resource Center, Kinesiology, Veteran Services, the College of Arts, Humanities, and Social Sciences, and the Cotsakos College of Business. The Center's new Career Communities program, launched in summer



2021, gave students the opportunity to choose among seven different career communities as a means to better assist them in solidifying career goals, identifying job opportunities, and expanding their network. In addition, Career Development partnered with Academic Affairs and Marketing and Public Relations to develop new academic department home pages with an emphasis on program-specific career outcomes.



A Pesce Family Mentoring Institute event

The Pesce Family Mentoring Institute, completing its eighth year, continued its efforts to pair successful alumni and local business professionals with select undergraduate students. During the 2021-22 academic year, the Institute arranged 301 mentor/mentee matches, up from 286 during the previous year, and 266 matches the year prior. Data for Class of 2021 graduates who participated in the Institute indicate that 96 percent secured employment or headed to graduate school following graduation.

Cotsakos College of Business students and alumni participated in a three-day Career Outlook and Industry Networking Bootcamp from October 25 to 28, 2021. The free program offered fresh opportunities for students and recent graduates to build career readiness skills and develop connections with industry professionals. More than a dozen business leaders, including alumni and friends, participated in a mix of virtual and in-person industry-focused fireside chats; career development sessions on interviewing, career readiness, and advanced degrees; and a recent alumni panel discussion. Topics included financial services, accounting, emerging industries, the non-profit sector, and owning and operating one's own business. Donor-funded scholarships were awarded to 23 Cotsakos College of Business students who met attendance criteria.

IV. COMMUNITY OUTREACH

The University pursued initiatives in service to the University community as well as the broader community beyond the campus.



The Child Development Center

William Paterson completed construction on a new Child Development Center located in the University's building at 1800 Valley Road. The Center, which will help meet a well-documented need for childcare in Passaic County, is an important investment for the campus community and for the region. It will also provide students and faculty with an important environment for learning, teaching, and research in the field of child development. The Center, developed with \$2 million in funding from the State of New Jersey, opened in September 2022.

The University was awarded nearly \$1.5 million through New Jersey's "Opportunity Meets Innovation Challenge" grant program for a pilot project that aims to tackle the issue of food insecurity for William Paterson students with exceptional financial need. The University will use the grant funds to provide a meal allowance to incoming first-year and transfer students who meet the financial need criteria and do not have a meal plan in place. This grant funding allows the institution to support one of its most vulnerable populations and tackle one of the most pressing issues in terms of equity and affordability.

The School of Continuing and Professional Education expanded its career and life transition program for students ages 18 to 21 with moderate learning disabilities that impact their independence and learning. The Academic Transition Program enables students to take certification courses in subjects like digital design, where they learn Photoshop, Microsoft Word, and other computer skills necessary to enter the workforce. For fall 2022, 50

students were enrolled from 14 area school districts: Butler, Clifton, Hackensack, Hawthorne, Indian Hills, Lakeland Regional, Manchester Regional, Montville, Nutley, Passaic Valley, Ramsey, River Dell Regional, Teaneck, and Wayne.

Alumni Engagement

The Office of Alumni Relations and the Alumni Association collaborated with campus partners to find ways for the University's nearly 85,000 alumni to become meaningfully engaged in the life of the University, including volunteer opportunities, programs, engagement experiences, philanthropy, and communication. Overall, attendance increased 66 percent over the prior year, a positive sign, although numbers have not yet returned to pre-pandemic levels.

Numerous alumni connected with students, faculty, and staff during more than 50 virtual and in-person engagement opportunities. For example, during Black History Month, a Black Alumni Network Career Panel, "Black in the Workplace," featured five Black alumni who shared their professional experiences about overcoming challenges and obstacles they have encountered throughout their careers. A Women's Empowerment Social Hour during Women's History Month drew five alumnae for a panel discussion, "Women Impacting Communities Across New Jersey," during which they spoke about their experiences as community leaders. During Asian Heritage Month, two alumni participated in a panel discussion on their careers. Five alumnae athletes participated in a virtual panel discussion for the University's female student-athletes in celebration of National Girls and Women in Sports Day in February 2022.

Alumni, family, and friends returned to campus for Homecoming & Family Day on October 9, 2021. Events included a pre-game tailgate, a Pioneer Carnival, and the induction of the newest members of the Athletic Hall of Fame. The University's new mascot, Pio, was introduced as part of the festivities, along with a new spirit song which was composed with a grant from the Alumni Association; both elements are part of an athletic rebrand that was implemented to build pride and strengthen the campus community. In addition, pre-game tailgates were held prior to each home game during the 2021 football season which drew alumni, families, faculty, staff, and community members.



Homecoming 2021

Other events included in-person reunions for the Class of 1970, which was held in conjunction with the 2022 Undergraduate Commencement Ceremony on May 18, and a joint reunion for the Class of 1971 and Class of 1972 on June 16.



Members of the Class of 1970 at the 2022 Undergraduate Commencement Ceremony

The University hosted several virtual and in-person events for alumni with President Helldobler, including an online gathering of Florida alumni and friends, which raised nearly \$1,700 to support students through the Florida Alumni Scholarship. Nearly 30 West Coast alumni gathered in person in San Diego, California, where alumni Dan Cimmino '94 and his wife Sally (Stroff) Cimmino '96 announced the establishment of the Southern California Annual Scholarship, making the first gift. Graduates from Washington, DC, Maryland, Virginia, and even North Carolina attended the WP in DC Alumni and Friends Reception in April 2022, where they raised more than \$2,000 for the WP in DC Scholarship.

In addition, numerous alumni were engaged in the life of the campus through service as mentors for the Pesce Family Mentoring Institute, classroom guest speakers, members on the Foundation Board, Alumni Executive Council, College Advisory Councils, and panelists for College-specific events.

Due to the continued caution of some alumni to attend in-person events, Alumni Relations continued to offer virtual engagement programs for alumni. Among the highlights were virtual lifelong learning opportunities, career resources, and faculty talks and panels featuring faculty and staff who delivered virtual programs on interesting research and current topics.

Alumni, as well as WP faculty and staff, were invited to connect with each other and enjoy books focused on social justice and other topics through the WP Virtual Book Club. The book club continued the theme of "Social Justice: Learning and Building Community Across Differences" for the 2021-22 academic year, and currently features 380 members. The program is a partnership with the University's Office of Employment Equity and Diversity.

EXCELLENCE AND AFFORDABILITY

The University concluded a very successful year in terms of fundraising in support of student success. The University's impact on the social mobility of students from economically disadvantaged backgrounds continued to gain recognition on a national level.

Affordability

The University created a four-year funding path that enables qualifying New Jersey students with significant financial need to attend the institution tuition-free or at a greatly reduced cost. Its existing Pledge 4 Success program, augmented by the state's new Garden State Guarantee, which launched for fall 2022, covers the cost of tuition and fees that are not already paid by federal and state financial aid or other scholarships for New Jersey students with a family adjusted gross income (AGI) of \$65,000 or less. Through these programs, New Jersey students whose families have an annual AGI between \$65,001 and \$80,000 pay a discounted net price of no more than \$7,500 for tuition and fees per year for up to four years.

Fundraising

Overall, fundraising greatly exceeded expectations, raising \$4.14 million, 23.5 percent above projections. In addition, the amount included \$712,000 raised for annual giving, the most in University history and an increase of 11 percent over the previous year. The endowment grew to \$23.4 million and the scholarship endowment grew to \$18 million, an increase of 441 percent in 10 years. More than 657 scholarships were awarded for the 2021-22 academic year, totaling more than \$1.25 million. Total assets of the Foundation declined to \$42 million from \$45.7 million due to market volatility and interest rate hikes.

Among the most significant gifts was a transformative philanthropic commitment from Dr. Dorothy Grant Hennings. In recognition, the University renamed the former Science Hall East academic building on campus in honor of Dr. Dorothy Grant Hennings and her late husband, Dr. George Hennings, during a dedication ceremony held on May 26. The gift will provide additional support to the Dorothy and George Hennings Endowed Scholarship and for the already established Barbara M. Grant Endowed Scholarship. It will also provide support for student research in the science disciplines in the



Hennings Science Hall East

University's College of Science and Health. The gift also creates an endowed fund in Dorothy and George Hennings' name to support strategic initiatives of the University.

On October 1, 2021, members of the William Paterson community, including many former and current members of the women's tennis team, gathered to celebrate the dedication of the Dr. Ginny Overdorf Tennis Courts on campus, named in recognition of Dr. Virginia "Ginny" Overdorf, professor *emerita* of kinesiology, an early and important advocate for Title IX and women's sports, and the founder and winning coach of the University's women's tennis team. The naming recognized Overdorf's advocacy for women's sports and her generous donation to the University. Her gift will provide increased support and development opportunities for the tennis program.



Dedication ceremony for the Dr. Ginny Overdorf Tennis Courts

A \$428,000 gift from the estate of Woody Shapiro, who with his late wife, Carole, was a regular attendee of the University's long-running Jazz Room series, will be used to create several endowed funds in support of William Paterson's Jazz Studies Program. A portion of the funds will be designated to create an annual Woody Shapiro Jazz Room Series Endowed Concert, providing the opportunity to bring a high-level jazz artist to

the Jazz Room each year in Shapiro's honor. Another portion will establish the Woody Shapiro Living Jazz Archives Endowed Fund to provide ongoing financial support and resources for the University's collection of priceless materials that document the legacy of some of jazz's greatest legends, including Clark Terry, Thad Jones, Michael Brecker, Art Farmer, James Williams, and Mulgrew Miller. In addition, the University will establish the Woody Shapiro Endowed Summer Jazz Scholarship to be awarded to students who attend the annual Summer Jazz Workshop.

A bequest from the late Joan Tobias, a private art collector, will provide an endowment to support the tribal art collection she and her late husband Gordon donated to the University in 1998. The Joan and Gordon Tobias Collection of African and Oceanic Art includes more than 500 objects amassed by the Tobiases over a 35-year period for their aesthetic and ethnographic value.

As part of the University's Giving Tuesday fundraising initiative, Provost Joshua Powers led a group of faculty, staff, alumni, and students on a hike to the 800-foot summit of High Mountain in High Mountain Park Preserve in support of the Provost Powers Student Emergency Support Fund. The fund provides support for full-time or part-time students in good academic standing who are experiencing an unexpected financial hardship in order to help them reach their goal of graduating.



During the provost-led hike to raise funds for students

The University returned to an in-person event for its 31st Annual Legacy Award Gala in April 2022. Alumnus Richard "Rich" Geraffo Jr. '85, vice president, Amazon, AWS North America, was honored as Distinguished Alumnus; Withum, a nationally recognized CPA and advisory firm, was honored as Distinguished Organization; and Jean L. Levitan, professor *emerita*, public health, received the Distinguished Faculty/Staff Service Award. During the event, Rich Geraffo, and his wife Daria, made a \$50,000 commitment to fund additional scholarships—ones that are specifically focused on juniors and seniors who are struggling to remain enrolled at WP due to financial issues.

Academic Zone Master Plan and Facilities Upgrades

The University completed a major renovation of the 1800 Valley Road Building, including the new Child Development Center, which opened on September 6, 2022. The Child Development Center, which will help meet a well-documented need for childcare in Passaic County, is an important investment for the campus community and for the region. In addition, the renovation included new offices and classrooms for the School of Continuing and Professional Education, and offices for Sponsored Programs, the Center for Degree Completion and Adult Learning, Transfer Programs and Special Sessions, the Cannabis Research Institute, and the Center for Holocaust and Genocide Studies.



The new Wayne Dining Hall

In addition, a major renovation of Wayne Dining Hall was completed. The modern facility, which reopened for the fall 2022 semester, features 10 themed food stations; an inviting, colorful interior with a wall of windows; USB charging ports, and a selection of seating options including restaurant-style booths and high-top tables designed to support community engagement. Other features include a hydroponic garden where rows of fresh herbs and lettuces are grown and utilized in the various menu items.

The University made construction and renovation decisions based on strategic needs, including upgrades. The grand opening was held in September 2021 for a new Center for Latinidad in the University Commons. In addition, a refresh of public areas in the University Commons, including various student lounges, was completed, along with upgrades to the University Commons Ballrooms and Speert Hall conference rooms. Other completed projects included bathroom and common area renovations to High Mountain East and West residence halls, and office renovations in Raubinger Hall.

Information Technology met the faculty's academic instructional needs with support for WP Online, as well as technology-enhanced in-person courses and online hybrid and hyflex course offerings. All classrooms are equipped with advanced video and audio capability supporting faculty and their ability to deliver online and hybrid courses along with fully in-person classes. Instruction and Research Technology's Center for Teaching with Technology held regular professional development opportunities for faculty to incorporate technology into their teaching. Virtual and augmented reality (immersive technology) tools were added to the Design, Build, and Learn Lab.

The University's sustainability programs continue to have a powerful impact. In 2021, the University recycled 125 tons of aluminum, cardboard/paper, scrap metals, plastics, glass, and wood through its single-stream recycling program. Energy-efficient technologies have reduced energy consumption by more than 7 percent compared to the previous year.

All campus construction and renovation projects are designed with energy efficiency in mind. Recent examples include the major renovations to 1800 Valley Road and Wayne Dining Hall, which were designed and constructed for sustainability, energy efficiency, and environmental quality. Examples include energy-efficient lighting, natural light throughout the floors, low VoX flooring and paints, and high-efficiency HVAC systems including computer temperature lighting controls. The University continues to install electric vehicle charging stations and currently has 15 located throughout the campus.

A pilot program to reintroduce a blight-free native American chestnut tree to campus continued during the 2021-22 academic year. The collaborative effort between the Department of Environmental Science



Students gather in the University Commons

and the Department of Capital Planning, Design and Construction includes the nurturing of seedlings throughout the campus, part of a long-term project to plant, maintain, and nurture these special trees to maturity, which can take five to eight years.

Employee Development

The University provided professional development opportunities, offering a six-week, virtual summer learning and development series during summer 2022 that included a required diversity and inclusion workshop on cultivating brave spaces for the LGBTQ community, as well as sessions focused on career and personal development, hybrid work, technology, and wellness. Staff members also selected from self-guided LinkedIn Learning and EAP-sponsored courses. The program, now in its fourth year, garnered a 2021 HR Innovation Award from the College and University Professional Association for Human Resources (CUPA-HR); the award recognizes innovative thinking in higher education human resources, especially models that can be adapted for use on other campuses.

A new Human Resources-sponsored mentorship program was established. A pilot ran for approximately one year, employees were made aware of the program over the summer, and plans to expand the program reach are being executed during fall 2022.

Other professional development programs included the remote delivery of required unconscious bias workshops for faculty. In addition, a variety of workshops were held on practical topics such as University technology, EAP-sponsored self-care, self-branding, resume writing, and using LinkedIn profiles, among others, along with a series of community dialogues on diversity, equity, and inclusion.

Public Recognition

The University enhanced its institutional identity and expanded visibility through a wide array of activities, including significant recognition for social mobility, notable events, and by achieving positive media coverage on a variety of platforms.

The University continues to gain recognition as a national leader in making an important impact on students who come from economically disadvantaged backgrounds. In U.S. News & World Report's 2023 edition of *Best Colleges*, William Paterson was ranked no. 21 of

175 regional universities in the northern United States in terms of social mobility—that is, how well schools graduate students with exceptional financial need. The University jumped 5 spots from last year's report. William Paterson ranked in the top 3 percent of 1,549 institutions in the country in the 2021 Social Mobility Index, created by CollegeNet to measure the extent to which a college or university educates more economically disadvantaged students at lower tuition and graduates them into good-paying jobs.

In addition, the University's rankings in the 2023 edition of *Best Colleges* include significant gains in other categories. William Paterson moved up 15 spots, to no. 75 from no. 90, in the Best Regional Universities North category. The University is included on the Best Value Schools, Top Public Regional Universities North, and Best Colleges for Veterans lists, and is nationally ranked for its undergraduate nursing program.

U.S. News & World Report ranked the University as tied for no. 6 of the same 175 northern regional universities in the category of "campus ethnic diversity," which identifies colleges where "students are most likely to encounter undergraduates from racial or ethnic groups different from their own."



The Pride Flag waves on campus

William Paterson was nationally recognized for being among the top LGBTQ-friendly campuses in 2022 by the Campus Pride Index, a national listing of LGBTQ-friendly colleges and universities. The University earned a score of 4.5 out of a possible 5. The Campus Pride Index is an overall indicator of institutional commitment to LGBTQ-inclusive policies, programs, and practices.

For the 12th year in a row, William Paterson University was recognized in the *Guide to Military Friendly Schools*, honoring those institutions that are implementing best practices and policies to recruit, develop and support student veterans, with the goal of providing them the tools they need to successfully move into the next chapter of their lives.

For the 14th consecutive year, William Paterson University's Cotsakos College of Business was included in *The Princeton Review's* guide to the top graduate business schools, which ranks programs across the nation based on graduates' career outcomes, admissions selectivity, student surveys, and academic rigor, among other factors. Cotsakos College of Business programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB) International, the longest serving global accrediting body for business schools that offer undergraduate, master's, and doctoral degrees in business and accounting.

Faculty and staff members provided their expertise to regional, national, and international media outlets on a wide array of topics. President Richard Helldobler was featured in an article about the future of higher education in the state published by *Invest: North and Central Jersey* magazine in its inaugural issue focusing on the University's geographic region. Leo-Felix Jurado, nursing,



Professor Jason Silva, sociology

discussed the U.S. nursing crisis and the tie between foreign-born nurses and COVID transmission on National Public Radio. The research of sociology professor Jason Silva, on the topic of U.S. mass shootings, was featured in a CNN analysis of gun culture and on HuffPost. History professor Scott McDonough was quoted in Yahoo News and other outlets

on the history of Christmas customs, and his colleague, history professor Jason Ambrose, was quoted in *The Record/NorthJersey.com* about capitalizing the letter B in "Black." Guillermo de Veyga, vice president of strategic Initiatives and a political analyst, appeared live on numerous CBS 2 New York television news broadcasts on Election Day 2021 and the following day to provide in-studio analysis of the close New Jersey gubernatorial race, and also appeared on ABC 6 Philadelphia to discuss the role Latinx voters play in New Jersey politics. Psychology professor Amy Learmonth



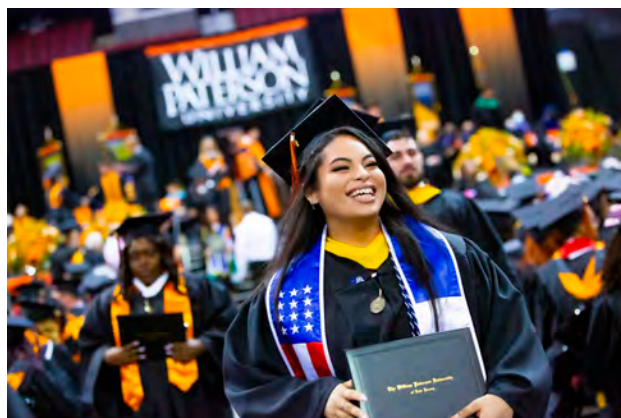
Professor Amy Learmonth, psychology



Professor Aaron Tesfaye, political science

was quoted in *National Geographic* on how pandemic isolation is affecting young children's development. Political science professor Aaron Tesfaye was quoted by the *South China Morning Post* in two stories, which also appeared on Yahoo News, about China's Horn of Africa peace envoy.

Communication professor Nicholas Hirshon, who specializes in sports history/media, was interviewed by *Newsday* and News 12 Long Island about Nassau Coliseum's 50th anniversary. Psychology professor Jan Mohlman was quoted in the *Star-Ledger/NJ.com* about people and their reliance on technology/screens. Wide international coverage of recent research on great white sharks co-authored by environmental science professor Mick Griffiths resulted in more than 300 news articles from CNN, Europa Press, Business Insider South Africa, Japan News, and Yahoo, among others, with stories appearing in Canada, Cyprus, Germany, Spain, Norway, and more. In addition, a new study by environmental science professors Martin Becker and Michael Griffiths, on water temperatures affecting the size of megalodon shark, was covered by *Forbes*, *Science Daily*, *Newsweek*, the *Boston Herald*, and several international outlets, primarily Spanish-speaking ones.



A happy graduate at the Prudential Center

The University returned to its traditional Commencement celebrations for the Class of 2022. The Undergraduate Commencement Ceremony was held on May 18 at the Prudential Center in Newark. Carlos A. Medina, president and CEO of the Statewide Hispanic Chamber of Commerce of New Jersey and president of Robinson Aerial, gave the keynote address and received an honorary doctor of humane letters degree. A Graduate Commencement ceremony was held for master's and doctoral degree candidates on May 19 in the Sports and Recreation Center on campus. More than 2,300 bachelor's, master's, and doctoral degrees were awarded. Alumni from the Classes of 1970, 1971, and 1972 were present at the undergraduate ceremony along with members of the Pioneer Society, which consists of alumni who graduated at least 50 years ago. Both ceremonies were livestreamed, providing families and friends the opportunity to watch.



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