

EXTRA!

# The Beacon

DECEMBER 17, 1990 • WILLIAM PATERSON COLLEGE

## Projected budget cuts spell tough times

### Ten million dollar cut in state aid jeopardizes 51 jobs

Alice McCormack  
INSIDER EDITOR  
Domenick Stampone  
STAFF WRITER

After cuts in state higher education funding, WPC faces cuts of more than \$10 million over the next two fiscal years, or more than 25% of the college's total operating budget.

The college is scheduled to suffer a \$5.1 million loss for this fiscal year and a proposed total additional cut of \$5.3 million for the next fiscal year.

This constitutes approximately 1/3 of WPC's \$33 million in state funding. Students will feel the direct effect of this budget cut immediately as 140 class sections for the spring 1991 semester will be canceled.

Following severe projected cutbacks in state funding for the second consecutive year, the administration has begun to take drastic measures. President Arnold Speert announced to the Board of Trustees that he intends to recommend no

reappointment of first and second-year college faculty and staff. He also said that he intends to recommend no managerial staff reappointments for the following year. This translates into 51 jobs not up for reappointment as of June 1991.

#### SALARY

As Director of College Communications Dennis Santillo explains, "Personnel account for approximately 75% of our budget." Speert has to remain flexible, giving WPC as much latitude as possible by not committing to the renewal of those contracts, he said.

"If all (budget) cuts materialize and were made up by reducing personnel, that would mean a loss of between 100 and 200 jobs next year if the cuts were to come out of the salary account," Santillo said.

With the college facing a

possible \$10.4 million gap, the question of whether the school should resort to spending a \$4.8 million capital improvements bond to relieve some of the financial pressure is being discussed. Peter Spiridon, Vice President for Administration and Finance, is not in favor of the proposition.

#### BOND ACT MONEY

"The problem with using our capitol improvements money is that it's a one-year fix, as you look to next year what are you going to do?" said Spiridon who, explained that the college would have nothing to fall back on if the state has plans for future budget cuts.

Spiridon went on to voice his displeasure with the state's handling of higher education.

"State support in higher education will be drastically dropping in the next two fiscal years. They need to sort out their priorities," he said.

In its Dec. 6 statement on the budgetary crisis, the WPC Board of Trustees detailed the college's continuing absorption of significant reductions in state budget allocations. Also, it alleges that WPC is being forced to accept a disproportionate share of the state's current fiscal burden. In what was deemed "a devastating and rapidly deepening crisis," the Board adopted a resolution asking Gov. James Florio and legislators to address this matter.

"The state of New Jersey has

### Speert announces possible staff reductions

*Editor's note: The following is the text of a speech delivered by WPC president Arnold Speert to the college's Board of Trustees.*

This institution has absorbed and continues to experience budgetary difficulties resulting from both anticipated and unanticipated reductions in state allocations. While the college responds with appropriate measures at its disposal, the situation worsens to the degree that it threatens to severely disrupt the institution's ability to provide educational experiences to its students at the accustomed level of quality.

While the college will continue and expand its efforts to secure proper funding for its programs from the state, it must prepare for the possibility that the predicted potentially devastating further reductions might, in fact, materialize. In that instance, the college would be obligated to enforce these reductions in the most orderly and least destructive possible manner. Maximum flexibility would be optimum in that circumstance. That is, the college should preserve as many options as it can, so that it can act in a manner which is most beneficial, unhampered by previously made commitments. In consonance with that perspective, I am announcing that I intend to recommend no reappointments of first and second year faculty and staff to the Board of Trustees. Further, I intend to recommend managerial staff reappointments in June for the following year. While I will do all I can to alter the circumstances which compel me to take this action, and while I hope that I will be able to reconsider it in the future, I believe it is the only responsible course of action, at the moment. I regret and even detest the necessity of announcing and taking this step, but I believe it is the prudent thing to do.



Arnold Speert



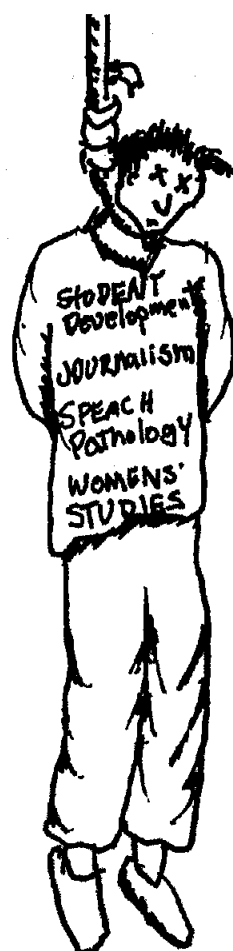
*"Speert has to remain flexible, giving WPC as much latitude as possible by not committing to the renewal of those contracts."*

projected a deficit of over \$600 million and it is evident the populace wants no more taxes," Santillo said.

"This is the first time since its beginning in 1855 that WPC

has faced anything close to this," Santillo said, emphasizing the gravity of the current situation. "It is truly unprecedented. We are in a crisis environment."

## See campus reactions page 7



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# AFT resolved to preserve jobs

By Leslie Gold  
ASSISTANT NEWS EDITOR

The American Federation of Teachers Local 1796 called for the reduction of college management positions and administrators' use of college-paid cars, but defeated a measure that would have called for a tuition increase to offset a loss of state funding.

The teachers' union reacted at last Thursday's meeting to the announcement that 51 faculty, professional staff and librarians will not be reappointed for the 1991-92 school year.

### MANAGERIAL ROLLBACK

An amendment demanding a rollback of managerial positions to the 1986 level was proposed by Nack.

WPC had 43 managerial positions in 1986 and at present has 59 to 61. The college has 13 vice presidents and "most people don't even know what these people do," Nack said.

Dye raised a motion to ask the administration to consolidate functions.

"It would be a reasonable request to consolidate or have fewer vice presidents," Dye said.

Carole Sheffield, director of women's studies, requested that, in any rollback, affirmative action be ensured.

Local 1796 passed, almost unanimously, a similar resolution last spring, Nack said.

"It is more timely than ever to reaffirm our position," Nack said.

The amendment was passed.

### ADMINISTRATORS' CARS

One faculty member requested that, as a symbolic gesture,

the three rented vice presidents' cars which are paid for by the state be rescinded. The total money spent on renting those cars would only total approximately \$30,000, but many members of the union did not feel the cars should be paid for by the college.

The amendment to ask the Board of Trustees to rescind the cars was passed.

### QEA FUNDS REQUESTED

Several debates took place, the lengthiest of which was the debate over whether or not to ask the state to appropriate funds for the Basic Skills Program from the Quality Education Act (QEA).

Linda Dye, president of Local 1796, brought up the motion that the \$40 million needed to run basic skills programs in all the state colleges should be taken from the QEA. The QEA redistributes funds from wealthier school districts to disadvantaged grammar and school districts.

Dye cited a figure she said she got from Peter Spiridon, vice president for Administration and Finance, between \$1 million and \$1.5 million is spent on WPC's Basic Skills Program each year.

Irwin Nack, professor of history, requested the words "from the Quality Education Act" be stricken from the motion because that money is meant for poor urban districts.

Barry Morganstern, professor of communication, also spoke against the motion.

"The money in that act has got to go to the inner cities. I believe we are getting away from the issue: what is the administration doing to our col-

*"One faculty member requested that, as a symbolic gesture, the three rented vice-president's cars which are paid for by this state be rescinded."*

(Right) Irwin Nack, Former AFT Local President requests a chance to speak.



lege campus? Put it on the administration's back to find the money," Morganstern said.

"We are in every bit as much disaster as the city of Paterson," said Susan Radner, vice president of the union. "It is practical and in every way correct to take three-tenths of one percent of a huge bill. There is talk next year of a \$5.5 million cut for the college."

Lois Wolf, professor of political science, compared public college to the 13th year of schooling and said that, as such, WPC should receive funds from the QEA.

"It does no good to get these kids through high school if they have no place to go," Morganstern said. "If we take that money away from [the inner-

cities] we'll never see the minority students, or if we do they will be in remedial classes forever."

The words "from the Quality Education Act" were stricken from the motion and the motion passed.

### STUDENT TUITION

Also introduced was the question of raising student tuition by 6.6 percent in order to maintain the faculty.

"It would be intolerable to get out of this crisis by raising student tuition," said John Graver, professor of history. "I am unalterably opposed. Let's begin elsewhere."

### STUDENTS RESPOND

Several SGA representatives attended the meeting and addressed the tuition issue.

"If you start talking about a tuition hike, you will lose student support," said Kevin Ashworth, Club "B" representative. "Teachers who have tenure and aren't doing anything should get tossed out," Gunn said.

"We have new teachers who are doing a great job and getting fired anyway. We have one journalism teacher and she's great. If they fire her, where's our journalism class?"

"I think all of the teachers should have been evaluated and then the decision should have been made as to who got fired. Just because a teacher is here for more than 10 years, it doesn't mean he or she is a

good teacher," said junior Jay Urato.

### LIBRARY AFFECTED

The library's reference staff has been reduced from eight members to four as a result of the faculty cuts, said Leigh Snyder, student assistant in Lending Services. This will lead to a cut in all services that staff usually provides.

"Farideh Tehrani, director of Lending Services, is one of the most brilliant people I've ever met but her contract has not been renewed," Snyder said. "With these cuts who will head our department and will it run as well as it does now?"

Since August the library staff has had to suspend many of their services, Snyder said. These include cutting operating hours (including no operating hour extension during exam time); few new additions to the library collection; no checking by the staff of the book shelves; delays in shelving books; delays in checking out books; no computer lab services; and occasional closing of the Reference Desk.

### BOND ISSUE

Santillo also wants to make clear that the bond issue which WPC may be receiving cannot be used for anything other than the purpose for which it was intended; renewal and replacement of facilities. Speert is keeping everything open for consideration and there will be a meeting of all parties involved on Tuesday, Dec. 18, Santillo said.



Union members vote on resolutions at Thursday's meeting



# Keep our purpose in mind

The implications of the state's financial woes have hit WPC hard. As members of the college community throw the burden and the blame of these cuts elsewhere, a large portion of the WPC population, the students, seems to be getting lost in the shuffle. Building programs, salary increments and administrative perks are usually the at center of most budget cut debates forgetting or ignoring the primary reason we are all here; educating students.

The purpose of WPC is to provide students with educational excellence and opportunity that is accessible and affordable to the public. Our Mission Statement proudly proclaims that WPC aspires to high levels of excellence aimed at preparing the students for successful and productive lives. Yet, the polarization of faculty and administrative stances seems to place the students in the middle of this conflict leaving them as the inevitable losers when the smoke has finally cleared.

Students have no pay increments or administrative job perks to benefit from, but the tuition hikes now being proposed again may force students to leave college. On this point we have heard little.

The magnitude of our fiscal crisis is undeniable extensive. Belts need to be tightened, cuts need to be absorbed and changes need to be made, but we must not forget that the primary purpose of our institution is that of a learning facility. The administration and the faculty should come together with a plan that fully takes this into consideration.

## WPC FORUM

# Contract renewal decision arbitrary

By Eswar Phadia

President Speert's announcement regarding non-reappointment of first- and second-year faculty has caused a devastating effect on the College. The Chairpersons of various departments met in an emergency session on December 10, 1990, to discuss the issue. While recognizing the fiscal crisis, it was felt that the President's decision was quite arbitrary and was arrived at without any consultation whatsoever with the departments who would be primarily affected. The Chairs passed a motion endorsing the faculty union's proposal to shift the money from the building fund to meet the present crisis.

**The president's decision does not take into consideration the effect on individual departments.**

The President's decision does not take into consideration the effect on individual departments. For example, in my department, four faculty will be affected. Coupled with one position that was not allowed to be filled this year, we will lose almost a third (5 out of 17) of full-time faculty. On the top of this, the College recently adopted the policy of requiring algebra proficiency of all students graduating from the College. This would necessitate offering more sections of preparatory algebra. How can this be achieved if we don't have adequate faculty? The President, with a stroke of his pen, has undone what we have built up during the last few

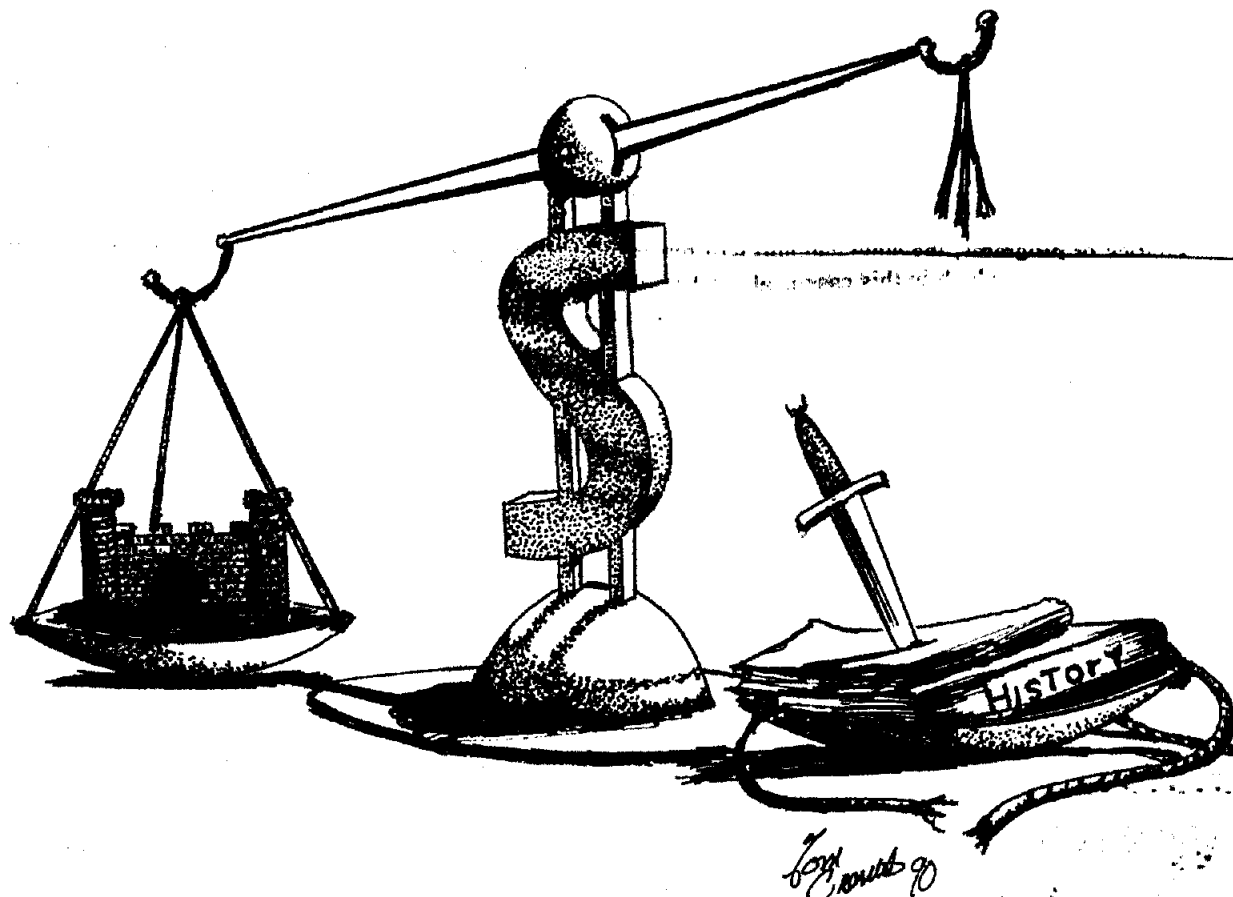
years in our department. We are very upset.

Now it seems the burden is on the faculty to go and make the case (or beg!) to the administration to make exceptions. This is not the right way to run an institute of higher education.

Ironically, one of the five goals approved by the College was to improve the communication be-

tween the faculty and the administration. This example shows the lack of sincerity on the part of administration to implement what they profess.

Phadia is Professor & Chair of the Mathematics Department and Chairperson of the WPC Chair's Council



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# Look carefully at the situation

By Murat Senyigit

WPC is in one of the worst situations in its history as an institution of higher education. There are many issues and variables involved. Everyone has their own view on the situation and before we, as students, declare our support to any view we must have all possible information.

Last year, the state negotiated a contract with the teachers' union that enabled union members to receive a five and one half percent increase in pay for cost of living. This contract resulted in a 2.5 million dollar increase in salary expenses for this year. The state has refused to pay this money, forcing the administration to cut classes, jobs and enrollment for next semester as well as for next year.

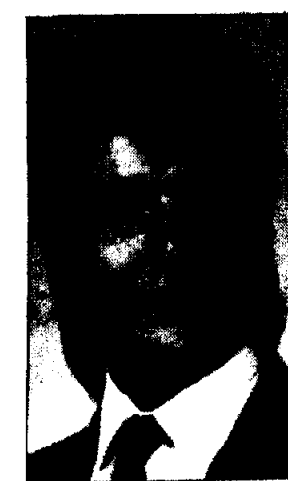
The college has stored away about five million dollars from tuition and fee dollars, etc. This money was set aside to upgrade or improve our college through the master plan. The master plan, in three phases, would use state and college dollars to improve the quality of WPC. This is how it works; through a bond issue, the state would match every dollar the college could raise with two dollars. This money was earmarked for capital improvements, upgrading the college. Such plans include a new library, new dorms, a new cafeteria, a parking deck on lot five, a new stadium, and much more. If this money is used for other expenses such as salaries or programs, the state can and will renege their obligation, which in this case is about 10 million dollars and a lot of sense.

It is important for you, the student, to understand this issue because the faculty union is now calling for that five million dollars to be spent on salaries. This can happen, but the opportunity cost would be that the long-term master plan would be sabotaged. This college will never see that 10 million dollars again.

One may wonder if improving a college's looks would increase the value of one's diploma. Trenton State College, which a few years ago was just another state college, has now become one of the best in Division Three(?) This is due mainly to a

physical upgrade of the institution in the last few years. WPC also has this potential.

In my opinion, the governor and our state elected officials have never considered higher education a priority nor even a necessity. I believe they purposely refused to pay the increase in salaries as well as other expenses to dig into that "master plan pot." Look at how smart the state looks. Not only will they save 2.5 million dollars from salaries



**"Why are we so reactionary instead of proactionary?"**

they reneged on but probably also a good portion of the 10 million dollars from the bond issue. Was this the hidden agenda all along? I think so, but once again our battlefield is our campus instead of Trenton.

When the SGAs across the state set up a demonstration in Trenton protesting the governor's stand on higher education on Nov. 9, 1990, only 90 out of 10,600 WPC students showed up. Only one faculty out of some 400 plus showed up, free transportation and all. Trenton was where our voices needed to be heard, but not now after pink slips have been handed out. Why are we so reactionary instead of proactionary? I personally put over 400 letters in faculty mailboxes encouraging awareness and response to the rally. No one brought their students or even talked up the issue. I don't want to

harp on this issue because, at a time like this, we need to find solutions and not more problems. However, I think I have made my point to faculty that support is a two-way street.

Another demonstration has been tentatively set up in Trenton by the SGAs in April. This will be weeks before the legislature votes on the state budget, which includes the budget allocation for higher education. This will also be months before the biggest election ever. If we, students and faculty, can make an impact on this demonstration, we can hopefully secure our future in higher education. We have our work cut out for us.

Meanwhile, we have a major issue at hand. The major question, as I see it, is, "Will we spend our reserved money to pay for faculty jobs and open up more courses?" The money has to come from somewhere. As students, we must help make this decision. I am not anti-faculty. I realize faculty are an integral part of our institution. However, I have a responsibility to the students and I do not want our students to be railroaded into support without knowing all the information.

I understand tough decisions lie ahead, but this is decision-making time and we must decide if taking care of current problems or needs is worth investing the future of this institution.

I have called an emergency meeting of the SGA legislature for Monday at 5 p.m. (room number to be posted at the SGA office). I am asking all parties involved to please represent yourselves at this meeting because we need information to make our decisions. I want faculty and union representation. I want administration representation, but most of all I want student representation. Ultimately, it will be the support of we, the students, that will dictate what the answers will be and in which direction we will go. After all, it is the students who are truly the backbone of this institution. If you have any questions, please call the SGA office at 595-2157. Thank you.

Senyigit is president of the WPC Student Government Association

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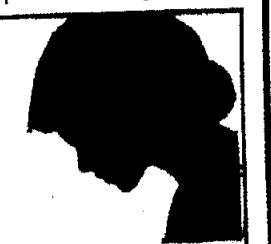
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# Enrollment reductions may lie ahead

*Pool of waiting applicants would be increased; admissions would be more selective*

By Brad Weisberger  
 EDITOR-IN-CHIEF

The student population may be reduced by approximately 1,000 if the projected budget shortfall of \$5.1 million remains unchanged, according to Dennis Santillo, director of college communications, although no plans are definite at this time.

No students who are currently enrolled are in no danger

of being cut should the plan calling for enrollment reductions occur, Santillo said.

"One thousand students is not a bad benchmark. Downsizing is a distinct possibility," Santillo said.

Santillo said that with 26 fewer faculty members this year it was necessary to reduce the number of students to maintain the level of quality to which the college is accustomed.

Santillo said that the staff cuts, estimated to be between

100-200 positions, coupled with the 40-50 that are currently left vacant because of the hiring freeze, will result in the need to cut student enrollment.

Every year some appli-

will be kept waiting. The primary criterion for acceptance to the college are class rank and, of lesser importance, SAT scores.

"Excepting EOF and other

In addition to the staff cuts, Santillo said that the college is looking at a number of other sources to make up for the lost revenue.

"Right now, we're considering everything; using capital construction funds, reducing staff and tuitions," Santillo said.

All plans are still tentative, since the school won't receive official word on the budget until June.

"Usually, we have a good idea earlier on," Santillo said.

*"No students who are currently enrolled are in danger of being cut..."*

cants are put on a waiting list for admission. If the budget cuts materialize, Santillo said that a larger pool of applicants

and other special we would essentially be raising our admission standards by being more selective," Santillo said.

## College community reacts on behalf of those who may not return to WPC next fall

By Nicole Signoretti  
 NEWS CONTRIBUTOR

Members of the college community reacted strongly to the news that 51 faculty, staff and librarians will not have their contracts renewed for next year due to budget cuts.

First- and second-year faculty, staff and librarians were informed last week by the heads of their departments that they will not be reappointed to their positions for next year. However, Director of College Communications Dennis Santillo said "there will be no teacher cuts."

"What the president actually did say was if the projected cuts materialize next year, the college would be in a position where they would have to reduce faculty and staff by 100 to 200 positions. As a result of this, he wants to preserve maximum flexibility in our institution," Santillo said.

Something was apparently lost in the translation, because faculty members are outraged at even the possibility of losing their jobs.

### FACULTY REACTIONS

Associate Professor Risley of the Biology Department said he received notification of his termination on Monday, Dec. 10, from Edith Wallace, the head of his department. Risley said he thinks cutting off the bottom was a mistake.

"It was a poor move in terms of business," Risley said. "If they are doing this to save money, they could probably keep on two junior professors for the salary that a full profes-

sor makes. They are taking away the people who are typically dynamic and enthusiastic and come into this school with the most information because they've just finished graduate school."

This type of enthusiasm is good for students and for other teachers, Risley said.

Tina Leshner, assistant professor of journalism, said she is not upset at the loss of her job as much as she is upset by the loss of a program.

"I feel very bad for the students," Leshner said, "not myself."

All of the three professors who teach journalism have been fired, Leshner said. The only remaining person who could teach the class is Howard Quick, who teaches public relations; he has tenure.

Leshner is outraged at the loss of a program which she feels is vital to the students. She referred to the loss of the journalism concentration as "a slap in the face to Herb Jackson's legacy."

Jackson, who passed away last June, built the journalism concentration from one class in 1973 to approximately one dozen in 1990. Jackson was the coordinator of the journalism concentration.

"We are the lowest ranking faculty (our concentration) than in any other program—always in danger of losing our jobs," Leshner said.

"It would be a devastating loss to the college to lose such fresh blood in scholarship and in teaching," said Richard Atanally, director of the Humanities Honors program and En-

glish professor, who has tenure. "If they leave it will be a paler and weaker universe of learning. I can only balance what has happened with the hope that the people who have power in the college are fair-minded, and when and if it is possible to change this course they will do so at once."

Linda Dye, president of the American Federation of Teachers, Local 1796, said the whole situation reminds her of the movie *Sophie's Choice*, in which Meryl Streep has to choose between her two children.

"President Speert has to make a decision between two things he likes very much. He wants to keep the faculty and the buildings, but it seems the buildings have won over the people," Dye said.

Dye can appreciate the idea of new facilities, she said, but the logic being used to make the decisions escapes her.

"It's not just the people we need; we need the people who provide the services in these buildings," Dye said.

Dye said the union did not ask for the whole building plan to be wiped out, just to be postponed on a short-term basis; "just long enough to allow us to get through this."

"At no time did Speert talk to the people and explain the situation to any group or ask us for help," Dye said.

Dye asked Speert for his help in lobbying efforts and he said he would be unable to help, she said.

"The power of the students and parents is amazing—the most power we have in higher



Linda Dye, President of AFT, Local 1796

education is our minds. If there ever was a time to use our power it is now," Dye said. "If we sit on our power, we will squander it."

could handle the crisis because it has money.

The motion was passed.

### ADMINISTRATORS' CARS

One faculty member requested that, as a symbolic gesture, the three rented vice presidents' cars which are paid for by the state be rescinded. The total money spent on renting those cars would only total approximately \$30,000, but many members of the union did not feel the cars should be paid for by the college.

The amendment to ask the Board of Trustees to rescind the cars was passed.

### UNION FUNDS

A motion was raised that Local 1796 commit part of its reserve funds to do whatever needs doing to save jobs at WPC. Approximately \$6,000 is in reserve funds now, Dye said. \$1,000 would be applied for the immediate future and after that, it would be the six executive officers' responsibility to approve future increments.

The money would be used to fund buses, send telegrams and raise a whole campaign to save people jobs.

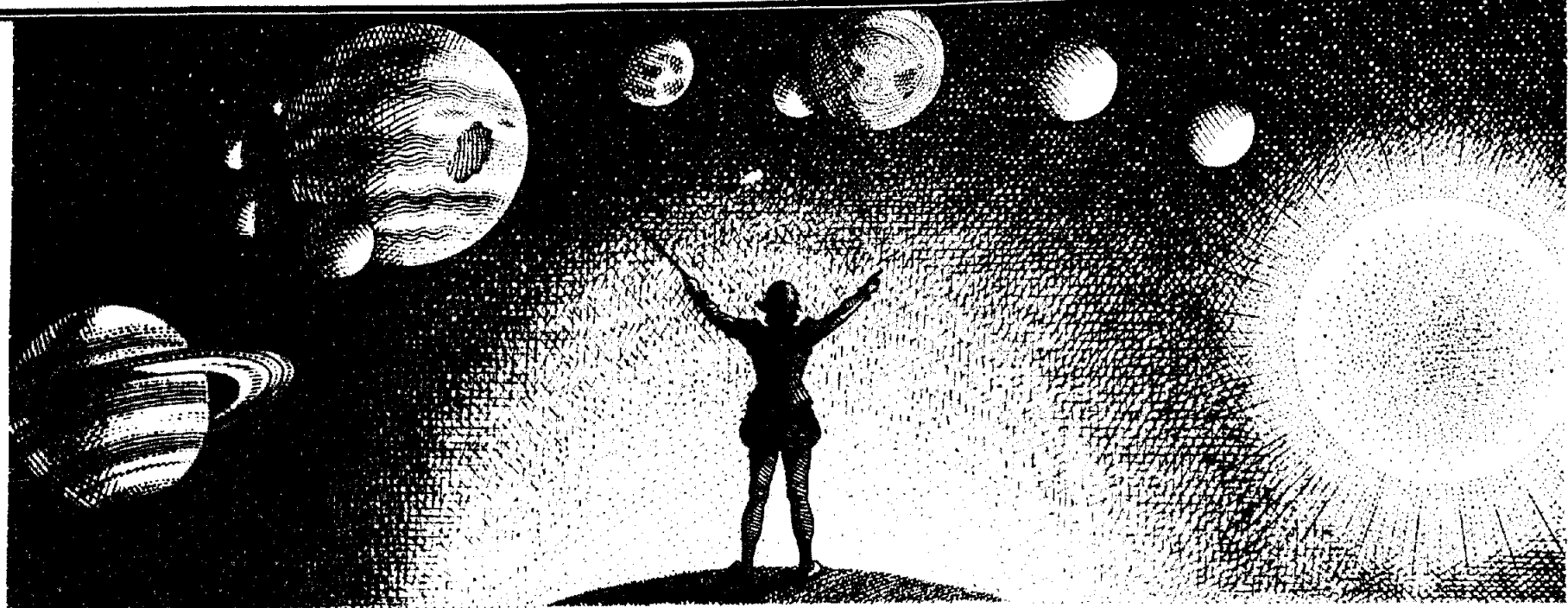
Nack opposed this motion on the grounds that the government would think the union

### OTHER FACULTY RESPONSE

Arlene Scala, who represents half-time faculty, pointed out that of the 22 half-time faculty who were not reappointed, 15 are women. Scala herself was not reappointed.

Another non-reappointed faculty member, professor Burns of the English Department, said he thinks Speert is being insensitive. If he had called the union leadership to ask their opinions on the matter, things would be different, he said.

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