

The **WPC** BULLETIN

VOL. 9, NO. 8

WILLIAM PATERSON COLLEGE

JULY 24, 1995

Graduates Receive Individual Recognition

WPC dipped into its history for the college's 161st commencement on May 23 by reviving an old tradition celebrating the achievement of each of its graduates.

Before an attentive audience of more than 7,000 family members, friends, trustees and honored dignitaries, as well as the faculty attired in their colorful academic robes, each degree recipient walked to the center platform to be individually recognized. As the name was announced, the graduate was congratulated by his or her dean. And, in the time-honored custom which signals the successful passage from student to alumnus, the graduates moved the black and orange tassels on their mortarboards from right to left.

It was a cloudless spring day with warm sunshine relieved by a cooling

(Continued on page 6)

WPC Prepares for the Future After Tumultuous Year

Trustees Support Speert

President Arnold Speert will continue in his position with the "full support" of the Board of Trustees. The decision was announced by the trustees in a May 16 memorandum to the college community.

The board requested "that the general college community come together to join us in our effort to improve the performance of all aspects of our college."

The announcement followed a "formal review" of the president by the trustees which included a one-week campus visit, beginning March 6, by Dr. Edward Penson, who was hired by the Board and agreed to by Speert, as a "review facilitator."

"More than 112 individuals were consulted," the board's memorandum

(Continued on page 4)

Board Votes on New Vision

Setting its sights on the first stage of a redefined vision for William Paterson College "with the intention of increasing the college's and its graduates' competitive advantages," the Board of Trustees at its June 20 meeting voted to discontinue eight academic degree programs and to "reform" the focus of the MBA program, the BS in environmental science and the BS in computer science.

The trustees passed a resolution calling for the college to define itself by "excellence through selective focus, balance between liberal arts and professional studies, and an enriched reciprocal relationship to our region." They pointed out that "the provost and deans have suggested the development of new programs and the strengthening of existing programs by the faculty, enhanced through the reallocation of resources."

Discontinued Programs

Discontinued programs are: bachelor of arts — dramatic arts, liberal studies, speech pathology; bachelor of science — chemistry, economics; master of arts — social science, urban education and community affairs; master of education — administration and supervision.

The board's resolution states that the "master's degree in business

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Graduates proceed to the platform to hear their names read and shake the hand of their dean during WPC's 161st commencement.

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FOCUS ON

WPC's Own Graduates

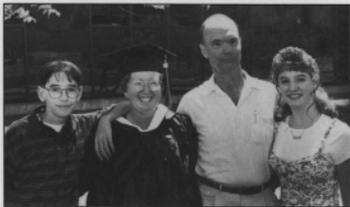
Three members of the WPC staff accepted bachelor's degrees in communication on May 23; three more were proud parents of sons or daughters who earned undergraduate or graduate degrees at WPC. All joined in the day of celebration at the college's 161st commencement. Their stories are told below:

Summa cum laude graduate Beverly Middleton, environmental science and geography, earned a bachelor's degree in communication during "nine years of evenings, Saturdays and summers." She began her college studies in 1986 at what is now called Pennsylvania College of Technology at Williamsport, Pa., and transferred to WPC in 1989 when she married and moved to Wayne. Beverly, shown with her husband Raymond, will take a "semester break," but anticipates attending Montclair State in the spring of 1996 to pursue a master's degree in counseling.



John Horsky, who received his BFA in art with a concentration in photography, had not one but two WPC staffers to cheer him on — his mother, Naomi Horsky (right), nursing, and his aunt, Pam Fueshko (left), telecommunications. They are pictured with Naomi and Pam's mother Rose DelRegno. Her grandson began his college education while in the Air Force, but has been a full-time student at WPC for the past two years.

It took 17 years, but Mary Hafele, business services, finally achieved her personal goal, earning a bachelor's degree in communication. Mary, pictured with her husband Fred, daughter Linda and son Eric, started her studies at WPC in 1977 when Linda was two years old. In 1980 she began working at the college and continued to attend classes until 1984 when Eric was born. Five years later, she resumed her education. She gives much of the credit for her achievement to Fred, "who took care of the kids, helped them with their schoolwork and spent time with them while I studied." Her future plans? Well, they *don't* include grad school. "I need a life," she quips.



The **CLIPC**
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Audrey Bonaparte, alumni affairs, earned her bachelor's degree in communication, *magna cum laude*, over a seven-year period. She had been taking classes part time since joining the college community in 1988, but decided last year to pull out all the stops and become a full time student. Her children Jacquelyn, age nine and Andre, 14, were on hand to share in mom's special day.

Photos by Will Cofunk



For Thomas Lancaster, it was a proud moment as his daughter, **Katie Lancaster**, accepted a bachelor's degree in communication. Katie earned her associate's degree from Bergen Community College, and, last semester, participated in an exchange program at California State University, Northridge. Dad, director of external affairs for the *New Jersey Intercampus Network* (NJIN), didn't have to travel far to attend Katie's graduation; his office is in Hobart Hall, home of WPC's communication facilities.



For Joan Hartman, *English*, commencement was a reprise of 1993, when her daughter **Michelle Hartman** graduated *cum laude* with a bachelor's degree in political science and sociology. This time, Michelle accepted a master's degree in social science. The aspiring attorney will enter Seton Hall University's law school in August.

Get Ready to "Jazz It Up" This July



Jim McNeely



Lou Donaldson



Jon Faddis



Warren Vache

"Jazz It Up!", the free, week-long jazz festival that drew thousands of jazz aficionados to campus last summer, returns to Shea Center for five nights from July 24 to 28.

The event will feature concerts by top jazz artists from Monday, July 25 through Friday, July 29 at 7:30 pm in Shea Center. The festival also includes a morning jazz session for children on Wednesday, July 26 and a special noon-time concert at Federici Park in Paterson on Friday, July 28. All events are free and open to the public.

The schedule of events is as follows:

7/24	7:30 pm	Jim McNeely and Friends
7/25	7:30 pm	Warren Vache Group
7/26	11 am	"Jazz for Kids" with Vivian Lord
	7:30 pm	WPC Summer Jazz Ensemble with Jon Faddis, guest trumpet soloist
7/27	7:30 pm	Judy Bady Duo, Eric Alexander Quartet
7/28	noon	Lou Donaldson Quartet (Federici Park, Paterson)
	7:30 pm	Lou Donaldson Quartet

The festival, an annual summer event at WPC, is being held in conjunction with the college's Summer Jazz Improvisation Workshop, a week-long residential institute for high school and college students that emphasizes music theory and small group performance. Festival goers are invited to observe the workshop's daily 4 pm clinics with top jazz artists; sessions will be held in room 101 of Shea Center.

"Jazz It Up!" is funded, in part, by a grant from the New Jersey State Council on the Arts/Department of State.



ANDRE WATTS JOINS WAYNE CHAMBER ORCHESTRA IN BENEFIT PERFORMANCE: The legendary American pianist Andre Watts (left) chats with President Arnold Speert and New Jersey Secretary of State Lonna Hooks during a reception in Hobart Manor following his successful benefit performance with the Wayne Chamber Orchestra on May 6. Watts, who generously donated his services for the event, was awarded the WPC President's Medal in recognition of "his abundant talent, passion for and devotion to the arts, and innovative and generous spirit."

Bergen Herald

Speert Addresses Faculty and Staff

(The following is an excerpt from President Speert's address on May 23, 1995)

This has been a particularly challenging semester. The analysis of all our academic programs, conducted through a panel of faculty and through the Deans' Council, was comprehensive and thorough. Fifty-seven programs were studied and recommendations have been provided to me concerning the programs' relative strengths and weaknesses. The conclusion I heard most, during the process, from the faculty panel and the deans was how wonderful our programs are. Although the campus' attention has, understandably, been focused on the hardest decisions about program discontinuation, I have every expectation that we will be ready, come fall, to address programs in all five categories. As I meet with department after department, our discussions are about expectations for the future. Almost all of those discussions, even about programs recommended for discontinuation, have been positive about the potential of the faculty and the discipline. The recommendations of the Deans' Council relate to our effectiveness and efficiency, and, in the long run, to the strengthening of our programs and this college.

For me personally, the evaluation process conducted by the Board of Trustees, utilizing Dr. Edward Penson, was also comprehensive and thorough. One hundred and twelve faculty, staff, administrators, students, and others participated. Comments and concerns were transmitted to me and the

Board anonymously. While I relish hearing the recounting of my accomplishments, it was difficult for me to hear some of the comments.

I would be less than honest if I did not acknowledge real disappointment in the vote of no confidence. Our success as a community, on behalf of our students, our region and our various academic and professional disciplines is clearly enhanced by a more trusting relationship among us. Clearly there is much before us, and I need to be as effective as I can in bringing us forward. The Board continues to fashion expectations for the future. Those expectations relate to my effectiveness and efficiency and in the long run, to the strengthening of my presidency in the service of our college. Working with the faculty leadership, I hope we can come together as a community to serve the best interests of our college's future.

This summer, 61 administrative functions, including 16 raised by the Faculty Panel on Comprehensive Analysis, will be reviewed by the Extended Cabinet. My expectation is that they, too, will arrive at an appreciation of all that we do here. However, there too, we will find ways to improve our effectiveness and efficiency and to provide ways to coalesce our efforts behind our strong curriculum and seize the competitive advantage that is ours. While we might debate, with good reason, whether programs are described as deserving comment, concern or

supervision, we can clearly assert that if anyone is considering a professional life as a nurse, speech pathologist, or musician, she or he should come to William Paterson College; and that if biology or history is the area of interest, William Paterson College's program is as good as the best in the State.

The Comprehensive Analysis process is about competitive advantage. It is about our coming together as a community and asserting our value to this region and to this State. But, it is also about grappling with what we do and improving upon how we do it. The Comprehensive Analysis is not about cost saving or job elimination. It is about utilizing our resources to provide a framework for achievement — our students' achievement, your achievement, and mine. Will I assert that no one will be displaced? No, I have no way of knowing that. I do know that there is much to be accomplished and that we are understaffed. I would like to see this faculty of 313 grow to at least 325. I will work with all to see that the transition into the 21st century is one which includes and does not exclude, which empowers and does not disable, and which provides us with the ability to shape our own destiny and not rely upon the vagaries of others.



Arnold Speert



The Board of Trustees met on June 20 in a newly appointed board room in College Hall.

Trustees

(Continued from page 1)

stated. "The largest group of conferees were faculty members, including representatives of governance groups and faculty selected at random. The review process also involved students, administrators, staff, and community and state leaders."

Meetings with Penson were arranged by Raj Singh, assistant vice president, human resources, who "initiated contacts with individuals from diverse campus groups." Some additional time was set aside for those who requested appointments.

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Trustees

(Continued from page 4)

A memorandum to the college community during February from trustee Robert Taylor, chair of the presidential assessment committee, stated that "confidentiality as to source will be strictly observed concerning all contributions from members of the campus community."

Faculty Senate Vote

A May 19 memorandum to the campus from Anne Ciliberti, Senate Election Council, stated that the vote of no confidence in the president conducted by the Faculty Senate among faculty, librarians and the

professional staff, on May 17 and 18 was "yes: 128 votes; no: 46 votes; blank ballots: 3." (For comment by President Speert on this and other topics see excerpts from his address to the faculty and staff on page 4.)

Provost Search Postponed

The search for a new provost and academic vice president was postponed by Speert after two of the four finalists withdrew. The president announced that Susan McNamara had agreed to continue "for an additional six months" as interim provost and academic vice president with added responsibilities for enrollment

management and the registrar's office. The search will be reopened in the fall semester, Speert said.

V.P. for Development

President Speert also announced that he would engage a consulting firm on college advancement and open a search for a vice president for advancement in September.

Library and Alumni Affairs

Other searches are in progress for the new position of assistant vice president for library services and information technology and for director of alumni affairs.

Board Votes

(Continued from page 1)

administration be reformed to a specific focus in management," that the "bachelor of science degree in environmental science be reformed from its interdisciplinary environmental studies roots to a specific focus in science and technology," and that the "bachelor of science degree in computer science be reformed with attention to a strong mathematics foundation, and a specific focus and outcomes in the computer core."

Year-long Effort

The action by the trustees follows a year-long comprehensive analysis of all its degree programs by the academic community including detailed reports from each department based on categories of need, quality and cost/benefit. The reports were examined by a 12-member faculty panel which evaluated the programs in each of the three categories as high, medium or low and also grouped them under "continue with commendation," "continue with comment," "continue with concern," "continue with supervision" and "discontinue." The panel's report was turned over to the provost and deans for their evaluation and decisions which, in turn, were passed on to the president and the educational policy committee of the Board of Trustees.

Opportunities for discussion and appeal were scheduled at two meetings of the Faculty Senate and before

the Board's educational policy committee, the president and the interim provost and academic vice president prior to final action by the trustees.

"Provisions will be made for students presently enrolled and those attending the college for the first time in the fall to complete their degrees," President Arnold Speert told the trustees.

Administrative Comprehensive Analysis

The administrative comprehensive analysis also moved forward this summer as a subcommittee of the president's extended cabinet met during July and August to examine 61 administrative functions, including the 16 concerns raised by the faculty panel on the academic comprehensive analysis.

Guided by Stephen Hahn, interim associate vice president for academic affairs, and Dona Fountoukidis, director of planning, research and evaluation, the subcommittee began its meetings on July 5 with a brainstorming session to identify issues of concern to the college and to establish a context in which to discuss the reports from the administrative units.

Each Unit Examined

Supervisors of each unit were then invited to give a five-minute overview of their unit which was followed by 10 minutes for questions from members of the extended cabinet.

An evaluation of the administrative functions by the subcommittee of the president's extended cabinet to develop recommendations for improving effectiveness and efficiency within a "Students First" context, is scheduled during three periods in July and August and will be sent to Arnold Speert, president; Susan McNamara, interim provost and interim vice president for academic affairs, and Peter Spiridon, vice president for administration and finance. A progress report is expected at the beginning of the 1995 academic year.

Subcommittee Members

Members of the subcommittee of the extended cabinet, in addition to Hahn and Fountoukidis, include Tim Fanning, associate vice president for administration; Elaine Gardiner, dean of the School of Humanities, Management and Social Sciences; Henry Gardner, assistant vice president for minority education; Stephen Hall, dean of the School of Science and Health; Henry Krell, dean of students; George McCloud, dean of the School of Arts and Communication; Nancy Seminoff, dean of the School of Education; Stephen Bolyai, associate vice president and controller; Nancy Norville, dean of enrollment management; and Marc Schaeffer, assistant vice president for academic affairs and executive assistant to the president.

Tradition Revived as Graduates Receive Individual Recognition

(Continued from page 1)

breeze. Class banners and flags sparkled as Doris White, senior faculty member, carried the college mace high as she led the traditional academic procession from Caldwell Plaza, past the cheering crowd onto Wightman Field.

The recognition of each graduate's importance was echoed in President Arnold Speert's address. "Names connote origins," he pointed out to the approximately 1,200 of 1,591 graduates who participated in commencement. "Names identify us and they carry with them our reputations.... Your names and the name of our alma mater are now joined forever. Let us be proud of each other."

Speert introduced and cited the accomplishments of Kenny Burrell, the distinguished jazz guitarist who served as interim director of WPC's Jazz Studies Program during the past academic year; Sol Hoffmann, former chair of WPC's Board of Trustees who is retiring from the board after 15 years of service; New Jersey State Senator Wynona Lipman, a Democrat who has represented the 29th legislative district since 1972; and Lydia Trinidad, who is stepping down from the Board of Trustees after nine years. Burrell and Hoffmann received honorary doctor of humane letters degrees; Lipman received an honorary doctor of laws degree. Trinidad was awarded the President's Medal.

Senior class president Michelle Ward reminded the graduates that "we are joined together by many of the same memories and experiences....we are fortunate to have a campus community which is so diverse, each different background bringing a variety of cultures to our college environment." Ward also said the Class of '95 will present a flag pole and American flag to the college to be erected in front of the Student Center.



Led by Michelle Ward (left) and Jonnine DeLoatch, the graduates prepare to take their places for the commencement ceremony.

Michelle Ward, president of the Class of 1995, is congratulated by President Arnold Speert after delivering her speech.



Senior faculty member Doris White carries the college mace onto Wightman Field.



A jubilant graduate displays her diploma.



"Thanks, mom and dad."

photos by Willie Collins

Wayne Chamber Orchestra Celebrates 10th Anniversary with Performances by Top Soloists

The Wayne Chamber Orchestra celebrates its 10th anniversary season in residence at WPC with a 1995-96 slate of concerts featuring the brilliant young American pianist Garah Landes, virtuoso violist Cynthia Phelps and the dynamic flutist Bonita Boyd.

Under the direction of conductor Murray Colosimo, the orchestra will

present four Friday evening concerts in Shea Center: October 13 and December 1, 1995, and March 22 and May 3, 1996. The thematic programs are designed to capture the American spirit while featuring the classical tradition.

The orchestra's season of celebration begins on October 13 with variations on "Happy Birthday," a work written by composer and WPC professor of music Hugh Aitken. The concert, an international celebration of the 50th anniversary of the United Nations, features Garah Landes in a performance of Ravel's Piano Concerto in G major.

Cynthia Phelps joins the ensemble on December 1 to perform Bartok's final musical testament, his Viola Concerto, in a concert that features works by American composers David Diamond and William Grant Still. Bonita Boyd displays the full range of her artistry on March 22 as

she performs C.P.E. Bach's Concerto for Flute and Strings and American composer Arthur Foote's "Night Piece for Flute and Strings."

The festivities conclude on May 3, as the orchestra celebrates the 100th anniversary of the motion picture with a concert titled "Reel Music." The ensemble will present music written for such classic movies as *North by Northwest*, *Vertigo*, *Citizen Kane* and *Casablanca*.

Subscriptions for the four-concert series for WPC faculty, staff and alumni are \$65 for Section A, \$50 for Section B and \$35 for Section C. Individual tickets are also available. For information, call the Shea Box Office at x2371.



Cynthia Phelps



Bonita Boyd

Distinguished Lecturer Series Set for 1995-96 Season

Academy Award-winning filmmaker Oliver Stone, whose movies include *Platoon*, *Born on the Fourth of July*, *JFK*, and the forthcoming *Nixon*, will open the 1995-96 Distinguished Lecturer Series on Friday, October 6.

Henry Louis Gates Jr., the W.E.B. Du Bois Professor of the Humanities at Harvard University, and Walter E. Williams, the John M. Olin Distinguished Professor of Economics at George Mason University, will discuss "Affirmative Action and the



Oliver Stone

Economy" on November 3. The sixteenth annual series will continue on January 26 with David Gergen, who served as a counselor and special advisor to President Bill Clinton and previously under Presidents Nixon, Ford and Reagan, followed on March 1 by Dr. M. Joycelyn Elders, former U.S. Surgeon General and the first African-American woman to hold that post. The series concludes on April 26 with a repeat performance by The Capitol Steps, a troupe of Congressional staffers-turned-satirists.

A limited number of subscriptions at \$65 will be available for faculty and staff. Brochures outlining the series will be mailed to all faculty and staff at home in late July; orders will be filled on a first-come, first-served basis. For information, call the Office of Community Affairs at x2782.



Garah Landes



Will Conrad

WPC "hard hats" celebrated the construction of the college's newest academic building, The Atrium, in a site dedication ceremony held May 19. Pictured, left to right, are Khemi FreeMan, WPC graduate and recipient of EOF's 1995 Outstanding Academic Achievement Award; Henry Pruitt, trustee; Elaine Gardiner, dean, School of Humanities, Management and Social Sciences; Isabel Tirado, chair, English; Arnold Speert, president; Susan McNamara, interim provost and academic vice president; and Phillip Long, director of instruction and research technology. The \$7.2 million structure is scheduled for completion in May 1996.

BOARD NOTES

The Board of Trustees held a public session in the Board Room, College Hall, on Tuesday, June 20, 1995 beginning at 5 pm.

Tuition and fees issues effective for the fall of 1995 were addressed. The Board established a flat rate charge for tuition and fees of \$1,560 per semester for undergraduate New Jersey residents who enroll for 12 or more credits. New Jersey residents who take fewer than 12 credits will pay \$100 per credit; graduate students will be charged \$175 per credit.

Undergraduate out-of-state students who enroll for 12 or more credits will be charged \$2,500 per semester for tuition and fees. However, currently enrolled students and those accepted for the fall 1995 semester will receive a \$400 WPC Grant toward tuition and fees, to be continued as long as they remain full time and pursue their degrees without interruption.

Out-of-state undergraduate students taking fewer than 12 credits will be charged \$162 per credit; out-of-state graduate students will pay \$250 per credit.

The Trustees approved the establishment of an Information Technology Fee effective for fall, 1995. The revenue generated from this fee will be used exclusively for providing students access to information technology. Full-time undergraduates will be charged \$50 per semester; however, students eligible for tuition aid grants will receive a \$25 per semester grant to be credited toward the fee. All part-time undergraduates and all graduate students will be charged \$3.25 per credit.

The Board also approved an increase in the Student Teaching Fee from \$100 to \$150 per semester in order to increase the honorarium paid to cooperating teachers from \$50 per student to \$100 per student.

Room and board rates were set for 1995-96. Per semester rates for the Towers and Hillside residence halls will be \$1,515; for the Pioneer and Heritage apartments, \$1,650. Per semester rates for board will be \$900 for the 19 meal plan, \$825 for the 15 meal plan and \$775 for a new 10 meal plan.

The board authorized the college to contract with the firm of Higher Education Extension Service, New Rochelle, NY, "for consultant services to improve the campus climate with respect to diversity and ethnic interrelations issues," for a fee not to exceed \$13,000. Numerous other bid waivers were passed for improvements to plant and facilities, auxiliary services, maintenance of scientific equipment, information services, printing and advertising, library services and professional services.

Personnel Matters:

APPOINTMENTS

Colleen Barbarito, Assistant Professor (one year only), Nursing, 9/1/95-6/30/96

Marcia Brown, Project Specialist (12 hours per week), Graduate Studies and Research, 4/24/95-6/30/95

Geri Dees, Professional Services Specialist, Nursing, 3/14/95-6/30/95
Evelyn Gonzales, Assistant Professor, History, 9/1/95

Joyce Heavey, Project Specialist, Financial Aid, 5/10/95-9/15/95

Dorit Kressel, Assistant Professor, Accounting and Law, 3/16/95-6/30/95

Michele Morabito, Assistant Director, Financial Aid, 5/15/95

Jose Rebimbas, Head Coach (10 months), Men's Basketball, Athletics, 9/1/95

Peter Teixeira, Assistant Football Coach and Site and Weight Room Supervisor, Athletics, 4/10/95-5/30/95

EXTENSIONS OF APPOINTMENT

Michele Morabito, Assistant Director (temporary), Financial Aid, 5/1/95-5/12/95

Cheryl Vee, Project Specialist, Financial Aid, 6/1/95-8/31/95

FACULTY REAPPOINTMENT

***John Rhodes**, Assistant Professor, Communication, 9/1/95

*creates tenure status

LEAVES OF ABSENCE

Ana Baires, Assistant Director, Admissions, 4/4/95-5/12/95

Janet DeSenzo, Assistant Director, Residence Life, 5/24/95-10/15/95
Marion Turkish, Professor, Curriculum and Instruction, 4/11/95-6/30/95

EXTENSION OF LEAVE OF ABSENCE

Ignatia Foti, Assistant Professor, Nursing, 5/2/95-6/1/95

CHANGE OF STATUS

Leslie Agard Jones, from Assistant Vice President, Minority Education, to Associate Professor, African, African-American and Caribbean Studies, 9/1/95

CHANGE IN TITLE

Sharmila Ferris, Communication, from Instructor to Assistant Professor (Ph.D. conferred 3/23/95)

CHANGES IN SABBATICALS

Sherle Boone, Professor, Psychology, effective Fall, 1995 only

Melvin Edelstein, Professor, History, effective Spring, 1996 and Spring, 1997

Robert Rosen, Professor, English, declination of sabbatical for Spring, 1996

ADDITIONAL ASSIGNMENT

Sean Rooney, Assistant Coach, Baseball, Athletics, 5/6/95-5/31/95 (resignation of Brian Aviles, Assistant Baseball Coach, effective 5/5/95)

PROFESSIONAL STAFF MULTI-YEAR REAPPOINTMENTS

July 1, 1996 - June 30, 2000

Elsie Baires

Barbara Bakst

Shirley Cheetham

Ted Clancy

Daniel Cleary

Scott Crain

Marina Cunningham

Carol D'Allara

Harold Dunn

Dianne Franconeri

Paulette Garrett

Frank Petrozzino

Ricardo Rodriguez

Mary Ann Spatz

Barbara Stomber

July 1, 1996 - June 30, 2001

Gloria Williams