Academic Affairs
Mid-Year Update
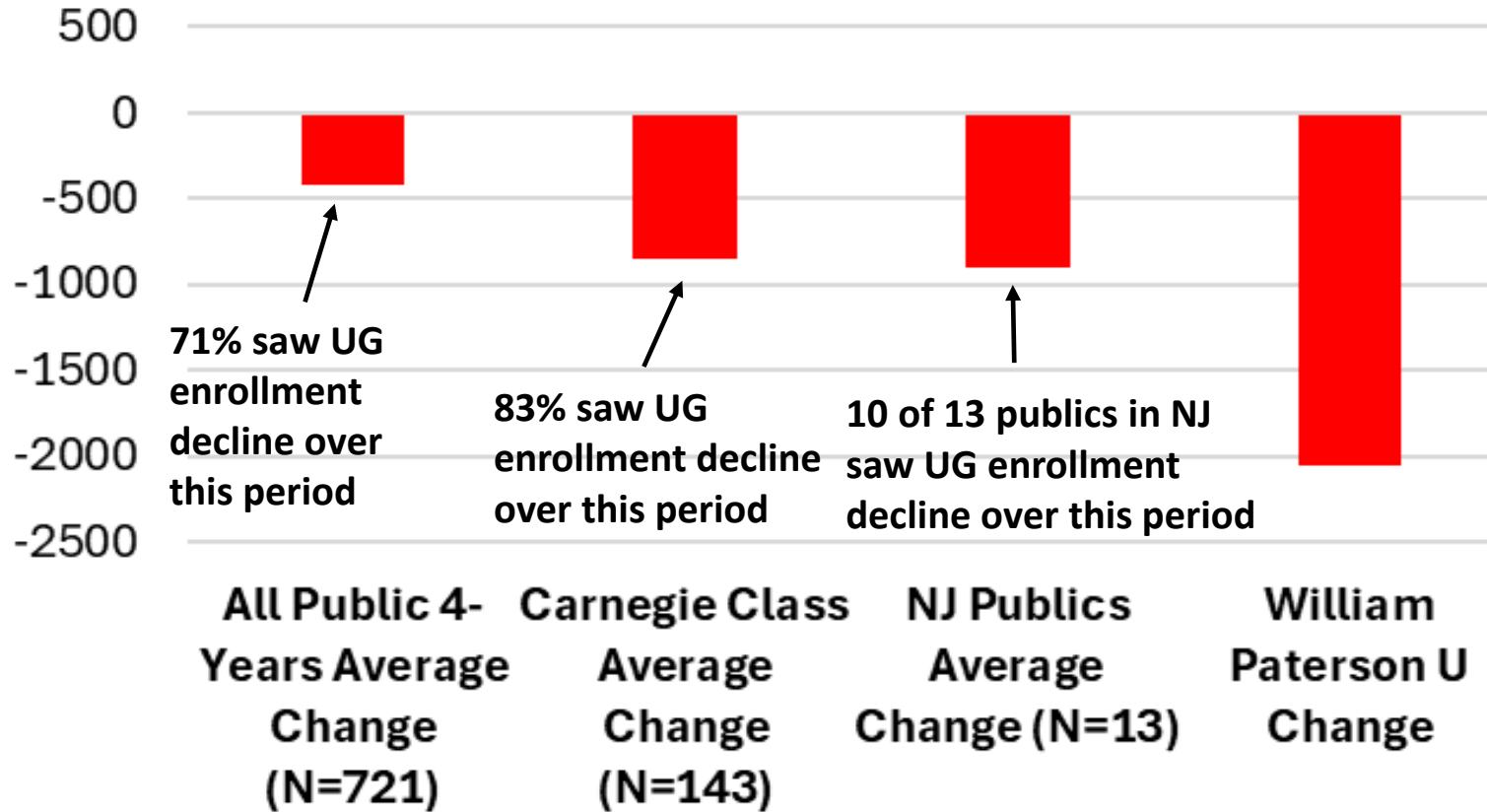### February 7, 2025

A presentation by

Provost Powers and **Associate Provosts**
Kara Rabbitt, Sandy Hill, and **Jonathan Lincoln**

Accelerating
Distinction

Our Undergraduate Enrollment Story

UG Enrollment Change 2019 to 2023

First annual UG growth at WP since 2012 (+101)

71% saw UG enrollment decline over this period

83% saw UG enrollment decline over this period

10 of 13 publics in NJ saw UG enrollment decline over this period

All Public 4-Years Average Change (N=721)

Carnegie Class Average Change (N=143)

NJ Publics Average Change (N=13)

William Paterson U Change

Source: IPEDS 2019-2023 & OSHE preliminary data file for Fall 2024.

Turning a corner and positioned to grow with addition of attractive new programs, including to international students, transfer credit alternatives, accelerated opportunities, certificates, and new UCC.
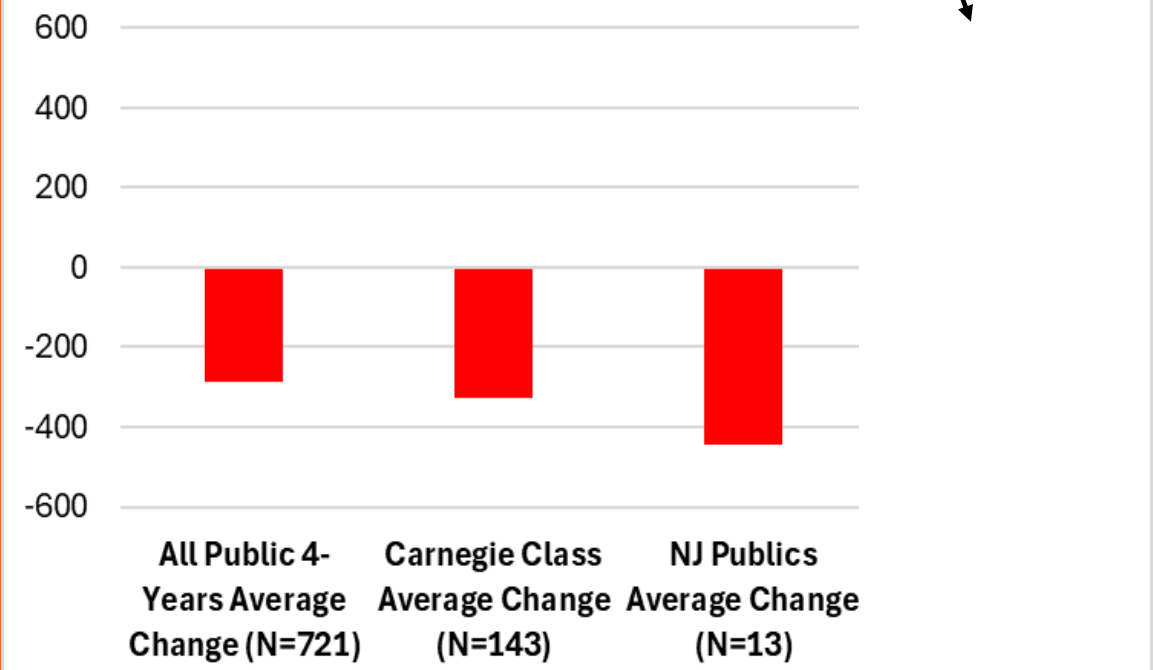
Accelerating Distinction
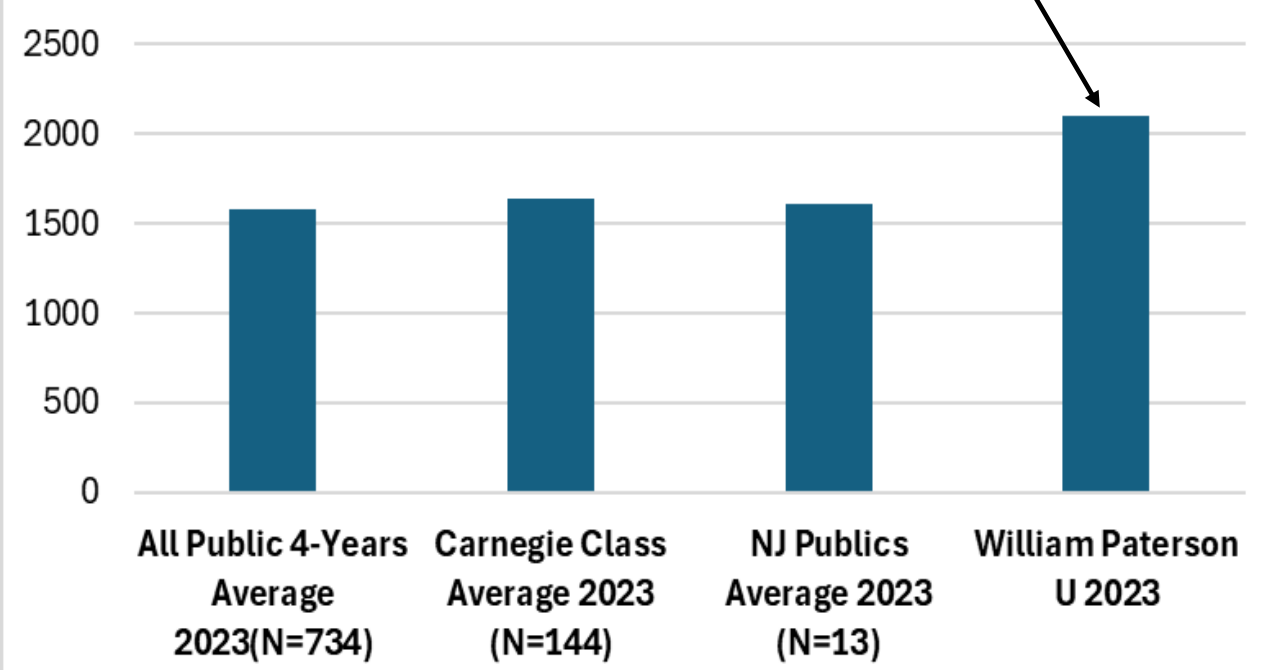
Our Undergraduate Adult Story (25 and older)

#1 in NJ; #2 in Carnegie Class; #17 among all public 4-years publics

Total UG adult enrollments #3 in NJ (behind Kean & Thomas Edison); top 11% in Carnegie Class; top 21% among all 4-year publics.

UG Adult Change 2019-2023

All Public 4-Years Average Change (N=721)	Carnegie Class Average Change (N=143)	NJ Publics Average Change (N=13)

UG Adults 2023

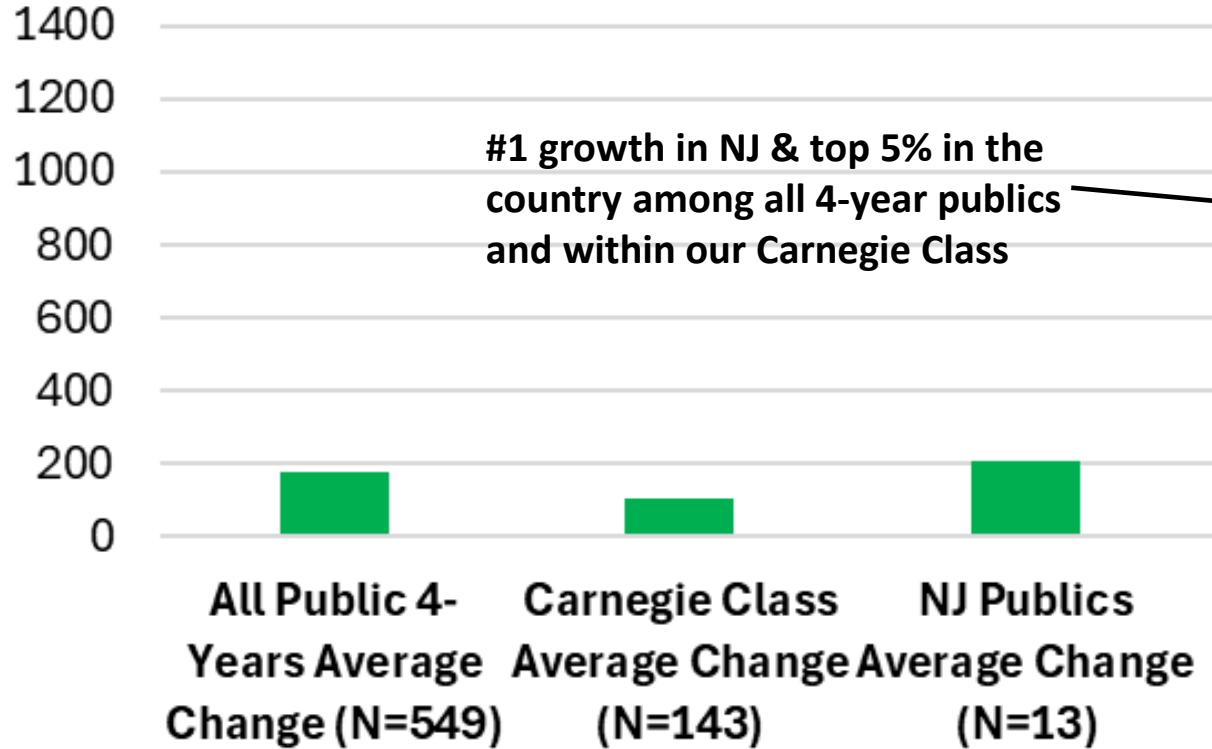|	
All Public 4-Years Average 2023(N=734)	Carnegie Class Average 2023 (N=144)	NJ Publics Average 2023 (N=13)	William Paterson U 2023

Source: IPEDS 2019-2023.

We have become a leader in enrolling adult students, the population growing, not declining.

Accelerating Distinction

Our Graduate Enrollment Story

Graduate Enrollment Change 2019 to 2023

#1 growth in NJ & top 5% in the country among all 4-year publics and within our Carnegie Class

	2019-2023
All Public 4-Years Average Change (N=549)	
Carnegie Class Average Change (N=143)	
NJ Publics Average Change (N=13)	

*Y-axis values: 0, 200, 400, 600, 800, 1000, 1200, 1400*

Source: IPEDS 2019-2023 & OSHE preliminary data file for Fall 2024.

Distinction built on an attractive program array, cost competiveness, convenience for working professionals, and quality.

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Distinction

Public Institutions in New Jersey – Fall23 to Fall24

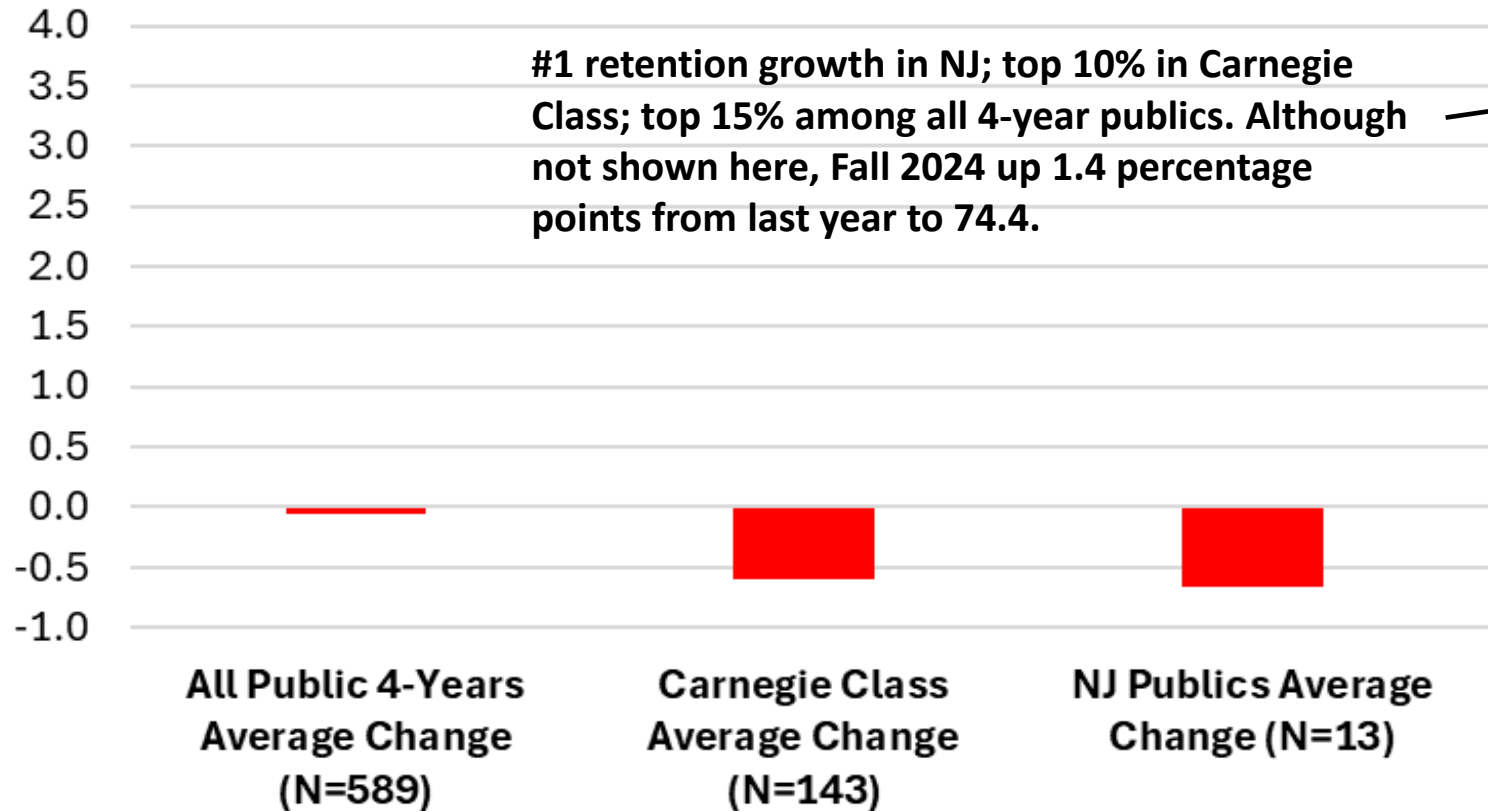**NJ Publics Graduate Enrollment Change Fall23 - Fall24**
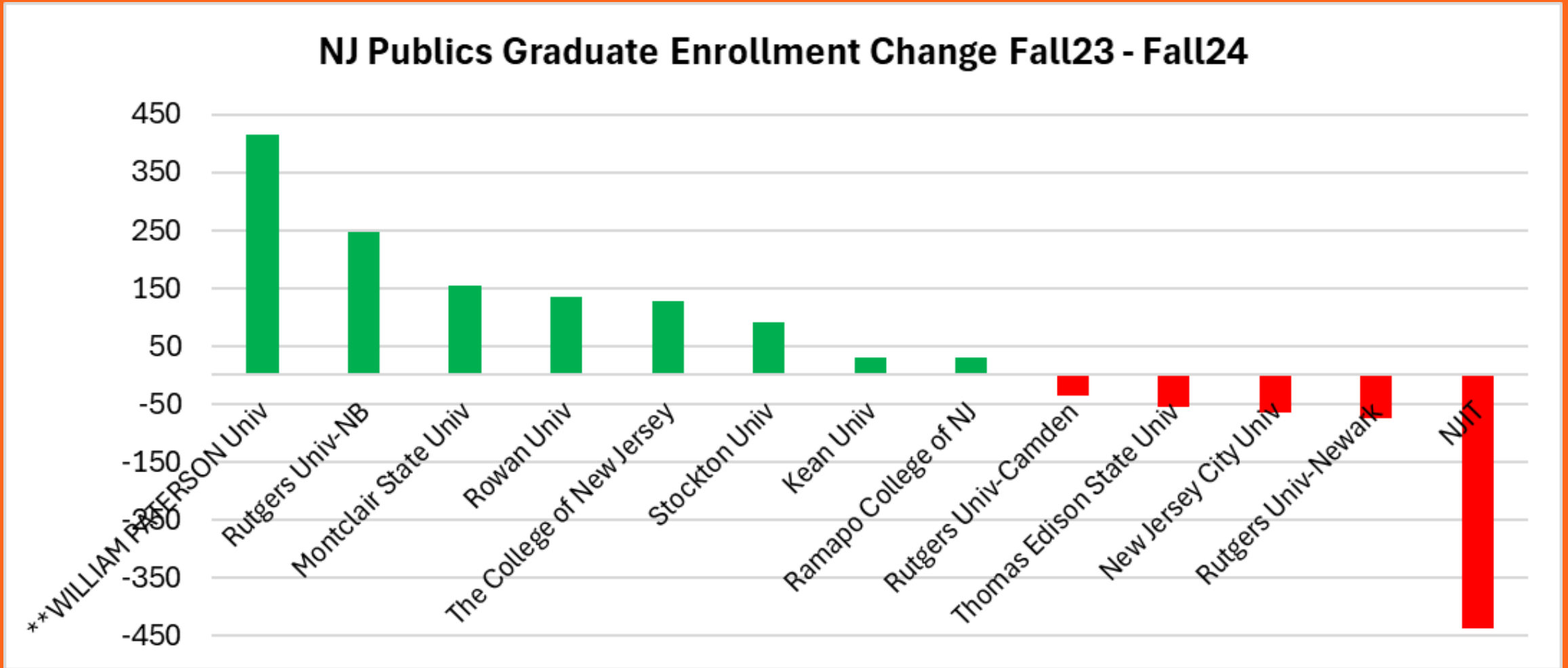
Source: OSHE Preliminary Data Report for Fall 2024.

Warning: No one is sitting idle, or it is at their own peril.

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Our First-Time, Full-Time Retention Story
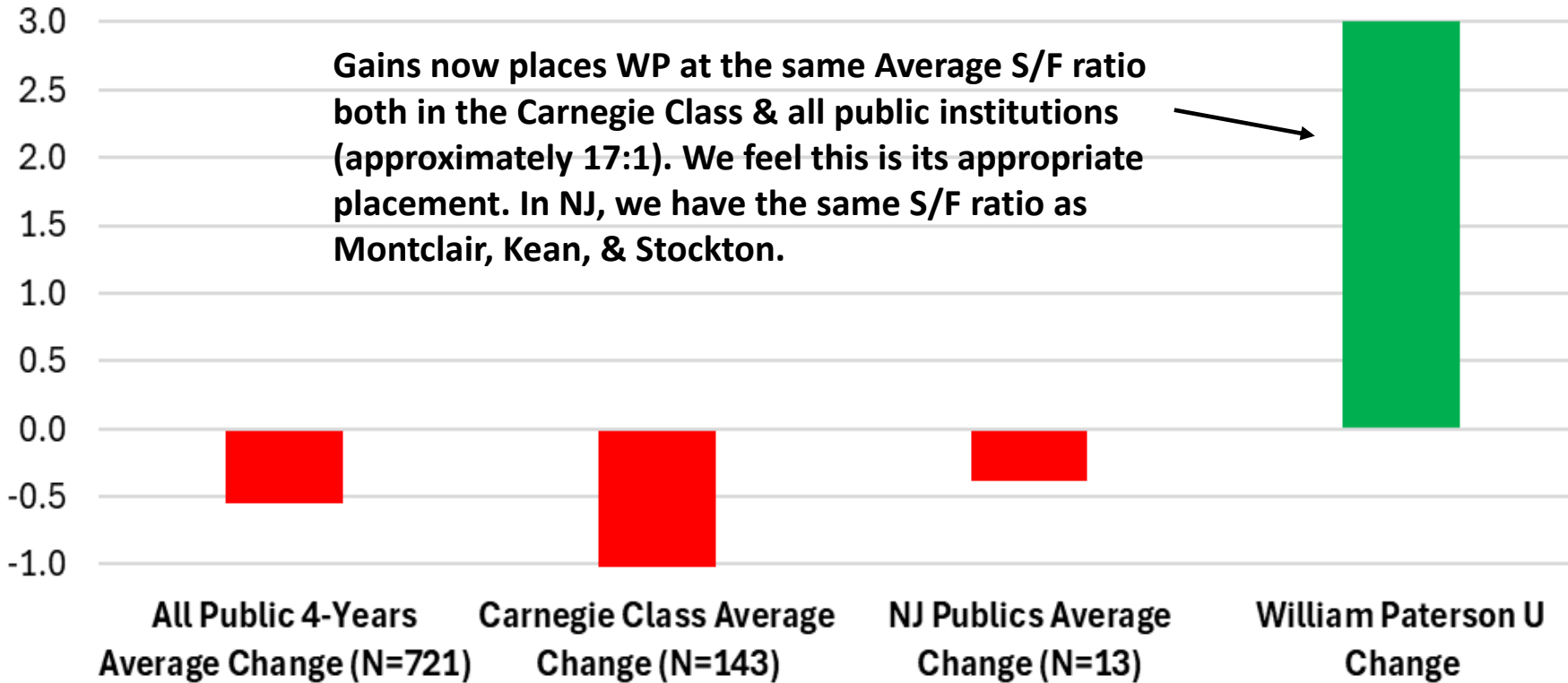
1st to 2nd Year Retention Change 2019 to 2023

#1 retention growth in NJ; top 10% in Carnegie Class; top 15% among all 4-year publics. Although not shown here, Fall 2024 up 1.4 percentage points from last year to 74.4.

Chart y-axis values: 4.0, 3.5, 3.0, 2.5, 2.0, 1.5, 1.0, 0.5, 0.0, -0.5, -1.0

Categories:
- All Public 4-Years Average Change (N=589)
- Carnegie Class Average Change (N=143)
- NJ Publics Average Change (N=13)

Source: IPEDS for 2019-23; WP data for Fall 2024.

Retaining the students we enroll is a critical step in facilitating persistence to degree, and unlocking performance funding from the state of NJ.

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Our Student-Faculty Ratio Story

Student-Faculty Ratio Change 2019 to 2023

Gains now places WP at the same Average S/F ratio both in the Carnegie Class & all public institutions (approximately 17:1). We feel this is its appropriate placement. In NJ, we have the same S/F ratio as Montclair, Kean, & Stockton.

Chart y-axis values: 3.0, 2.5, 2.0, 1.5, 1.0, 0.5, 0.0, -0.5, -1.0

Categories:
- All Public 4-Years Average Change (N=721)
- Carnegie Class Average Change (N=143)
- NJ Publics Average Change (N=13)
- William Paterson U Change

Guard Rails

Measure	2023 to 24 Change
Retention	+1.3%
Non-Returners	-12%
4 Yr Grad	+3.1%

Source: WP Data.

Source: IPEDS.

Stewarding resources while maintaining peer and quality alignment are important.

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Our Certificates Story

NJ Publics Total Certificate Programs 2020-23 (WP also 2024)

This 2020-23 growth was #1 in NJ & #4 in Carnegie Class.

This 2024 growth estimated based on what appears to be the IPEDS methodology.

+122% (Rowan Univ)

+6% (Montclair State Univ)

+213% (WILLIAM PATERSON UNIV)

Categories (x-axis): Rowan Univ, Montclair State Univ, **WILLIAM PATERSON UNIV, Thomas Edison State Univ, Rutgers University-NB, The College of New Jersey, NJIT, Stockton Univ, Kean Univ, New Jersey City Univ, Ramapo College of NJ, Rutgers Univ-Camden, Rutgers Univ-Newark

Legend: Total Cert Programs 2020 | Total Cert Programs 2021 | Total Cert Programs 2022 | Total Cert Programs 2023 | Total Cert Programs 2024

Source: IPEDS 2020-2023; WP data 2024.

Creating value in new ways, and beyond the degree.

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Accelerating Distinction Going Forward

What Distinction (what we offer)	How Distinction (How we offer it)
Masters in Computer Science	
STEM MBA	
Additional Certificates	
Degree Programs linked to Health Industry Opportunity	
Courses linked to Health Industry Opportunity	
Opportunities Informed by Industry & Non-Profit Partnerships	

The future of higher education depends on finding a balance between preservation of the past and transformation for a new generation of learners.

-Jeffrey Selingo, *Higher Ed's Grim New Normal*, Chronicle of Higher Education, January 17, 2025

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Associate Provost for Academic Initiatives and Adult & Professional Studies, Kara Rabbitt

Adult Learner Operationalization Team—Year 2 Outcomes

Adult Learner Pillar Goals	Yr1 Goal (F 2023)	Yr1 Result	Yr2 Goal (F 2024)	Yr2 Result
Overall KPI 1: Adult UG Students - Main Campus	2,689	**2,721**	2,824	**2,824**
Overall KPI 2: Adult UG Students - WP Online	851	**1,464**	993	**1,683**
Overall KPI 3: Adult Grad Students - Main & WP Online	2,147	**2,863**	2,266	**3,331**

- Reviewing and updating academic policies to address Some College, No Degree (SCND) population (transfer credits, academic forgiveness, World Language requirements)
- Increasing faculty development opportunities related to serving adult learners
- Expanding targeted marketing and recruitment efforts to draw back adult learners
- Building transparent recognition for the value of professional experiences and training—Credit for Prior Learning leading into major and graduate programs

ALOT members: *Barbara Andrew, Lisa Brenenson, Martha Echevarria, Martin Gritsch, Djanna Hill, Johanna Prado, Kara Rabbitt, Maria Tajes, Mary Beth Zeman*

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Launching of the College of Adult & Professional Studies

- Distinct space advancing University position in a competitive landscape
- Three teams meeting adult learner needs across their educational journeys:
  - Degree Completion & Adult Learning (DCAL);
  - Professional Certificates & Training (PCT);
  - WP Online Student Support (WPOSS)
- Supporting community engagement: *Wayne Day, College Welcome Day, New Jersey League of Municipalities, Passaic County Job Fairs, Paterson Alliance*

COLLEGE OF ADULT AND PROFESSIONAL STUDIES

WILLIAM PATERSON UNIVERSITY

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PCT: Rebuilding Regional Engagement

- High successful Job Fairs: 633 attendees & 58 employers/community partners
- Building out new customized training opportunities
- $1M of NJ DOL grants secured to date, with $3M more in progress for FY25
- Creating updated curriculum and hiring new instructors for health care programs

Next steps:
- Engaging with faculty in non-credit program development
- Reanimating Workforce Development programming
- Expanding Continuing Education options for regional employers

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Distinction

DCAL: Supporting and Engaging Returning Adult Learners

- Securing NJOSHE grant support to engage SCND population: 2nd annual grant
  - debt relief, emergency funds, marketing, peer-to-peer connections, experiential learning

- Expanding Credit for Prior Learning (CPL):
  - 2023: 116 students served (213.5% increase over 2022 baseline of 37 students).
  - 2024: 252 students served (54% YOY increase).
  - 2025: Rollout of Credit Predictor software

- CPL relies on faculty subject matter experts:
  - 51 WP colleagues trained summer-fall 2024
  - Additional training planned May 2025

Next steps:
- Credit Predictor Pro build-out linking certificates to approved credit equivalencies
- Expansion of Challenge Exam Options
- Targeted adult learner on-campus recruitment events

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WPOSS: Engaging Faculty in Serving Adult Learners

- Dedicated financial aid and academic advisement team to support rapid expansion of WP Online populations—UG **86** in Fall 2 2021→**1,208** in Spring 1 2025
- Increasing faculty development to support student success
  - Ongoing 3x/year faculty forums for WP Online undergraduate instructors
  - Fall 2024 WP Online Working Group recommendations
    - Developed Regular and Substantive Interaction Policy draft
    - Created recommendations for effective course shell maintenance
    - Advanced goals for ongoing faculty supports
  - Working with Center for Teaching Excellence to offering new centralized resources and supports for online faculty

Next steps:
- New CAPS faculty development committee
- CTE Forum April 1

Every Pioneer is a
POWERHOUSE

REQUEST INFO   VISIT   APPLY

CTE TEACHING CIRCLE
SEEING OUR ADULT LEARNERS
WP
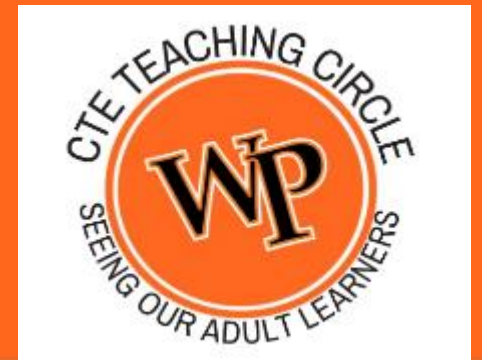
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Predoctoral Fellowship Program

- 2025-2027: 3 fellowships in **Computer Science**, **Urban Planning**, and **Digital Business**
- 3rd cohort of highly successful faculty development program:
  - 100% of previous fellows earned their doctoral degrees
  - 86% are already in tenure-track positions
- Innovative teaching fellowship program is increasing WP standing nationally

William Paterson University Launching New Round of Predoctoral Fellowships (2025-2027)

The predoctoral fellowship program at William Paterson University supports advanced-standing doctoral candidates who desire a teaching career at an institution that emphasizes teaching quality and encourages multiple forms of scholarship. The program invests in the success of predoctoral students from underrepresented backgrounds at the institutional or disciplinary levels. Departments mentor fellows and provide similar levels of research support as for tenure-track faculty. The fellows teach and participate in a cohort experience designed to position them for success in a tenure-track appointment at William Paterson or other institution of higher education after degree completion.

Priority deadline 2/14/25—share with your networks:

https://www.wpunj.edu/provost/pre-doctoral-fellowship/

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Associate Provost for Academic Affairs, Sandy Hill

Community College & Dual Enrollment Partnerships (CCDEP)

High School Dual Enrollment

1,206 students → 1,704   **41.3% growth**

30 high schools → 35

121 DE programs → 134
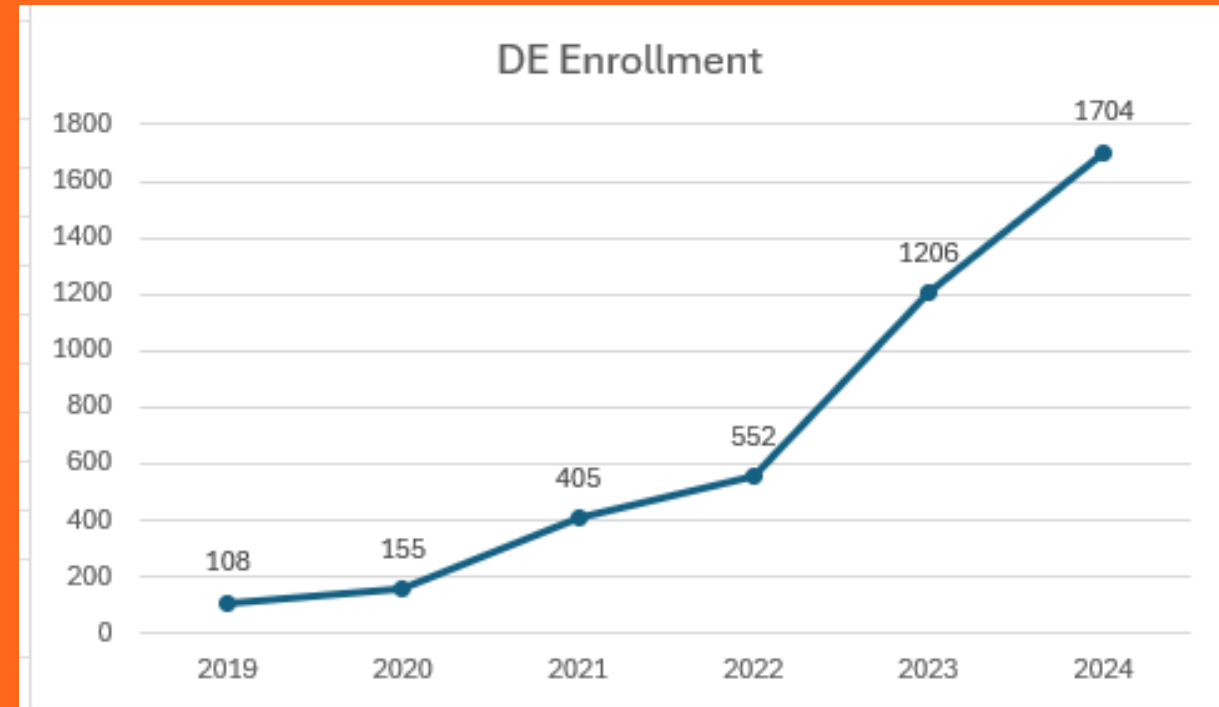
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CCDEP Conversion

High school senior visit December 2024.

DE campus visits/tours

8 events -> 8 (2 fall, 6 spring)

700 *students ->* **510** *students**

Conversions

23 Fall 23 -> **45** Fall 2024

Incentive (*6 DE credits =* ***$1,000 scholarship***)

FTFTF Students awarded the scholarship

8 Fall 23 -> **9** Fall 24

*Instituted strategic/ targeted approach for inviting schools based on Admissions FTFTF numbers

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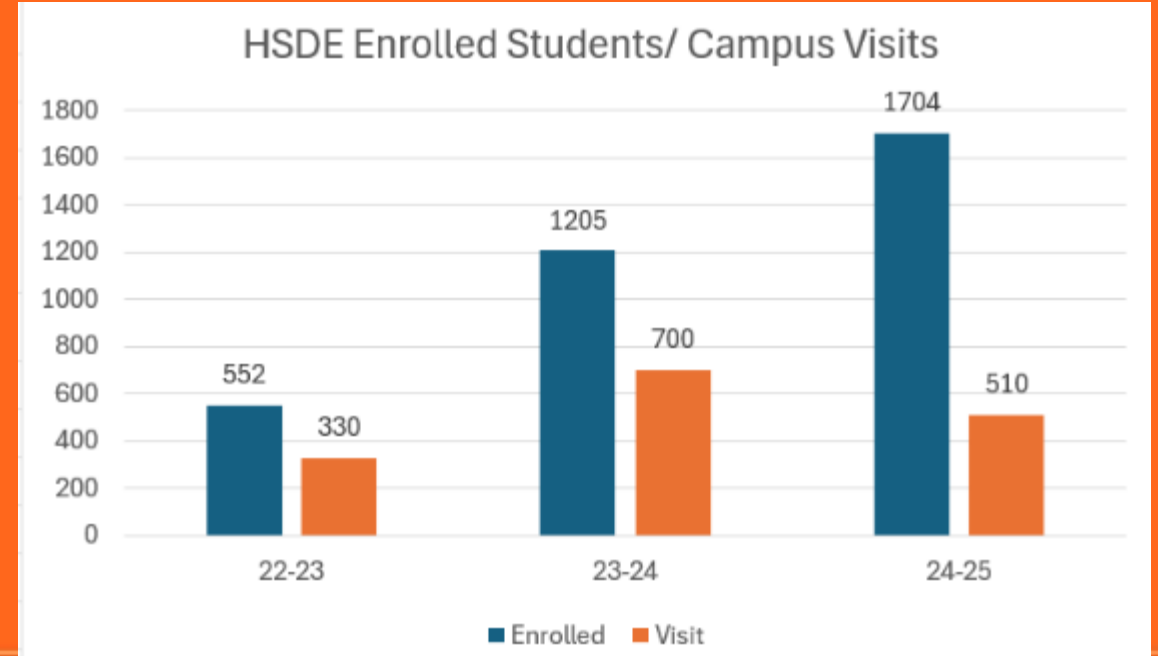
CCDEP Transfer Programs

- 132 articulation agreements (2+2 & 3+1)
- 14 new 2+2 agreements
- 3 new 3+1 agreements
- 526 Transfer students (out of 890 total) from articulation partners - Fall 2024
- *In Progress!*
- WP@Mercer- now online
- 3+1 partnership w/ PCCC -- Bus, Comm
- Community College Day --April 2025 (CC faculty, staff, advisors + CCOB, COE)
- Finalizing 3+1 agreements with Alamein International University in Egypt

Total Articulation Agreements

Chart showing Agreements vs Year:
- 22: 88
- 23: 107
- 24: 132

New 2+2 Agreements

Chart showing Agreements vs Year:
- 2019: 0
- 2020: 2
- 2021: 4
- 2022: 19
- 2023: 37
- 2024: 51

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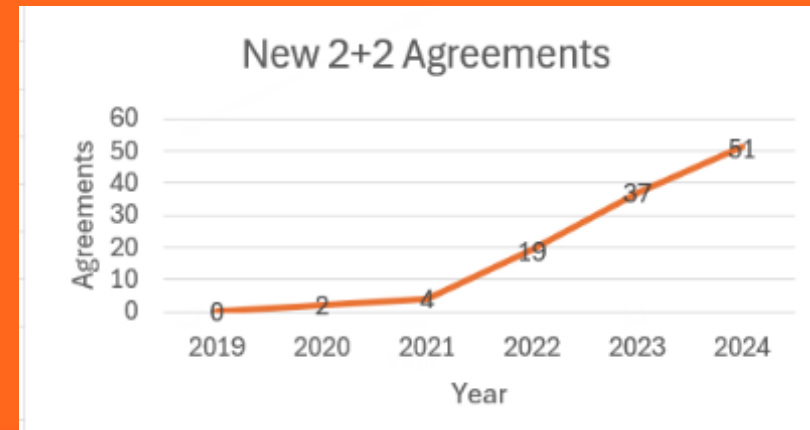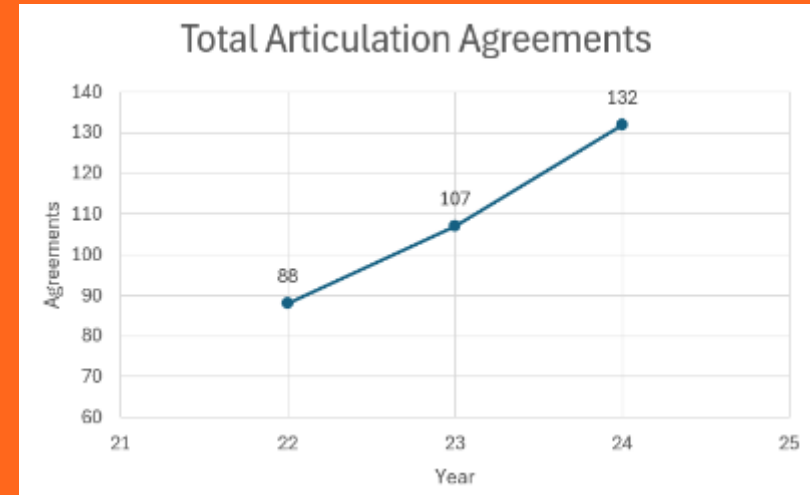
Office of Sponsored Programs FY25 New Grants

Principal Investigator	Sponsor/Project	Funding
Donna Minnich Spuhler Campus Activities, Student Development	OSHE – Hunger Free Campus / Food pantry system and ramp access	$56,250 – 1 year
Rahi Abouk, Economics, COB	Spelman College NSF subaward/ PI training mentorship	$36,659 – 1 year
Mellissa Rosario-Jimenez, SBDC, COB	OSHE – Global Entrepreneurs in Residence Pilot Program– Student IP Business Development	$194,482 – 2 years
Jason Silva, Sociology & Criminal Justice, CAHSS	US Department of Justice – Research project for assessment of digital behaviors, risk and attack prevention	$523,900 – 3 years
Kendal Martin, Biology, COSH	University of Florida via USDA Multi-institutional grant / Soil micro-predator study	$56,000 – 5 years
Casey Mathern, Gallery, CAHSS	National Endowment of the Arts / Multidisciplinary Visual Art Program	$60,000 – 2 years
Jason Wicke, Kinesiology, COSH	CDC /Developing a biomechanical model of gait changes during pregnancy	$127,922 – 2 years
Quay Davis, CAPS	NJ Department of Labor Workforce / 8 New Workforce Development Contracts	$2.9M – 1 year (8 projects)
Johanna Prado, CAPS	OSHE Some College No Degree/ WP Integration Initiative: Pathways to Success	$100,000 – 1 year

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Office of Sponsored Programs

FY2025 Updates

21 New awards

48 Proposals submitted, including:

- **David Fuentes**, COE, NJDOL PACE: Pre-Apprenticeship program, ancillary to NJDOL Gains award- $580,898
- **Quay Davis**, CAPS, Expansion of NJDOL Upskill Program, Round 3 (4 new proposals) - $1.97M
- **Ting-Han Chang**, Ed Leadership/COE
  - Student Engagement, Exploration, and Development in STEM (SEEDS) examining challenges for minority students in STEM in advancing economic equity (USC collaboration) $47,724
- **Sagheri, Ali, & Wang, Nan** –Computer Science/COSH
  - Automated Reasoning grant, Amazon $79,623
- **Corinne Datchi,** Psychology/CAHSS, under negotiation
  - Industry/Academic collaboration with Canfield Sciences on development of qualitative research tool

Inception to Date Grant Activity by Academic Year

Grant Activity Legend	2021	2022	2023	2024	2025
Number of Proposals	65	57	74	76	48
Potential Funds					$9,622,890.00
Grant Awards	$8,252,117.00	$9,320,812.00	$12,300,000.00	$12,200,000.00	$2,622,414.00

Plus $42.2M OSHE
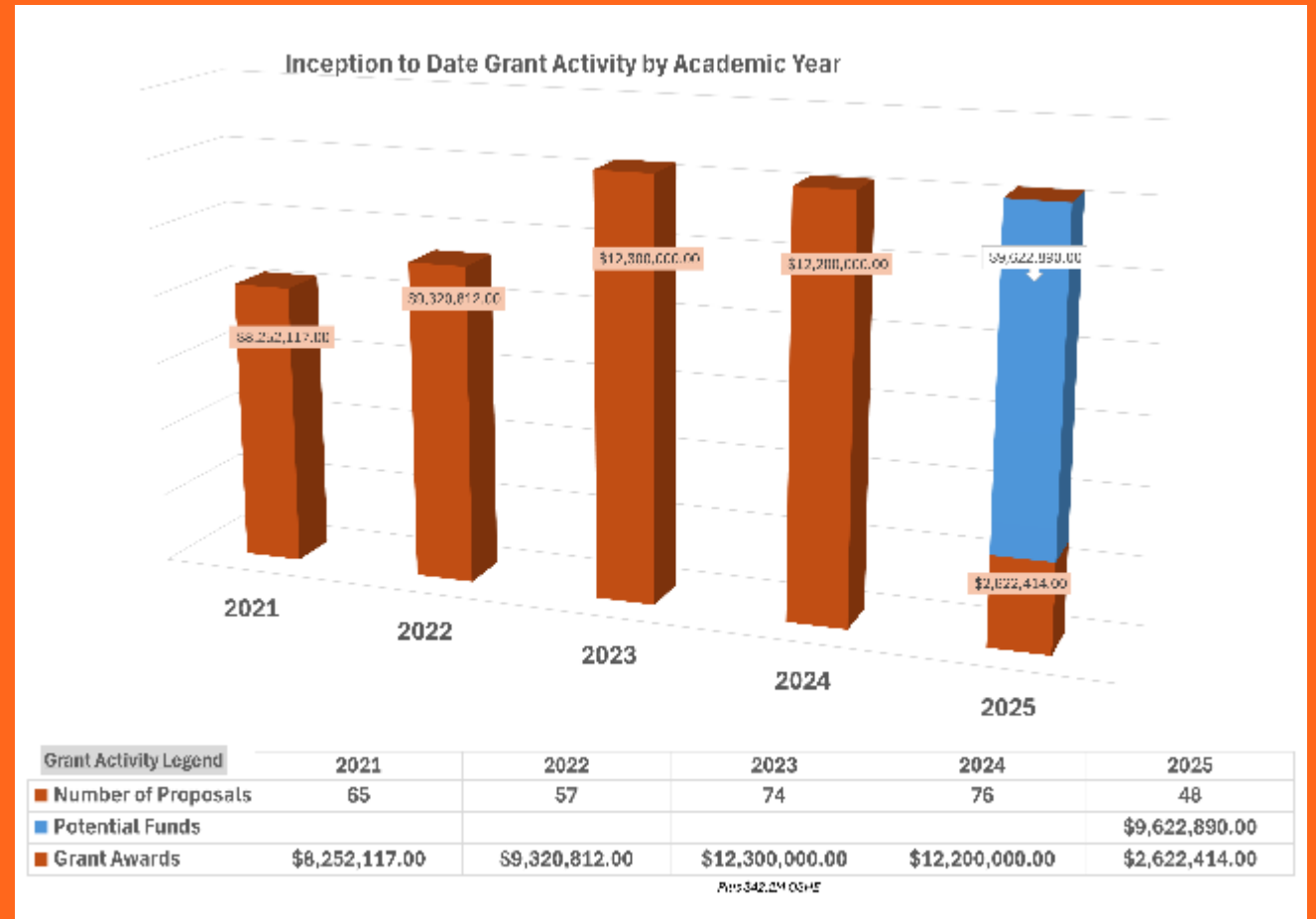
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Office of Sponsored Programs
New and Upcoming!

- **Cayuse – grant management system**

- **Human Ethics, Research, Outside Interest, Proposal submission and review system**
  - Pilot testing started Nov. 2024
  - Rolling out in phases Spring 2025
  - Upcoming training Spring 2025
- **Policy & Procedure updates**
  - Current research policies to align with Workday and Cayuse
  - OSP website to provide current forms and templates
  - *Look for!* Fall 2025 new Sponsored Programs Guidance
- **GrantForward (Funding opportunity notification system)**
  - 309 WP Profiles with active alerts enabled

- 25 searches in the past month:
  - 65% searched funding for Artistic/Exhibit/Collection,
  - 5.9% searched for a traditional research project.
- **5 Institutional Grants Proposals**
  - USDE TRIO SS
  - USDE TRIO STEM
  - NJDOL PACE

  Collaboration with Hanover Research:
  - NSF Scholarships in Science, Technology, Engineering and Mathematics Program (S-STEM)
  - USDE Strengthening Institutions Program (SIP)
- **Institutional Grants brought in 2024:**
  - CAPS NJ Department of Labor Workforce Development, *$1.6M*
  - COE GAINS, Teacher Apprentices, $564K

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Assessment AY24-25

Academic Affairs

Multiple Methods of Assessment:

- Course & Program SLOs – Anthology
- Program (non-SLO) – ADDRs (Academic Dept. Data Review)
- College Annual Assessment Reports to Provost
- Academic Affairs Annual Report to Cabinet & President

University Assessment Council (UAC)(coalescence AAC and ADAC)- Sandy Hill, Sue Gerber, Francisco Diaz

Includes Representatives from all Divisions - AA reps: Dr. Heejung An (COE), Dr. Cara Berg (Library)

- Improve **alignment** of assessment processes with University mission & planning
- Maintain **documentation** of assessment evidence to meet Middle States *Standards* and *Evidence Expectations*
- **Educate** campus community on best practices in assessment
- Support **innovation** in assessment and documentation

Next Middle States Re-accreditation Visit: 2028-2029

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Associate Provost for Curriculum & International Studies, Jonathan Lincoln

Graduate Education at WP

WP Graduate Enrollment

Bar chart showing WP Graduate Enrollment for Fall 2022, Fall 2023, Fall 2024 with categories Main Campus, WP Online, Total.

WP Graduate Enrollment By College

Bar chart showing WP Graduate Enrollment By College for Fall 2022, Fall 2023, Fall 2024 with categories Education, Science and Health, Business.

WP Online continues to drive graduate enrollment. New COE programs growing most rapidly.

New WP Online Programs for 2025/2026:
--Secondary and Elementary MAT Programs
--Secondary and Elementary Graduate Certs
--Integrated Marketing Communication MA
--Master of Public Policy MPP
--Doctor of Nursing Practice DNP
--Education Technology MED and Graduate Cert
--Early Childhood Education MED
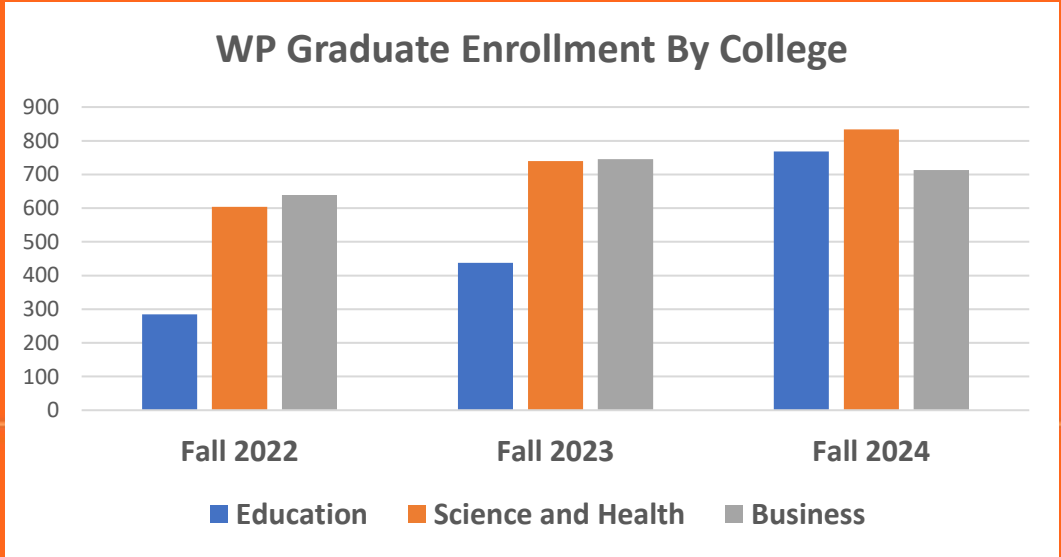
Data from WP Factbook and Power BI

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Graduate Education at WP

Largest Main Campus Programs Level or Increasing Enrollment

Bar chart showing enrollment for Fall 2022, Fall 2023, Fall 2024 across programs: MED Prof Counseling, MA Counseling, MS Speech Language Pathology, Kinesiology MS Programs, Alt Rte P3 Certificate, BL/ESL Certificates.
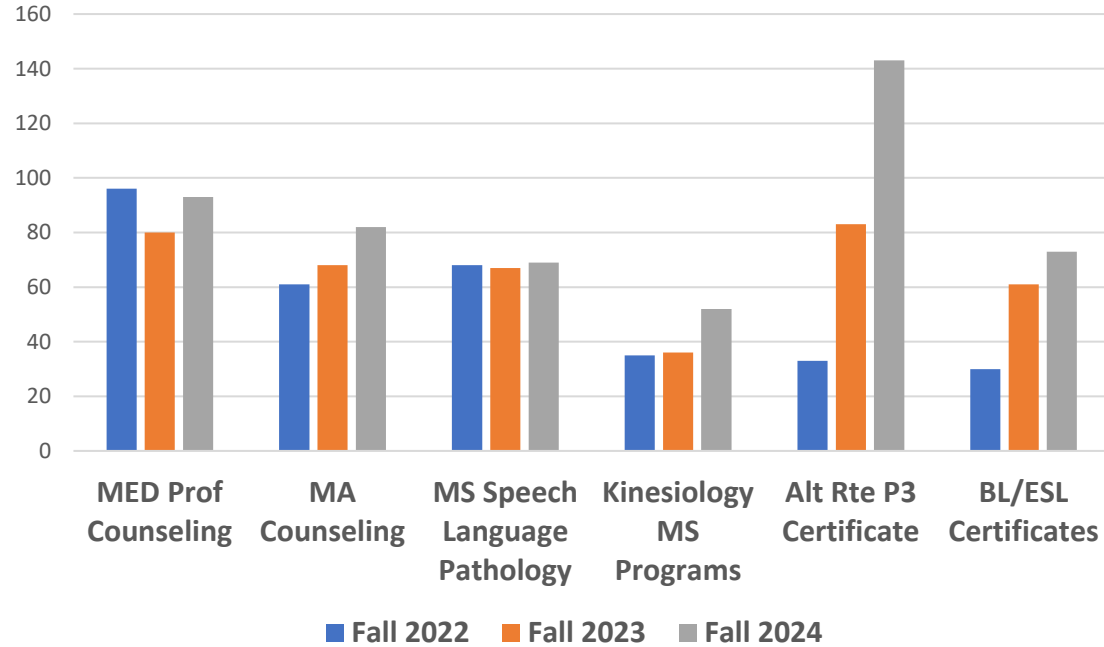
Most Main Campus Programs continue to hold their own or are increasing.

New Main Campus Programs for 2025/2026:
--Computer Science MS
--Applied Business Analytics STEM MBA

In the works:
--Finance Technology STEM MBA

Fastest Growing Programs are Graduate Certificates

Data from WP Factbook and Power BI

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Undergraduate Programs

Main Campus Undergraduate Programs with >10% Growth

PROGRAM NAME	Fall 2023	Fall 2024	% Change
Applied Business Analytics	11	24	118%
Bachelor of Social Work	39	91	133%
Computer Science	200	223	12%
Elementary Education	99	116	17%
Jazz Studies BM	35	43	23%
Mathematics	47	58	23%
Music BA	54	64	19%
Nursing	372	421	13%
Pre-Medical Biology	188	211	12%
Public Health	37	45	22%
Public Relations	8	28	250%
Speech Language Pathology	60	72	20%
Sport Medicine	76	96	26%

Does not include programs new for 2024

Data from WP Factbook and Power BI

Growth is primarily in health science and STEM programs, though not exclusively.

Also see growth outside of these areas when programs have been *refreshed, restructured or rebranded.*

Future new program (in development and ideas):
--Pre-Physical Therapy, Pre-Occupation Therapy, Pre-Audiology
--Medical Imaging Technology
    (in partnership with a CCC/Medical Center)
--Health Care Administration
--Medical/Health Care Ethics
--AI Applications in Health Care, AI Literacy, AI Ethics, ...

Focus on Career Orientation and Preparation when updating programs or developing new programs.

Alternate Credentials

Graduate Certificates: **45***

Undergraduate Certificates: **44***

1st/2nd Year Certificates: **10***

Non-credit Certificates with Credit Equivalency: **86**

All undergraduate and some graduate certificates stackable with degree options

*Active or recommended by senate and approved by BOT.

Certificate Enrollment

	Spring 2024	Spring 2025	% Change
Graduate	498	705	42%
Undergraduate	106	290	174%

Data from WP Factbook and Power BI

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WILLIAM PATERSON UNIVERSITY

Academics   Admissions   Campus Life   About Us   Athletics   Cultural Events

Alternate Credentials
About Alternate Credentials
Earning and Using Alternate Credentials
For Faculty

Alternate Credentials

A Powerhouse of Progress.

A New Level of Learning

Alternate credentials allow you to meet your personalized learning needs by delivering knowledge and skills in areas immediately relevant to your academic and professional goals. Some alternate credentials are completed while earning university course credit; some do not require course credit. Most alternate credentials require fewer credits than a minor and the credits you earn can be applied to a current or future degree program. Many non-credit credentials can be converted to credit later on.

Whether you are a current student, prospective student, or working professional, William Paterson offers a wide array of options to keep you at the leading edge of your discipline.

Search by keyword
● All Programs   ☐ On-Campus Programs   Filter by College
○ Graduate   ☐ Online Programs
○ Undergraduate   ☐ Hybrid Online Programs

Audio Broadcasting, Undergraduate Certificate
College of Arts, Humanities, and Social Sciences

Behavioral and Social Science Research Skills, Undergraduate Certificate
College of Arts, Humanities, and Social Sciences

Healthcare Ethics, Undergraduate Certificate

| APPLY NOW | REQUEST MORE INFORMATION |

The Healthcare Ethics certificate is a 12-credit interdisciplinary program that can be added to any major. This certificate program provides students with training in critical reasoning, ethical frameworks and methods, and applied healthcare ethics coursework to ensure successful execution of both future professional duties and personal decision-making.

Courses taken for this certificate may also count towards the Ethics or Philosophy majors and University Core Curriculum. One or more elective in this program can be applied towards the Anthropology, Biology, Public Health, Psychology and History majors.

View course descriptions in the University Course Catalog:
Healthcare Ethics, CERT

- Current students sign-up here: Declare Certificate
- If you are not currently enrolled as a student, please apply here.

Program Details

- **Level:** Undergraduate; Entry Level to Intermediate
- **Eligibility:** Current WP Students; Non-WP Students
- **Credit or Non-Credit:** 12 college credits (4 courses)
- **Instruction Method:** Traditional and online courses available
- **Average Time to Completion:** Two to Three semesters; summers optional

Skills Developed*

- Critical Thinking
- Professionalism

*Categories based on the National Association of Colleges and Employers (NACE) key Human

Noteworthy Careers Supported by this Certificate

- Healthcare Provider
- Healthcare System HR Manager
- Healthcare System Ethics Officer
- Public Health Researcher
- Social Services Provider

Contact us

Dr.L. McMahon, Chair
Atrium 213
mcmahonlu@wpunj.edu
973-720-3044

| APPLY NOW | REQUEST MORE INFORMATION |

Alternate Credentials

Webpage, Search Tools, Certificate Information and Enrollment Links Are Active

Distinction

https://www.wpunj.edu/academics/alternate-credentials/index.html

Digital Badges

Milestones is our new digital badging system.

First set of badges for all students earning an under-graduate certificate will be issued in the next month.

Certificate completers will be celebrated at an event later this semester.

Accelerating Distinction

UCC 2.0 Implementation

- Course Proposals Submitted: 116 across all areas
- Course Proposals Fully Approved: 36
- Sufficient courses for Fall 2025 New Students are on track
- Registrar: building cohorts and working with departments on schedule adjustments
- Student-facing UCC 2.0 webpages in development
- Professional Development for UCC 2.0 course design and delivery

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Continuing Focus on Career Preparation
In Collaboration with Career Development Office

- Students enrolled in majors with required Experiential Learning: **65%**
- Students enrolled in majors with Career Preparation integrated with course requirements: **78%**

New ways to deliver, track and recognize experiential learning provided through Career Development:

- Faculty/Departments can work with Career Development to access appropriate job simulations for students
- Non-credit courses available soon to document and recognize (on transcript and with digital badging) experiential learning and non-credit internships

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**Thank you to everyone in Academic Affairs!
You are changing lives.**

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