

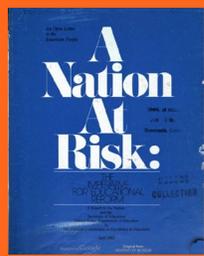
Academic Affairs Mid-Year Update

February 10, 2023

A presentation by Provost Powers and
Associate Provosts Sandy Hill, Jonathan Lincoln, and Kara Rabbitt

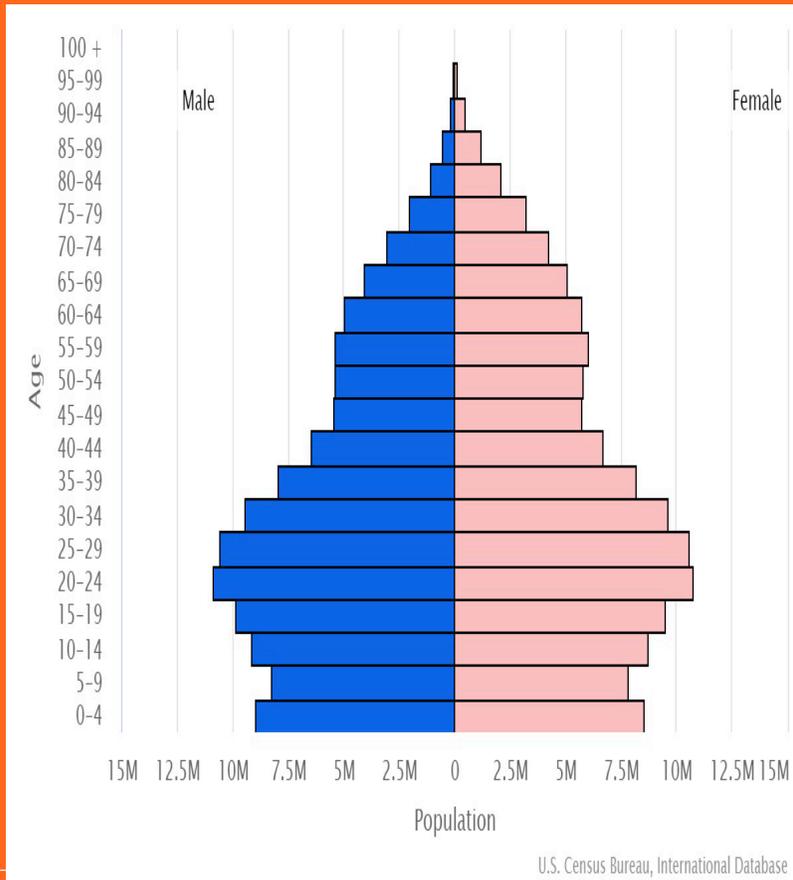


Building the
Academic Affairs
Future



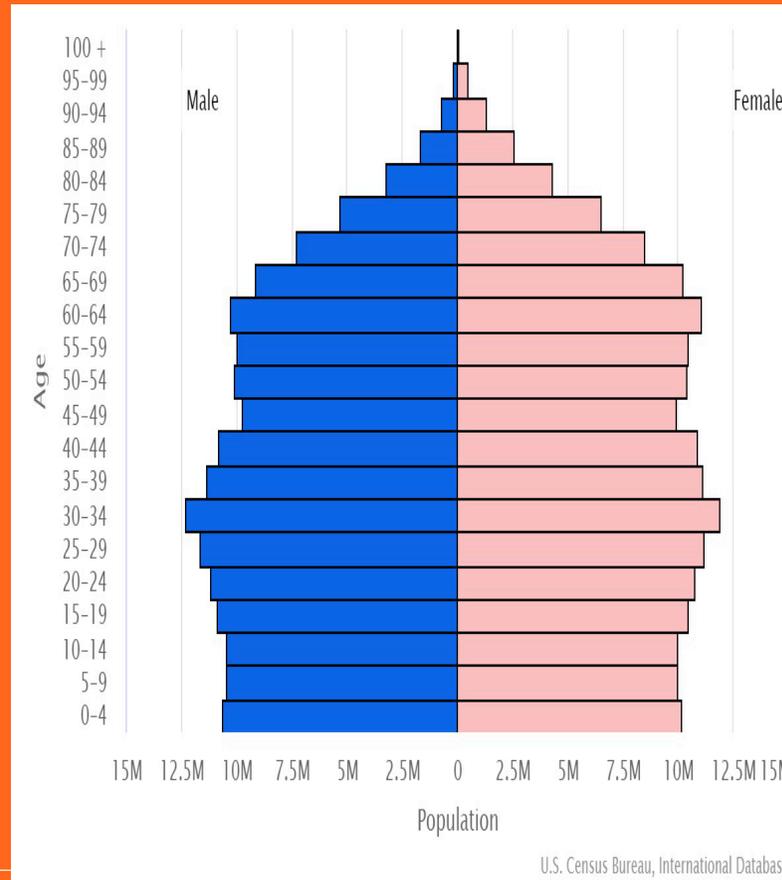
Finding Focus Through Demography

U.S. - 1983



Tail End of Higher Ed's Golden Age

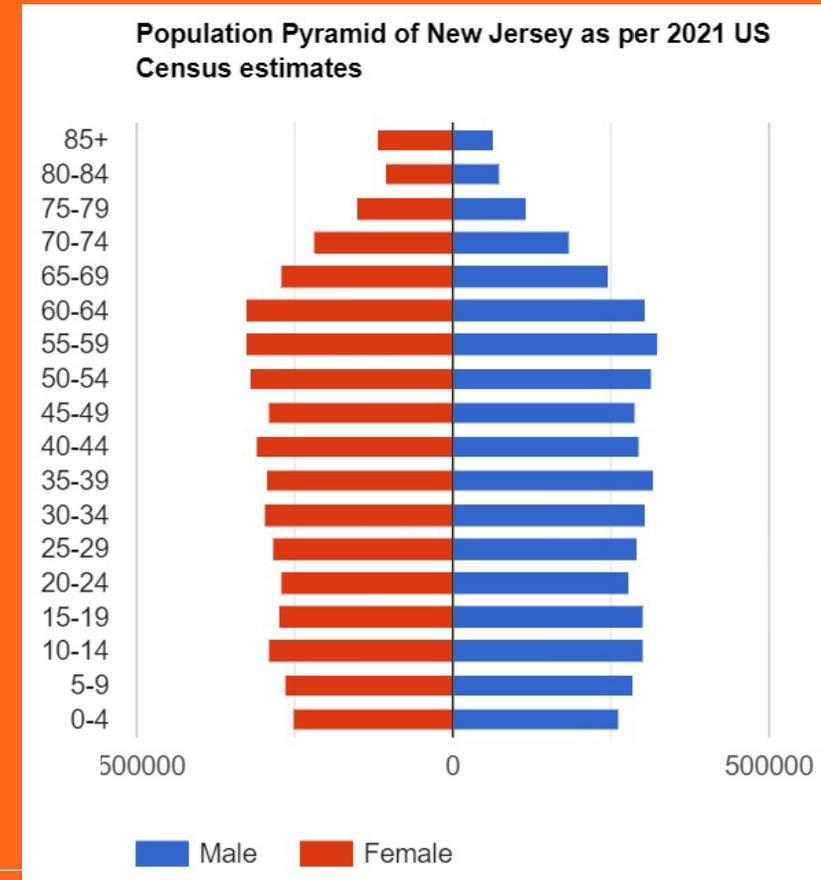
U.S. - 2023



Higher Ed's Age of Adults, International Mkts, & Jobs Serving Seniors

[Source: U.S. Census Bureau](#)

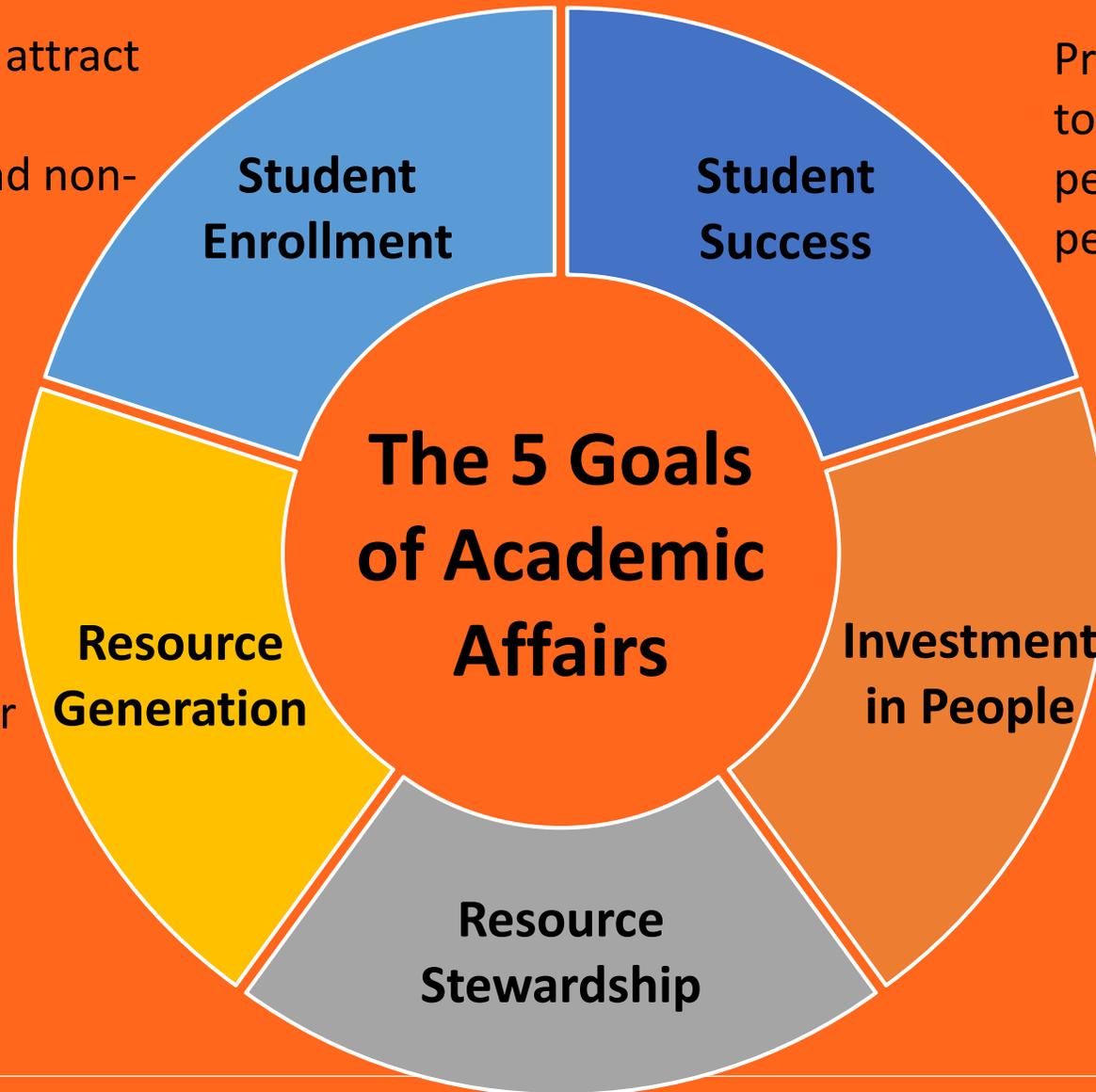
NJ - 2021



Building the Academic Affairs Future

Programs with goals that attract degree AND non-degree seekers through credit and non-credit opportunities.

Programs with goals that lead to gains in course and program performance as well as persistence to completion.



Revenue flows from other activities such as grants, contracts, & fundraising.

Activities that enhance professional growth & opportunities for faculty and staff.

Ensuring we deploy our resources wisely as entrusted to us by the citizens of New Jersey.

Building the Academic Affairs Future

Academic Affairs Goal	Example 1	Example 2
Student Enrollment	Alternate credentials & certificates efforts; More than 60 currently being explored in departments & colleges	School of Nursing
Student Success	Fall to Spring 1 st Year retention up 1.4% across the colleges; Student success goals & action steps in each department	Faculty as Mentor & Teaching Effectiveness projects w/ Faculty Senate
Resource Generation	\$1.6 mil. USDOE Center of Excellence grant (COE); Martini Family Electronic Resource Center (Library)	Self-paced medical cannabis certificate (Cannabis Research Inst.)
Investments in People	Faculty Research & Incentive Grant Program	Wellness Day & What Works for Student Success Conference
Resource Stewardship	Retirement and phased separations Fall22 (7 faculty & 8 staff in Division) - about \$1.8 million (inclusive of 5 faculty transitions)	Careful management of the course schedule

**Building the
Academic Affairs
Future**

A Closing Word on Student Success

“**First and foremost is the Student Success Team.** This is the organizing principal for our approach, consisting of a professional staff advisor, **faculty mentor**, financial aid advisor, a career development professional, an academic support coach, and potentially others, like athletic coaches, student club advisors, and residence life staff;

A four-year financial aid plan for every newly admitted student;

Career planning that is embedded into academic programs;

Career communities;

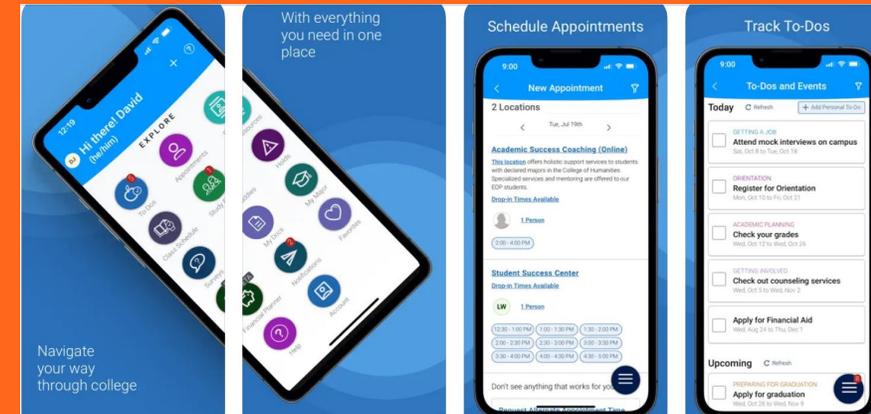
Experiential learning;

The establishment of an Office of Parent and Family Relations;

Academic advisement built on a collaborative, proactive model that combines professional staff advisors and faculty mentors; and, finally;

Offering a full range of options for course duration, including seven-week courses, 15-week semesters, summer and winter sessions, and the addition of more hybrid and upper-level online course options.”

-President Helldobler, SOTU Address, 2/2/23



Building the
Academic Affairs
Future

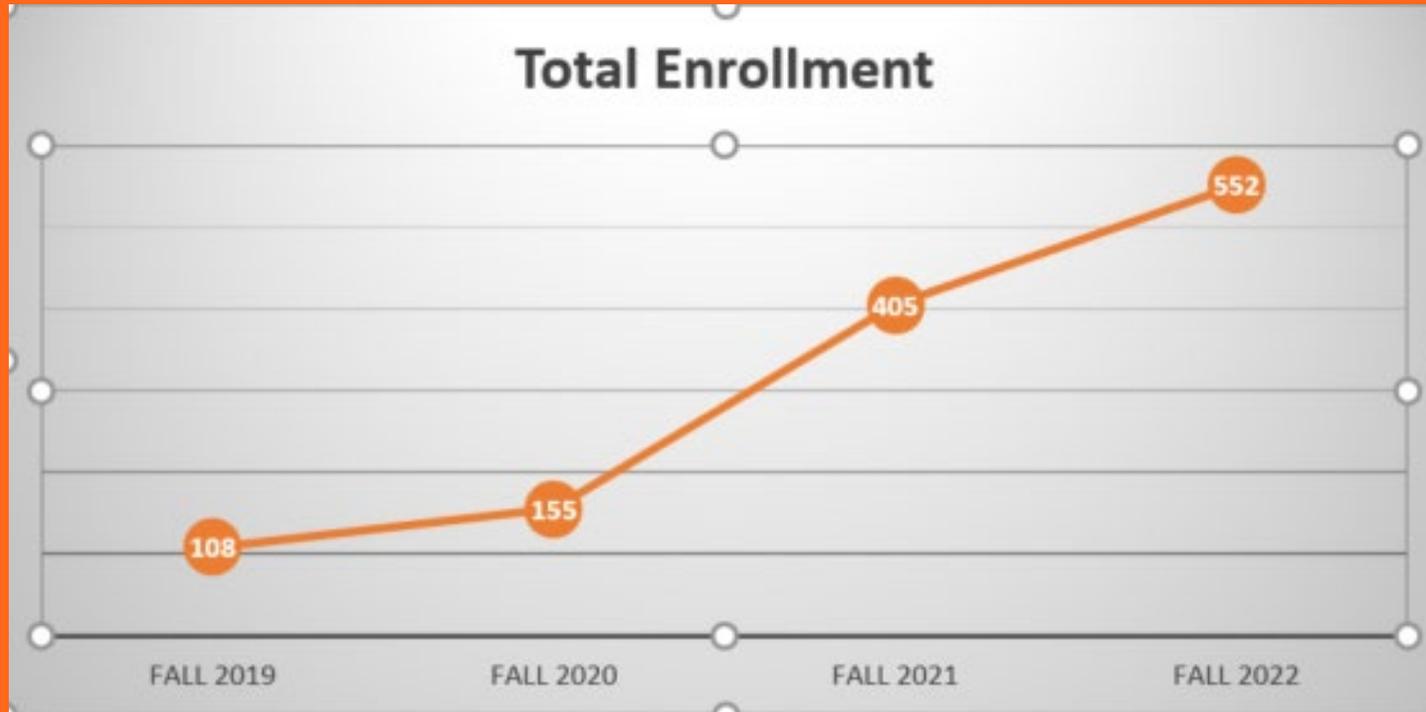
Dual Enrollment: A Competitive Recruitment Tool

- ❖ **Economic** benefit –college affordability
- ❖ **Intellectual** benefit -HS students learn college-level material
- ❖ **College readiness** benefit -HS students engage college students, prof
- ❖ **HS/WP relations** benefit – WP’s name in the community (principals, teachers, school counselors)
- ❖ **Community** benefit – WP provides an educational benefit to community citizens raising the bar on educating our community



Building the
Academic Affairs
Future

Dual Enrollment Success, Initiatives

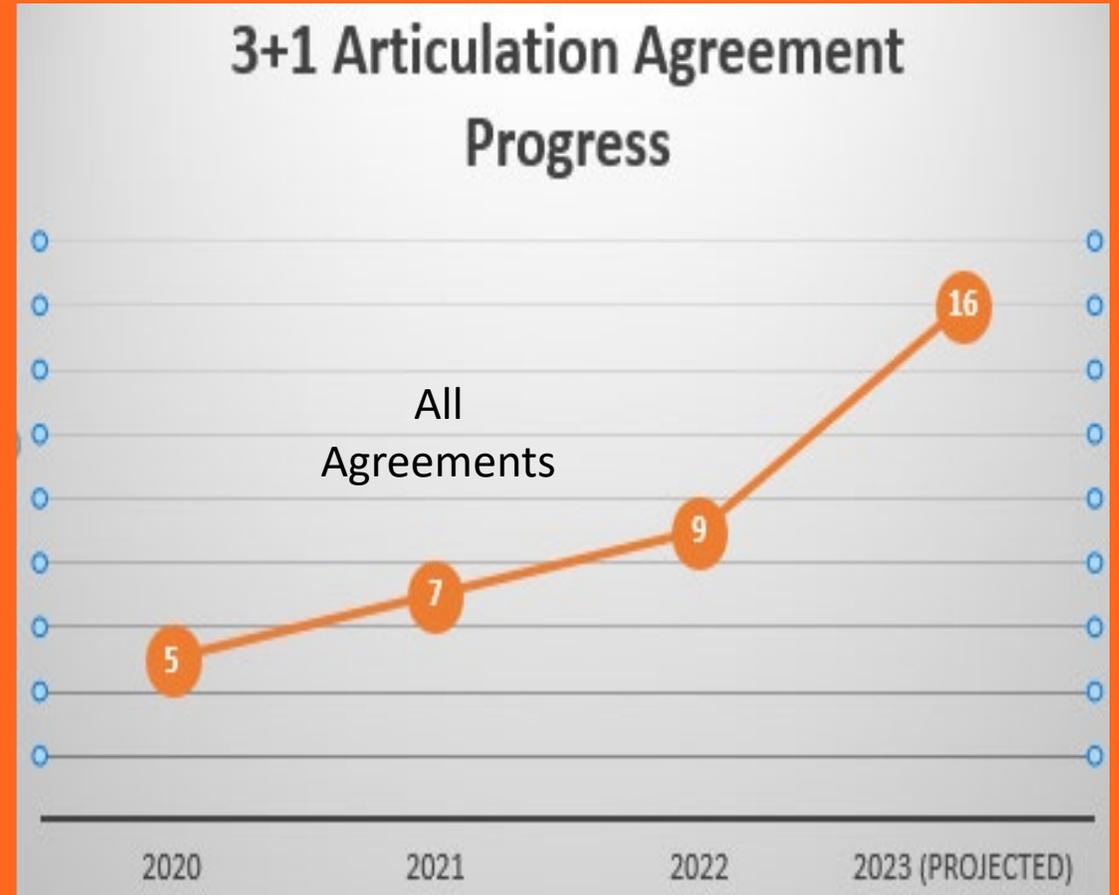


Initiatives:

- ❖ *New admin hire to support more recruitment programming*
- ❖ *New Upcoming recruitment event - bussing in 552 DE students for a day on campus*
- ❖ *9 New program offerings (Soc, Hist, Econ, CS, Art, etc.) total 28; 6 New partner schools, total 18*

**Building the
Academic Affairs
Future**

Transfer(TPSS): Success, Initiatives



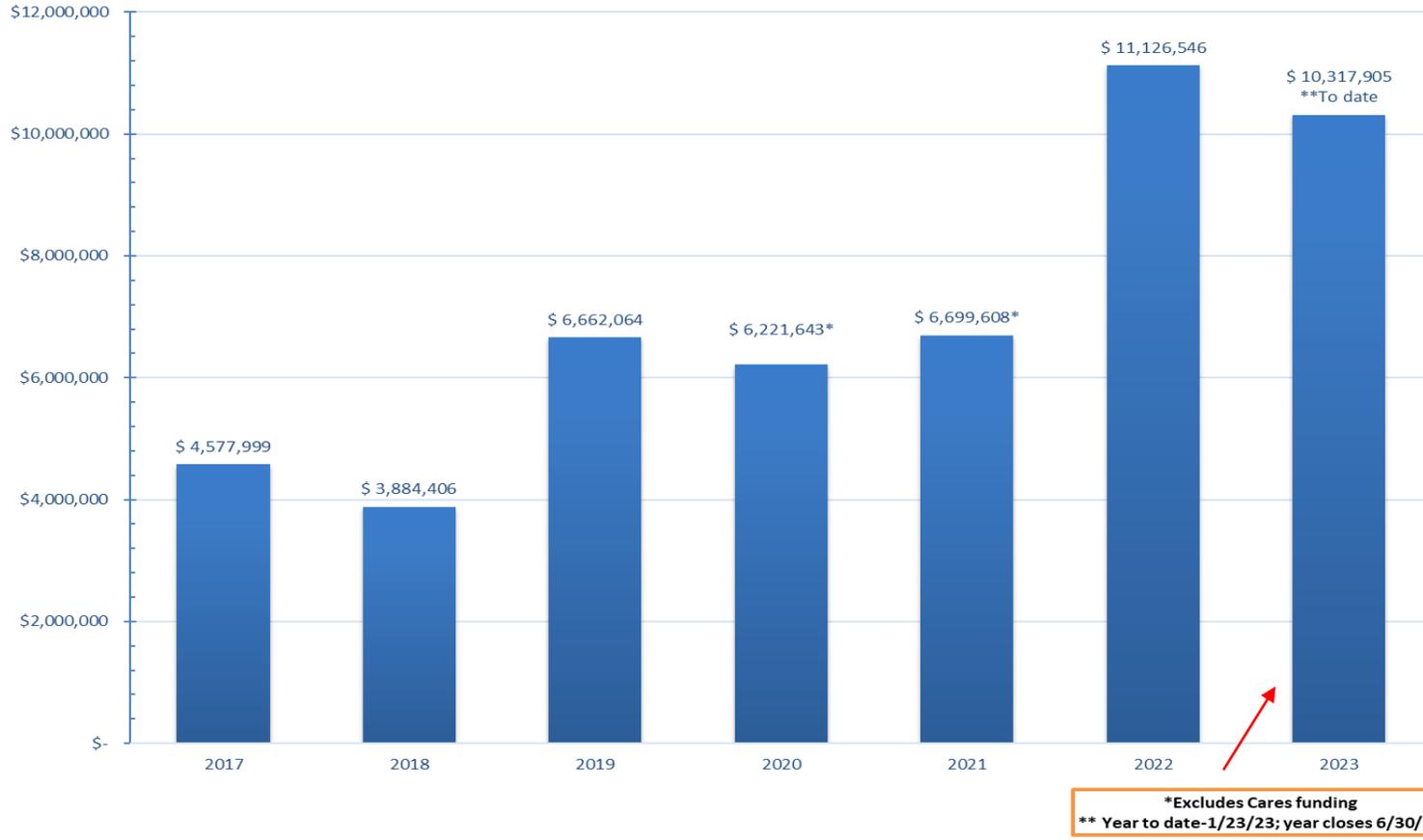
Initiatives:

- ❖ Advance 3+1 programs Nurs (proj.CS, Bus, Art)-MCCC, OCC, Bergen
- ❖ Pioneer Pathways (dual CC/WP conditional acceptance)

Building the
Academic Affairs
Future

OSP Grants: Success, Initiatives

2017-2023 Total New Funded Awards



Grants Submissions to Date Still Pending in 2023: **\$7,600,958**

4 OSHE Infrastructure/ Equipment Requests Pending in 2023: **\$58,653,854.**

Dr. Gladys Vega-\$2.8M LEES (Literacy for Empowerment in English, Spanish (US-DOE)

Dr. Cindy Gennarelli-\$2.7M CCAMPIS (Child Care Access Means Parents in School Programs) (US-DOE)

Dr. David Fuentes-\$1.6M Augustus Hawkins Ctr (WP Pioneer Ed Project) (US-DOE)

**Building the
Academic Affairs
Future**

OSP Grant Initiatives

- ❖ **Technologies** – InfoReady system launched (IRB); electronic pre-award system reviews in process for easier processes for grant submissions
- ❖ **Strategic Council on Sponsored Programs – committee collaboration** (faculty, admin, staff) peer-to-peer guidance proposal research, submissions, management
- ❖ **Policy review and development** – ensure compliance; easier for grantees to spend \$s
- ❖ **Training** – improve capabilities in searches, proposals, mgt.
- ❖ **Faculty Research & Grant Initiatives Program** – 2nd Year deployment with expanded support
- ❖ **TRIO** – 2024-25 Student Support Services applications



Building the
Academic Affairs
Future

Other Items

Assessment

- ❖ Collaboration assessment of Strategic Plan Pillars
- ❖ Program SLO assessment – use of Planning in Anthology



Personnel

- ❖ Hiring in strategic areas of need
- ❖ NTTPs – refining use of NTTPs in critical areas; policy for advancement

Workday

- ❖ Collaborations to make it work for AA (personnel, payroll, FLMs)



Building the
Academic Affairs
Future

Alternate Credentials

Currently: 50+ credit certificates; 200+ non-credit certificates

Ideas: 60+ credit certificate ideas

Two challenges: Helping students identify appropriate alternate credentials and understanding how a credential contributes to achievement of their academic and career goals.



Helping employers identify skills associated with a credential as well as relevance to specific careers.

Alternate Credential Portal

List of Skills

Career Pathways Supported

Credit or Non-Credit

Certificate Name

Requirements for Completion

Academic Pathways Supported

How to Apply: Link to Action

Building the
Academic Affairs
Future

DIGITAL BADGES



LinkedIn

Building the
Academic Affairs
Future

New Certificate Approval Process

New Certificate Ideas Under Consideration

December Webinar Materials

wpunj.edu/provost/certificate-information

**Building the
Academic Affairs
Future**

International Initiatives

Birzeit University, West Bank, Palestine

- ❖ Business; Music; Mideast Studies & Arabic Language; Summer PAS Program for our students

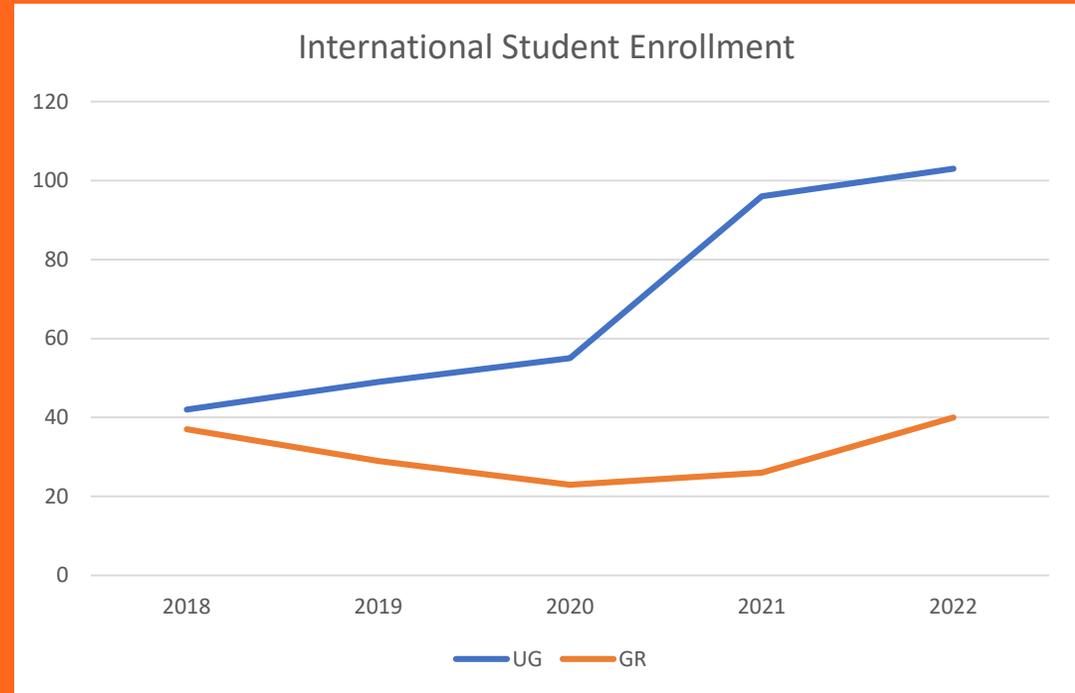
Kongju University, South Korea

- ❖ Korean Studies & Language; Education; Business

Al Alamein University, Egypt

- ❖ 2+1+1 with Ocean County College in IT, Business, Graphic Arts

Renewal of Prior Agreements in Progress



Building the
Academic Affairs
Future

“ Ubuntu rejects the notion that any human being can ever be entirely self-made because no person can exist in isolation. I am only because you are. ”

-Mungi Ngomane

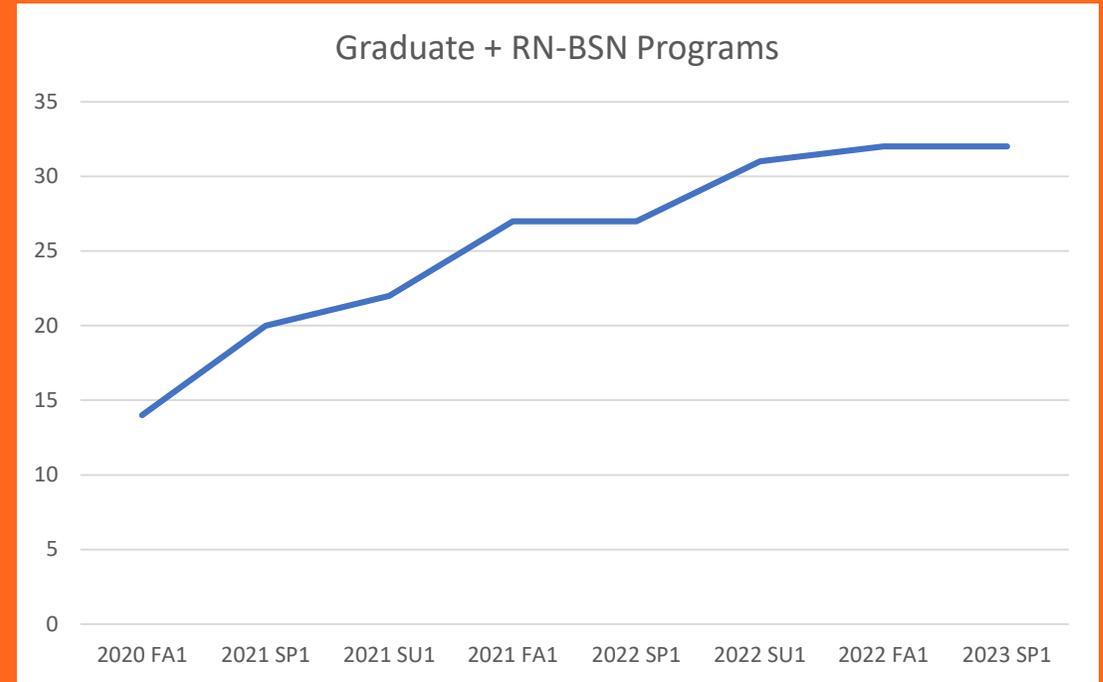
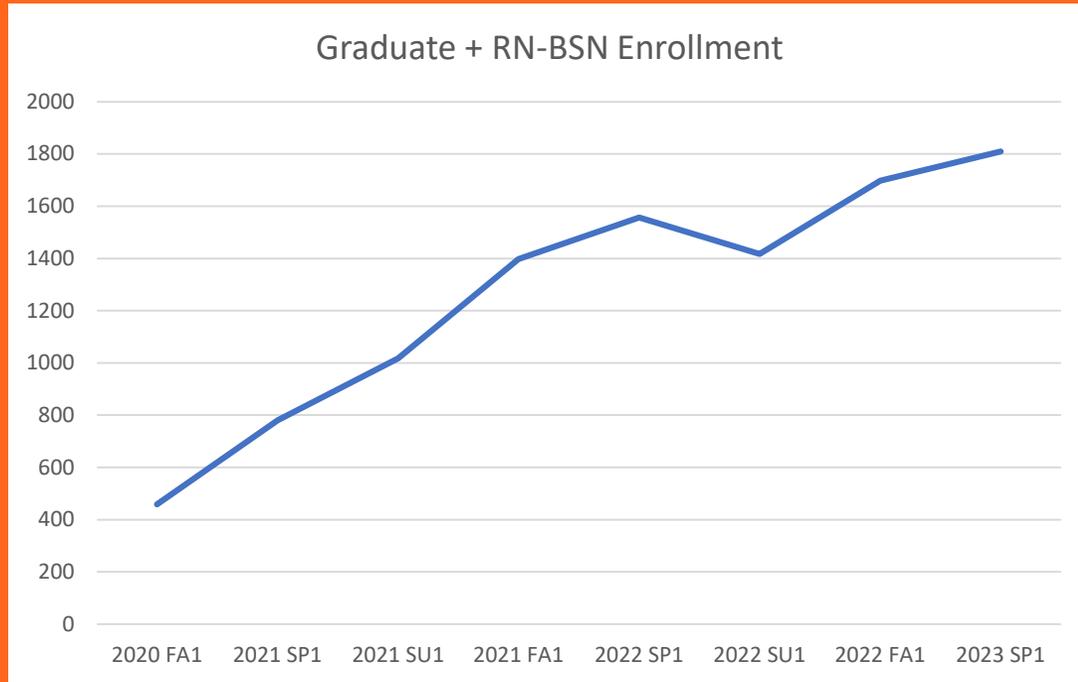


15 faculty participants joined the inaugural Ubuntu class this year for.....



Organized in collaboration with the Center for Teaching Excellence
Funded by a Strategic Initiative Grant authored by Dean Wartyna Davis

WP Online

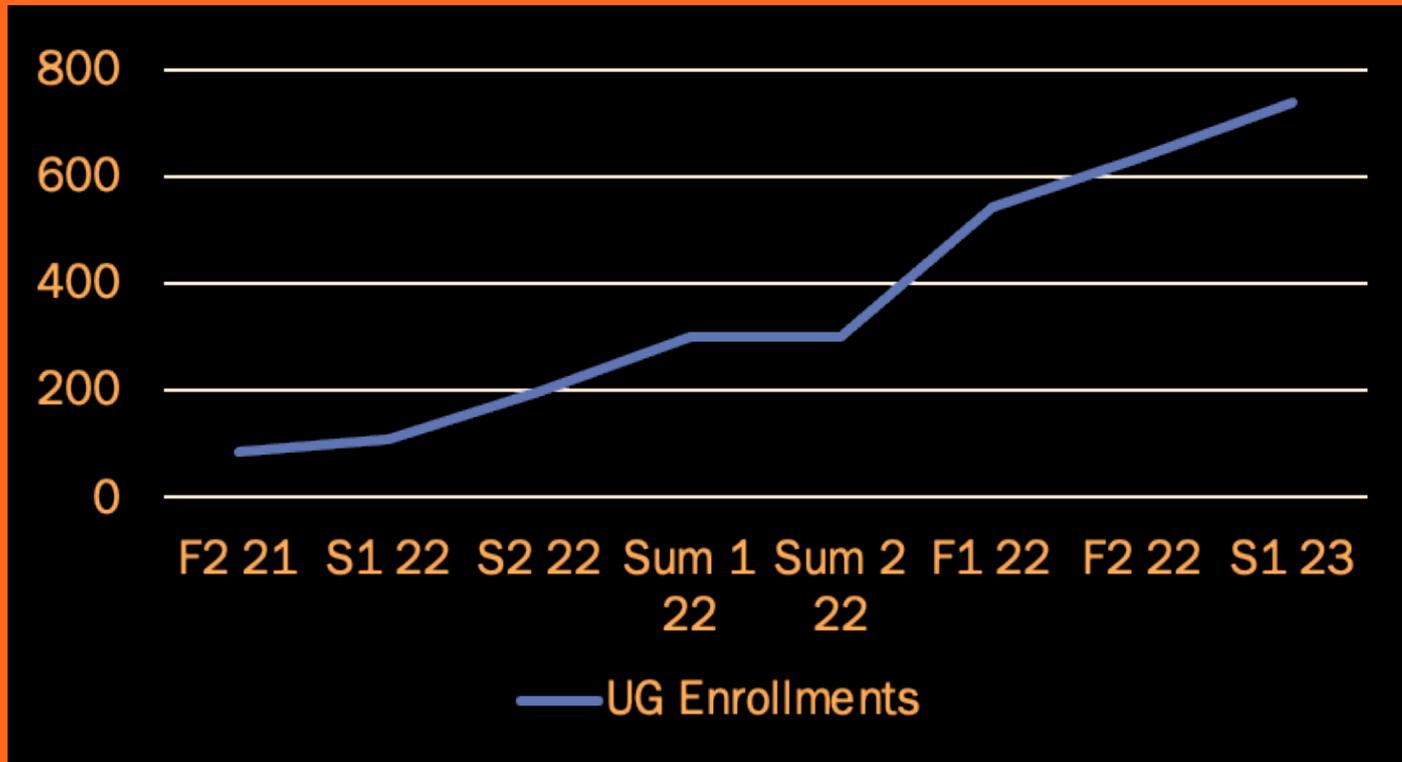


New for Fall 2023:

- MEd School Library Media
- MEd Literacy: Reading
- MEd Special Education: Teaching Students with Disabilities
- Four Graduate Certificates from COE

Building the
Academic Affairs
Future

Growing WP Online UG



- Began November 2021 with 8 majors and 86 students
- As of February 2023, there are 714 students registered across 14 majors
- By Fall 2023, will expand to include 3 more majors and 3 UG certificates (Cannabis; Diversity, Equity, & Inclusion; Human Resource Management)

Building the
Academic Affairs
Future

Increasing Range of UG Options

Fall 2021:

- BS Management
- BS Marketing
- BS Health Studies
- BA Comm Studies
- BA CCJ (+APCCJ)
- BA Lib Studies
- BA LPS
- BA Psychology

Fall 2022:

- BS Accounting
- BS Finance
- BS Prof Sales

- BS IT
- BA Sociology

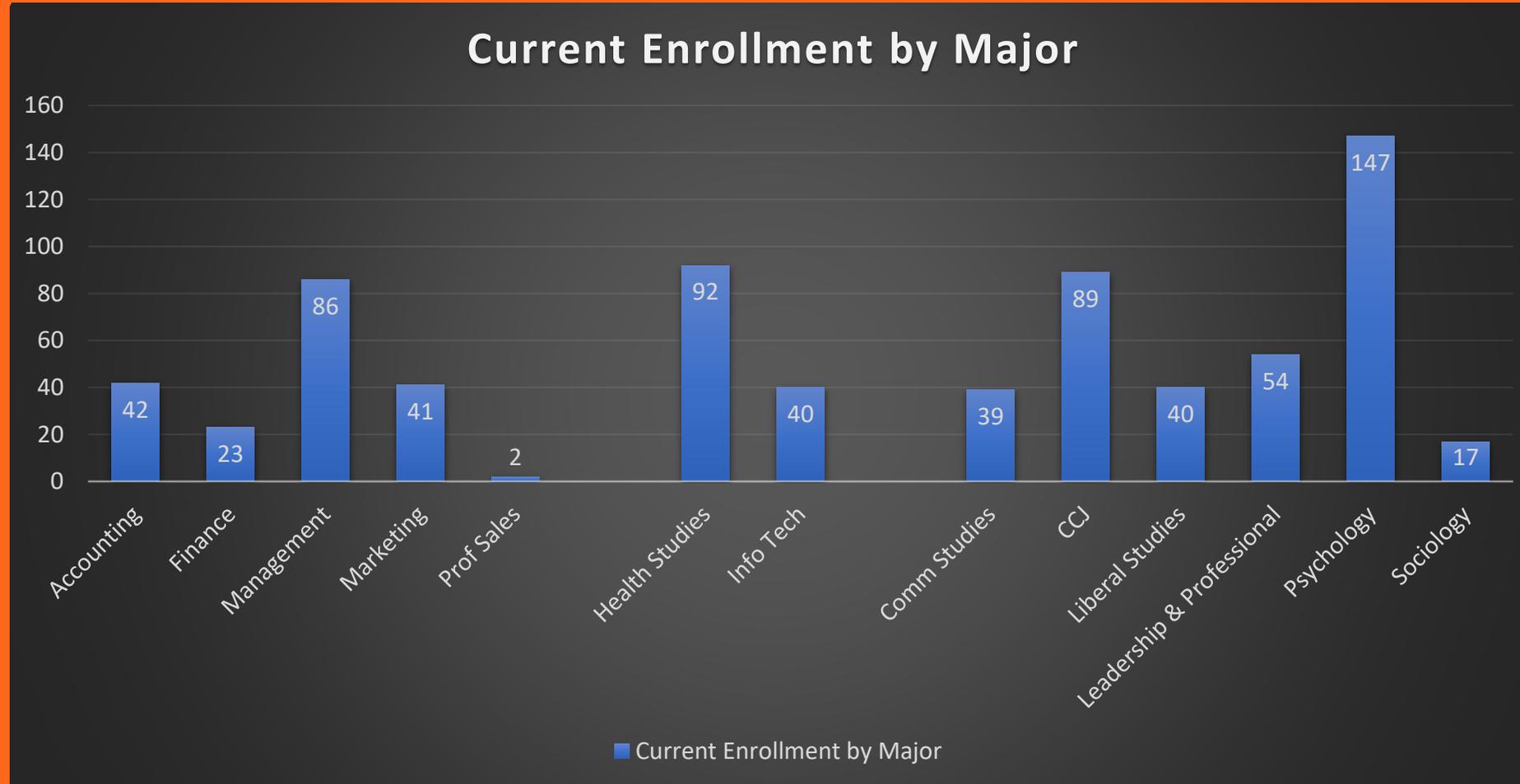
Summer 2023:

- BA Public Relations

Fall 2023:

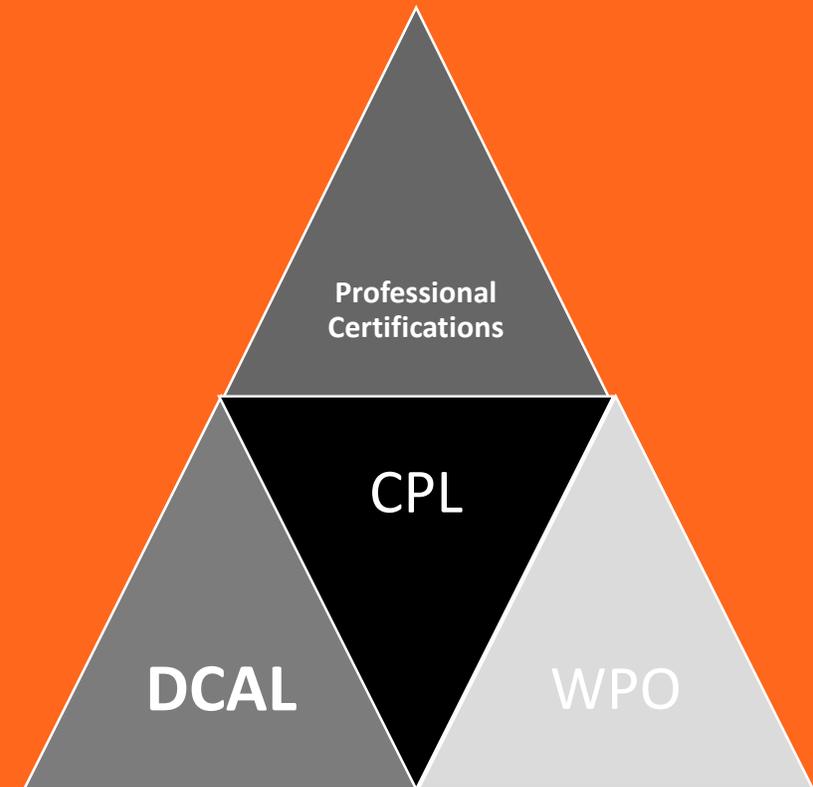
- BS Applied Business Analytics
- BS Global Business Services

**Building the
Academic Affairs
Future**



Building a Dedicated Destination for Adult Learners in SCPE

- Creating a one-stop entry for returning adults seeking credit- and non-credit alternate credentials, professional certifications, and degree completion options:
 - Center for Degree Completion & Adult Learning (DCAL)
 - WP Online UG Student Success Center
 - Professional Certifications
- Building connections and pathways through Credit for Prior Learning (CPL)



Building the
Academic Affairs
Future

Supporting Adult Learners' Needs

This work advances the Adult Learner pillar of our strategic plan:

- Assuring inclusive student success;
- Recognizing adult learners' experience, maturity, and diversity;
- Providing flexibility in recognition of the complexity of adult learners' lives;
- Supporting accelerated pathways to degree completion.



Building the
Academic Affairs
Future

Creating Clearer Pathways to Degrees through Credit for Prior Learning (CPL)

Credit by Examination

- CLEP and other national testing options
- Departmental Challenge Exams

Credit Equivalencies for Credentials

- ACE-recognized credits for professional certificates or licenses
- Military experience
- Police or corrections training

Portfolio Assessment

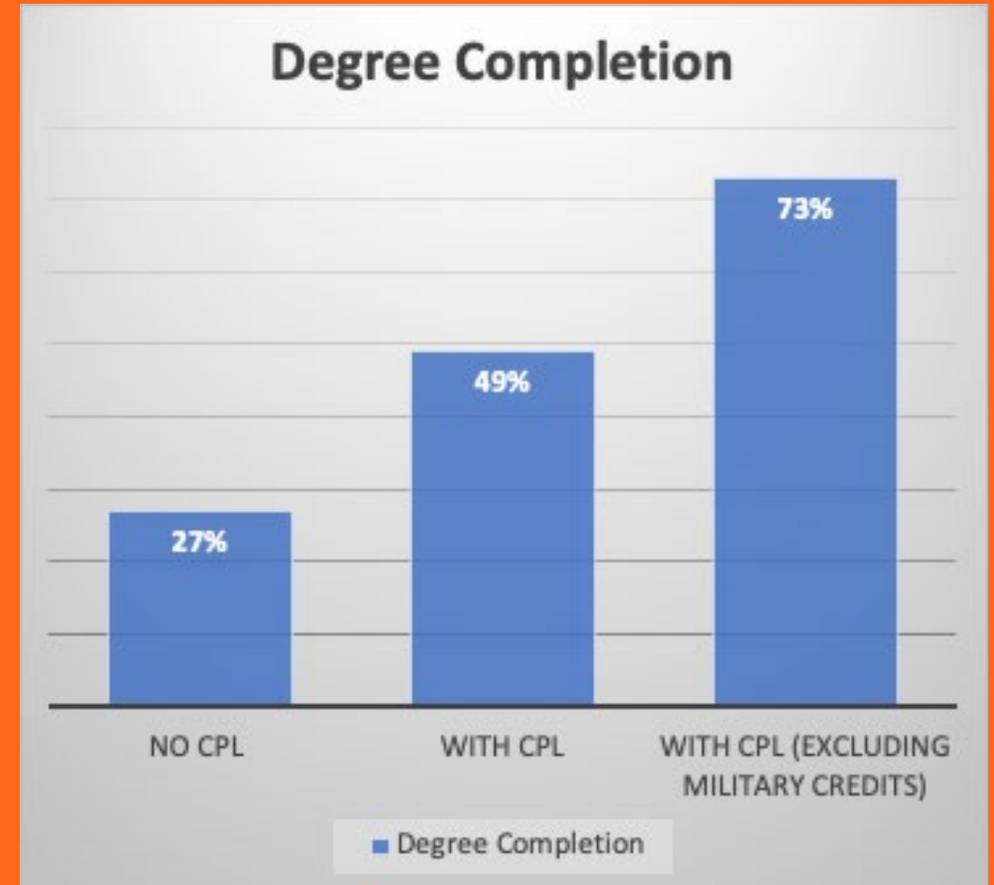
- Documented professional experience equivalent to course learning outcomes
- Evaluated by faculty



Building the
Academic Affairs
Future

Providing the CPL Adults Seek

- CPL is associated with better student outcomes and higher graduation rates.
- National completion rates for adults who earn CPL demonstrate impact (CAEL, 2020).
- Students who earned CPL in 2020 took 17 or more institutional credits compared to those who did not (CAEL, 2020).
- 84% of adult learners planning to return to college are seeking this option (CAEL, 2022).
- Accelerates pathways to graduate goals.



“Prospective adult learners are clearly interested in opportunities to earn college credit for what they already know. They understand the concept of CPL, and the vast majority of them have already applied for CPL credit in the past or plan to do so in the future. Institutions with robust CPL programs have what the prospective adult students are looking for.” (CAEL, 2022)

**Building the
Academic Affairs
Future**



**Pre-Doctoral Fellows Program:
Advancing Faculty Diversity in Higher Education**

Offering fellowships in the fields of chemistry, special education, and teacher education to support the academic career launch of underrepresented faculty.

Assuring a Diverse Faculty

- Impressive outcomes from inaugural class of 2021-2023 WP Predoctoral Fellows
- Currently recruiting class of 2023-2025 WP Predoctoral Fellows
- National Webinar, 1/18/23: “Serving Latino Student Success: Higher Education’s Opportunity” (Sarita E. Brown, President, *Excelencia* in Education)

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

**Building the
Academic Affairs
Future**