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**STOCKTON UNIVERSITY  
ANNUAL REPORT FOR  
FY23 COMPASS FUND PROJECT**

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<b>PROJECT LEADER(S):</b>	Kevin Coopersmith
<b>PROJECT TITLE:</b>	LEAD Pathways to Publishing
<b>DATE:</b>	6/14/2023

- *The boxes below expand as needed to accommodate your notes. You may also include/submit appendices or attachments, if needed.*
- *Email a copy of this completed form to the Compass Fund Review Board: [CompassFund@stockton.edu](mailto:CompassFund@stockton.edu).*
- ***This form must be completed and submitted to be considered for a second year of funding, if applicable, or any future Compass Fund support.***

**Please provide a summary of the project and your experience.**

Over the past year, the LEAD Pathways to Publishing program has become a unique and essential bridge to supporting the academic journeys of past, present, and future LEAD students. We began the year with an assessment survey with current students and alumni gauging interest on topics for us to cover, as well as preferred modalities for our workshops. Our interest survey reports indicated both groups preferred online Zoom-based workshops rather than in-person, so we pivoted our initial plan of in-person workshops to instead organize two Zoom-based workshops:

- An Introduction to the World of Academic Publishing Roundtable Zoom held on 11/9/23 and featured Dr. Sonia Gonsalves, Dr. John Young, Dr. Joy Jones, Dr. Anthony Dissen (LEAD alumni, Cohort 5), and Dr. Kevin Coopersmith (LEAD alumni, Cohort 3) which featured voices and perspectives on the possibilities of academic publishing and potential roles in academia. The workshop featured 22 attendees total.
- Scholarly Article Developmental Workshop held on 12/13/23 and featured Dr. Sonia Gonsalves, Dr. John Young, Dr. Joy Jones, Dr. Sequetta Sweet, and Dean Claudine Keenan in an interactive workshop session designed to help alumni begin planning how to adapt their dissertation research to a scholarly article. The workshop featured 19 attendees total.

For both workshops, faculty across Stockton's community were invited to contribute as presenters, and the efforts were supported by LEAD faculty as well as two graduate assistants. Ultimately the workshops were positively received, but as our key group of alumni began working on their articles, work and support became more individualized and directed over time, with myself and other LEAD faculty serving to mentor and support individual students in their efforts to develop articles further. We developed Facebook and LinkedIn Social Media pages to provide updates and support to build a sense of community, and set a goal to feature a large number of LEAD program alumni at the Eastern Academy of Management Annual Conference in May in Philadelphia. LEAD Faculty continued to promote the event to students and alumni, and we worked to provide guidance and support to LEAD alumni as they prepared proposals to present at the conference.

The goal to have the Eastern Academy of Management Annual Conference as a unique “crowning experience” for the first year of the Pathways to Publishing Program was a successful one. We were able to provide travel support for four current students to attend and better acquaint themselves with the world of academic research, and we had eight different LEAD alumni whose proposals to present were accepted, representing six different cohorts throughout the program (six of the eight alumni ultimately were able to attend and present at the conference).

We also used our marketing funds to become a Gold Sponsor for EAM – a sponsorship which will carry Stockton for the next year in their events and materials, and which also allowed us to hold a recruiting table at the event (which was supported by LEAD alumni) to help support the program further.

**Please describe the results of your project and compare them to your original expectations. Elaborate on how well your objectives were met and how they might have changed. Note any particular obstacles that may have prevented your achieving full satisfaction on desired outcomes.**

Overall, the program has helped to provide unique momentum within LEAD to offer our students a greater means to further engrain themselves in the world of academia and scholarly research. Moving forward, we’d aim to continue providing the Zoom-based workshops in the Fall, with more individualized mentorship in the Spring semester moving students towards academic conferences and presentations in the Spring/Summer.

In hindsight, we had saved our student travel budget for the EAM conference in May, and it turned out to be a difficult time for travel for many of our students, and several were unable to attend at the last minute. Next academic year we would aim to make the travel budget more fluid throughout the year to ensure that opportunities are funded across a wider variety of conferences to ensure that the funds are thoroughly distributed.

**Please explain and provide any University Relations & Marketing (URM) coverage of your project (social media posts, press releases, photos, videos, etc.) You may include these items as attachments or paste them at the bottom of this document.**

Flyer and Social Media Graphic for Workshop 1 – An Introduction to the World of Academic Publishing  
Flyer and Social Media Graphic for Workshop 2 – Scholarly Article Developmental Workshop

**Please list any follow-up actions (publications, presentation venues, etc.)**

Northeastern Educational Research Association Presentation:

Symposium, “Educational, Transitional, and Self Efficacy Challenges Servicemembers and Veterans Face: From Classroom to Workplace” by Mark Rizzo, Joseph Sippel, and Sean Lenahan (all members of Cohort 4)

Eastern Academy of Management Presentations:

**Wednesday, May 17<sup>th</sup>**

8:00am-9:15am: Building Diversity, Equity, and Inclusion into Esports Curriculum and Communities

- Noel Criscione-Naylor; Jennifer Aarons; Petar Dobrev; Monica Amadio (Cohort 3); Demetrios Roubos (Cohort 7)

2:00-3:15pm: Vertical Leadership Development: Facilitating Growth, Change, and Inclusion in an Ever-Changing World

- Kevin Coopersmith (Cohort 3) and Monica Amadio (Cohort 3)

**Thursday, May 18<sup>th</sup>**

8:00am-9:00am: The Black Ceiling: African American Women Overcoming Leadership Barriers (Poster Session)

- Crystal Mooring (Cohort 2)

9:30am-10:45am: Servant Leadership: Impacts on Employee Engagement and Organizational Outcomes

- Session Chair: Kevin Coopersmith (Cohort 3)

2:00-3:15: Business in the Education Age (with several LEAD Alumni featured)

- Retention and Attrition of EdD Students - Support for a Mentoring Program
  - Susan Adelizzi-Schmidt (Cohort 5)
- Esports Management and Entrepreneurship: Diversity, Social Mobility and Competitive Advantage in Innovative Management Education Degrees
  - Noel Criscione-Naylor, Monica Amadio (Cohort 3)
- Implication of Artificial Intelligence in University Admissions and Equity in Writing Intensive Technology Management Courses
  - Monica Amadio (Cohort 3), Robert Heinrich (Cohort 1), Scott Huston

**Are you recommending the continuation of this project? If so:**

- **What are the next action steps you foresee or recommend?**
- **What are the expected budget requirements going forward?**
- **Please identify the program, department, or division you should be working with to secure continuation of funding for your project.**

*[Note: continuation proposals must be approved and incorporated into the appropriate budget process. This report will not constitute a request for permanent funding.]*

Next academic year, we'd like to continue the same plan and approach, continuing to provide workshops, mentorship, and support to allow students to further immerse themselves in the world of academic publishing while also providing guidance to our alumni and doctoral candidates in translating their dissertation-in-practice work to greater audiences through articles and presentations.

**FINANCES: Based on your proposal, please outline below how the award has been spent.**

	Amount	Notes/Comments
<b>Beginning Budget Balance as of:</b>	<b>\$ 6,000</b>	
Salary Expenditures		
• TES salaries (613340)	\$	
• Student worker (613345)	\$	
• Grad student worker (613350)	\$	
<b>Total Salary Expenditures</b>	<b>\$</b>	
Non-Salary Expenditures ( <i>supplies, travel, etc.</i> )		
• Marketing	\$ 1,000	Gold Sponsorship with Eastern Academy of Management
• Student Travel – Eastern Academy of Management	\$ 2,420.62	
•	\$	
•	\$	
•	\$	
•	\$	
•	\$	
•	\$	
<b>Total Non-Salary Expenditures</b>	<b>\$ 3,420.62</b>	
<b>Total Salary + Non-Salary Expenditures</b>	<b>\$ 3,420.62</b>	
<b>Ending Budget Balance as of:</b>	<b>\$ 2,579.38</b>	

*If your project was approved for multiple fiscal years, please itemize future expenditures.*  
**IMPORTANT:** *Unused funds revert to the general Compass Fund at the end of the fiscal year (June 30<sup>th</sup>).  
Compass funds DO NOT rollover to the next FY.*

Item Description	Expected Amount	Expected Timing for Payment
Marketing	\$1,000	
Student Travel	\$5,000	
<b>Total</b>	<b>\$6,000</b>	