
**STOCKTON UNIVERSITY
ANNUAL REPORT FOR
FY24 COMPASS FUND PROJECT**

PROJECT LEADER(S):	Kathy Klein, Valerie Hayes, Manish Madan, John O’Hara & Michael Rodriguez
PROJECT TITLE:	Navigating Academic Freedom & Protecting Free Speech Empowerment Program
DATE:	June 10, 2024

- *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.*
- ***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.

The Navigating Academic Freedom & Protecting Free Speech Empowerment Program was a successful continuation of the 2023 Creating a Campus & Classrooms for All project. In the Navigating Academic Freedom & Protecting Free Speech Empowerment Program, Stockton project leaders worked with PEN America to offer virtual professional development sessions. The 90-minute session *Setting the Stage for Robust & Respectful Engagement* was held on March 20, 2024 with PEN America expert, Lara Schwartz presenting. PEN America experts Neijma Celestine-Donnor and Lara Schwartz, offered a small group 75-minute coaching session for Stockton’s Bias Prevention Education & Review Team (BPERT) on April 19, 2024 and 4 hours of individual faculty coaching sessions on April 26, 2024 and May 3, 2024. Total attendance for these events was 40. Resources related to academic freedom and free speech are available to Stockton faculty and staff via the CTLD [website](#). Although the survey response rate was low (<30 %), participants rated satisfaction with the March session as 4.7/5. A survey of the individual coaching sessions completed by 80% of participants indicated very high satisfaction (4.9/5) in response to the question, how satisfied are you with the individual coaching session you had with a PEN America expert?

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.

Project results:

- Planning team working with PEN America speakers achieved successful and impactful professional development opportunities. This met original expectations.
- As a result of our successful collaboration with PEN America, PEN America invited Stockton to participate in a grant-funded initiative (Academic Freedom Colloquium). Jeff Wakeman, Valerie

Hayes, and others will liaison for this new initiative that will primarily benefit Stockton students. This exceeded our expectations.

- Stockton has available resources to share with the campus community (on CTLD website). This met original expectations.
- There are plans for continued programming as current issues and the upcoming election are anticipated to present challenges. With professional development and resources provided, some members of the Stockton community have the skills to respond to first amendment issues and classroom behaviors. Several BPERT team members participated in virtual coaching sessions to increase knowledge, skills, and attitudes for addressing campus issues. This met original expectations.

Obstacles to achievement of objective: The project funding was scaled back. Using available resources, the overall goals of the project were accomplished.

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.

The professional development opportunities were advertised largely through emails (EventPosting and CTLD). Coaching sessions were offered to 80+ people who participated in the professional development opportunities or were BPERT members. Specific media coverage was not provided or appropriate to the project. We are working on ways to expand awareness and use of available resources and will consult URM to determine best venues to reach our internal audience.

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

This first training session for this project began in May 2023 and events continued through June 2024.

The work is publicized and shared with the Stockton community on the CTLD website.

As a result of this positive collaborative effort, PEN America selected Stockton University as a partner for a pilot student project (Academic Freedom Colloquium).

In the Fall, efforts will continue to equip faculty with knowledge and skills needed to address first amendment classroom issues with skill and compassion.

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.]

This project will not continue as a Compass funded project as such funds are unavailable.

The Center for Teaching & Learning Design (CTLD) and Office for Diversity & Inclusion (ODI) will continue to support the project as an unfunded program. The Compass funding was valuable in providing knowledge, resources, and awareness of first amendment issues that provided a good foundation for continued efforts even if there are no financial resources.

FINANCES: Based on your proposal, please outline below how the award has been spent.		
	Amount	Notes/Comments
Beginning Budget Balance as of:	\$ 7,100.00	
Salary Expenditures		
• TES salaries (613340)	\$ 0	
• Student worker (613345)	\$ 0	
• Grad student worker (613350)	\$ 0	
Total Salary Expenditures	\$ 0	
Non-Salary Expenditures (<i>supplies, travel, etc.</i>)		
• PEN America Consultant Fee	\$ 6,500.00	
• Resources	\$ 487.72	Faculty training resources
	\$	
Total Non-Salary Expenditures	\$ 6,987.72	
Total Salary + Non-Salary Expenditures	\$ 7,100.00	
Ending Budget Balance as of:	\$ 112.28	