



# Stockton University Compass Fund Proposal Form

**Please Review Carefully**

- Please complete this form, save it to your hard drive, and email a copy to: [CompassFund@stockton.edu](mailto:CompassFund@stockton.edu).
- Compass Fund proposals must demonstrate a direct link to one or more of the six areas of focus in the University's [Strategic Plan 2025 – Choosing Our Path](#)
- Proposals must provide specific budget details, identify realistic outcomes, and specify assessment measures.
- Proposals must include an endorsement from your Divisional Executive. Please include an email or memo from your Divisional Executive with this application or have the documentation to [CompassFund@stockton.edu](mailto:CompassFund@stockton.edu).
- Particular attention will be paid to proposals which include one or more of the following:
  - A clear demonstration of University-wide impact.
  - Involvement of students as project leaders/mentees.
  - Identification of co-funding opportunities in addition to anticipated Compass Fund support.
  - Inter-departmental or inter-divisional collaboration within the project planning or implementation process.

## General Application Information

Project Leader Name	Stacey Culleney				
Project Leader Email	<a href="mailto:Stacey.culleney@stockton.edu">Stacey.culleney@stockton.edu</a>				
Project Partner(s)	Meg White				
Title of Project	Future Teachers of Color Conference				
I am a:	<input type="checkbox"/> Student	<input checked="" type="checkbox"/> x	<input type="checkbox"/> Faculty Member	<input type="checkbox"/>	<input type="checkbox"/> Staff Member
Project start date:	5/23/23 (planning ASAP)		Project end date:	5/23/23	

## Proposal Category (choose one)

<u>One-Time Project/Event</u>	<u>One-Year Pilot Project</u>	<u>Two-Year Pilot Project</u>
<input type="checkbox"/> \$5,000 or less	<input type="checkbox"/> \$5,000 or less	<input type="checkbox"/> \$5,000 or less
<input checked="" type="checkbox"/> x More than \$5,000	<input type="checkbox"/> More than \$5,000	<input type="checkbox"/> More than \$5,000

## Strategic Area of Focus

<input checked="" type="checkbox"/> x	<i>Inclusive Student Success</i>
<input checked="" type="checkbox"/> x	<i>Diversity and Inclusion</i>
<input checked="" type="checkbox"/> x	<i>Teaching and Learning</i>
<input checked="" type="checkbox"/> x	<i>Strategic Enrollment Management</i>
<input type="checkbox"/>	<i>Financial Sustainability</i>
<input type="checkbox"/>	<i>Campus Community, Communication, and Shared Governance</i>

**Goals: select all relevant goals for your strategic area/s.**



**Inclusive Student Success**

<b>x</b>	Offer comprehensive support systems that recognize how a more diverse student body brings a broader range of academic, social, and cultural assets, challenges, and needs.
<b>x</b>	Work continuously to close equity gaps in students' access to learning opportunities, research with faculty, academic achievement, degree attainment, and post-graduate opportunities
<b>x</b>	Build enrollment strategies that position Stockton as a first-choice academic home for a diverse, high achieving applicant pool.
<b>x</b>	Increase partnership opportunities for, and with, our growing network of talented and dedicated alumni.



**Diversity and Inclusion**

	Focus on recruiting, hiring, and retaining a high-quality and increasingly diverse faculty and staff.
<b>x</b>	Build enrollment strategies to reach students who have not previously seen Stockton as their academic home.
<b>x</b>	Ensure access to sufficient resources so that all students have the opportunity to participate in foundational elements of Stockton's liberal arts education.
	Restructure institutional aid to better address financial need, thereby spreading available funds across a larger population of financially disadvantaged students.
<b>x</b>	Intentionally create culturally affirming learning opportunities and spaces that foster a sense of belonging, safety, and wellness for all students.



**Teaching and Learning**

	Enhance information about study skills, time management, and adaption to campus life through a variety of venues to start students on the right academic footing.
<b>x</b>	Embrace new academic programs and approaches that enhance teaching and learning, respond to changing social and economic conditions, and prepare students for emerging fields.
	Reinforce our Essential Learning Outcomes (ELOs) with students and encourage faculty to align curricular and co-curricular activities to create a well-rounded education, relevant to a changing world.
	Recognize and support the inherent value and contributions of faculty in their courses as well as activities outside of the classroom.
	Support faculty research about, and participation in, professional development opportunities that strengthen the classroom experience.



**Strategic Enrollment Management**

<b>x</b>	Develop enrollment and retention strategies at the institutional, school, and program levels that account for our mission, market demand, cost, and capacity.
	Continue to strengthen the University's data analytics efforts regarding recruitment, persistence, and graduation, as well as enrollment, placement testing, housing, and financial aid projections.
<b>x</b>	Strengthen partnerships with high schools and community colleges through programs.



## Financial Sustainability

	Coordinate efforts between strategic, academic, and financial planning, including the determination of enrollment strategies specific to academic programs and the financial impact of particular pedagogic strategies.
	Implement a University-wide, zero-based budgeting exercise for non-salary expenditures to ensure optimal resource allocations, particularly with respect to discretionary expenses, and an accurate understanding of program costs.
	Coordinate with key stakeholders to institute appropriate space- and time-management practices, a capital investment strategy, and an accompanying campus master plan update that aligns with the University's academic and student life goals, and describes new facility needs and appropriate reinvestment in existing facilities, along with information technology and infrastructure.
	Create strategies to enhance the University's financial ratios and ensure the integrity of the University's credit rating.
	Leverage capital and intellectual assets to optimize revenue-generating operations.
	Reallocate existing resources toward uses that strengthen operations, revenue, FTE enrollment, and the University brand.
	Maintain and routinely test a multi-year financial planning model.



## Campus Community, Communication, and Shared Governance

	Collectively evaluate our academic and administrative structures to ensure we are as efficient and effective as possible.
	Renew our commitment to shared governance and transparency.
	Regularly share institutional updates and collaboratively assess our strategic planning process.
	Empower our staff, alongside our faculty, students, and administration – to share in the governance of our institution.
	Embrace vigorous conversation in an atmosphere of collegiality and respect.

**The tables below allow for summaries. If you need extra space or would like to provide supporting documentation, please attach it to your form.**

**Please provide a narrative summary of your project.**

The proposal for the Future Teachers of Color Conference is in direct response to several needs within the field of education. As Stockton's School of Education continues its Diversity, Equity, and Inclusion efforts, we look to address the growing teacher shortage, specifically teachers of color. Studies within the past three years have found that over 50 schools in NJ do not employ a single teacher of color. As reported by NJEA, students of color account for 57.6% of NJ P-12 schools while only 16.4% of teachers are of color. On February 4, 2022, Governor Murphy and the NJ State Board of Education approved a pilot program to fill mass teacher vacancies, exasperated by the pandemic, across the state. Following this approval, we must enhance our recruitment and retention efforts, educating our local high school students of color on the opportunities that a teaching career (and Stockton's School of Education) offers. The Future Teachers of Color Conference will take place in May 2023 on Stockton's campus, after the Spring term and commencement. The target audience will be approximately 200 ninth and tenth grade students of color from South Jersey schools (junior and senior students may also attend if space permits). The conference will host multiple K-12 educators of color (approximately 10) as speakers and discussion facilitators. Our first presenter invitations will go to program alumni of color. The main purpose of the event is to educate young high school students about the benefits of teaching, the need for teachers of color, and the impact that positive teachers have on society. The event will begin at 9:00am and end at 1:30pm. This will allow for a keynote speaker, several break-out sessions, lunch, and campus information sessions/tours.

**Strategic Impact**

- How will this project clearly address the strategic area/s of focus and the goal/s chosen above?
- What will be the institution-wide impact of this project?

This project will connect to four areas of strategic focus:

1. Inclusive Student Success - This project creates a direct pipeline for local K-12 students of color to receive support as they apply to Stockton's School of Education. This is a purposeful recruitment strategy as we recognize how a more diverse teacher-candidate (university student) body will mirror the diversity of the area's K-12 student population. By reaching out directly to K-12 students of color, this project aims to make learning opportunities and degree attainment more accessible. In speaking to 9<sup>th</sup> and 10<sup>th</sup> grade students, we hope to plant the Stockton seed in students at an earlier age, prior to consideration for other programs and universities. We also hope these students will see Stockton as a means of support throughout their high school experience, in terms of programs, events, and resources. Finally, this project will invite alumni of color to serve as guest speakers at the conference, helping to grow a network of educators.
2. Diversity and Inclusion: As a primarily white institution within a diverse county, many local K-12 students do not consider the possibilities that exist at Stockton. The Future Teachers of Color Conference is a means to reach students for new consideration. Not only will the details of the teaching profession and our School of Education be shared, the conference will also present programs that exist for student success. EOF, CARES, Registrar/Financial Aid, and First Ospreys are just some of the groups we will invite to speak on conference day; these are intentional efforts to foster a sense of belonging for our prospective students.
3. Teaching and Learning: This strategic focus directly aligns to the theme of our conference. In response to changing social conditions, we must intentionally recruit teachers of color to help support, inspire, and connect with our community's K-12 students of color. In addition, many K-12 students have not had a positive learning experience within their school years. A major component of this conference is to shine new light on the power of teaching, to offer a new lens on the positive impact that teachers can have on their students. Lastly, this event will help to build connections with

local K-12 schools to advertise the high school course *Tomorrow's Teachers* which can be offered as a Stockton dual enrollment course for *Pathways of Learning*. This high school course is a way to further advertise the teaching profession and create a direct pipeline to Stockton's School of Education.

4. Strategic Enrollment Management: The driving force of the Future Teachers of Color Conference is recruitment; we look to increase the number of students of color within the School of Education. While we hope students who attend our conference will choose our program to become a teacher, we are realistic in knowing some will not. For these students, recruitment efforts will not be lost as they may still consider Stockton for other programs.

Institution-wide Impact: Teacher shortage, especially in the area of teachers of color, is greater than Stockton's SOE enrollment. Montclair University has hosted a FTOC Conference for their local students of color for several years. Unfortunately, Montclair's distance from South Jersey and K-12 school hours do not make attendance feasible for our local schools. Through hosting a southern version of the FTOC Conference, our local K-12 schools can enjoy the same benefits of students in the northern parts of our state. The proposed project will gain the attention of South Jersey school districts and will inform the local area of the DEI initiatives that Stockton is taking for our future generations. This event may also bring interest to students who never previously considered attending Stockton University, even if not for teaching. As previously stated, the conference will also host general admission sessions and offer campus tours.

### Assessment Plan

- How will you know if your project is a success?
- What are your anticipated outcomes and specific measurements for success?
- What is your project's "finish line"?

All participants will complete a survey at the end of the one-day conference. Likert-scaled questions will ask for feedback about conference sessions and their experiences throughout the day. This data set will indicate if the event was a success, serving as an immediate finish line. However, the survey will also ask about participants' future plans, specifically their interest in a teaching career and attending Stockton University. From this data, the School of Education will create an outreach program, consisting of bi-annual communications and future events, to help mentor students through the steps needed throughout high school to achieve their teaching goal. An extended goal is to then track participants to college application and acceptance, determining the number of students who chose education and/or Stockton University.

### Budget Summary – Compass Fund Requested Funding Only

Item		FY2022	FY2023	FY2024	Notes/Comments (stipends, supplies, hospitality, etc.)
		July 1, 2021 – June 30, 2022	July 1, 2022 – June 30, 2023	July 1, 2023 – June 30, 2024	
1.	Keynote Speaker		\$500.00		Speaking fee/travel
2.	Lunch		\$4600.00		\$20 per (200 students, 10 speakers, 20 hosts)
3.					
4.					
5.					
6.					
7.					
8.					
9.					

10				
		Total	\$5100.00	

**Please note:** a proposal can only receive support from the Compass Fund for two fiscal years. Compass Funding cannot be used to fund full-time/part-time salaried positions or office computer equipment. Compass Funding cannot be transferred to other budgets.

### Compass Funding Budget Questions

What department or academic school will your budget for this project reside?	School of Education – TEDU	
Who will be the Budget Unit Manager (BUM)?	Claudine Keenan	
Who will be the budget processor?	Cheryl Schafer	
If you are requesting funding to hire a TES or consultant, is that person a current Stockton employee?	Yes, currently paid as a/an: <input type="checkbox"/> Adjunct <input type="checkbox"/> Faculty <input type="checkbox"/> Staff <input type="checkbox"/> TES <input type="checkbox"/> Student	<input checked="" type="checkbox"/> No
Will you need Compass Funds for <u>immediate</u> use to begin your project?	Yes, date needed: _____	<input checked="" type="checkbox"/> No

### Additional Funding from Other Sources

Are you receiving any other University funding for this project?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If so, from where?		
If so, what is the amount and purpose of this additional funding?		
If so, has this additional funding already been secured or is it just anticipated at this time?		

### How will this project sustain itself after Compass Funding concludes? (You only need to answer this question if you are seeking support beyond a one-time project or event)

If this project is well-attended and received, we will look to a combination of program funds, SRI/ETTC credits, and external grant funding for future events.

### Additional Support Questions

Will your project require support from Information Technology Services?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, please provide details:	Limited set-up for session presentations (screen, computer)	
Will your project require support from Plant/Facilities & Operations?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, please provide details:	Limited table set-up for registration check-in	
Will your project require support from any other unit or division?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If yes, please provide details		

### Divisional Executive Approval/Support

<p><i>Have you discussed and received endorsement of your Compass Fund proposal from your Divisional Executive? Please include an email or memo from your Divisional Executive with this application or send the documentation to <a href="mailto:CompassFund@stockton.edu">CompassFund@stockton.edu</a></i></p>	<p>Claudine Keenan, Dean of the School of Education, has granted her support of this program. Please see the attached email.</p>
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