

Stockton University's "Choosing Our Path" Strategic Plan

Strategic Theme #2: Diversity & Inclusion – FY24 Update (Nov 2024)

Complete (possibly ongoing)
 On Track
 Some Progress
 Little or No Progress

Theme #2	Diversity & Inclusion (3 priorities, 19 goals)	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10				
Priority 2.1	Promote and Assess an Inclusive Campus Community	FY21	FY21	FY21	FY21	FY22	FY22	FY22	FY23	FY23					
Priority 2.2	Enhance Faculty and Staff Diversity	FY21	FY21	FY21	FY21	FY22	FY23								
Priority 2.3	Promote a Comprehensive Diversity & Inclusion Education	FY21	FY21	FY21	FY22	FY23									

Strategic Theme #2 Diversity & Inclusion

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

Priority 2.1 Promote and Assess an Inclusive Campus Community: Develop new and enhance existing programs and initiatives that contribute to an inclusive campus community.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
1.	General Counsel, Equal Opportunity & Institutional Compliance	Implement new Title IX regulations into University procedures. ■ <i>DEI connective action: n/a</i>	100% Complete				
<u>FY21 Update</u>							
<ul style="list-style-type: none"> • Policies and practices were revised in order to implement new Title IX regulations by the August 2020 deadline. 							

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
2.	AC Operations, Facilities & Operations, & Student Affairs	Develop and implement a strategic plan and facility design for the new Multicultural Center on the Galloway Campus. ■ <i>DEI connective action: Maintain a safe, respectful, and affirming environment (Equity).</i>	25%	50%	100% complete		
<u>FY24 Update</u>							
<ul style="list-style-type: none"> • AC Operations: goal complete – no further updates. • Facilities & Operations: the construction of the New Multicultural Center was completed in Winter 2023, with minor punch list and modifications completed in summer 2023. Operations of the center have been handed over to Student Affairs. 							

- *Student Affairs: goal complete – no further updates.*

FY23 Update

- *Successfully opened Multicultural Center.*
 - *Developed business practices, configured the 25Live scheduling system, and designed sample room setup templates in Social Tables to facilitate scheduling, coordinating, and managing of events; Published a 25Live-generated web calendar listing of events.*
 - *Hosted a Ribbon Cutting /Opening Celebration (2.22.23).*
- *Hosted average of 62 visitors per week in the facility during Spring 2023 semester since opening (2/22/23).*
- *Served on Selection Committee which researched and selected the artwork displayed in the Center.*
- *Collaborating with the Director of the Center to develop programming schedule for AC Campus.*

FY22 Update

- *The design for the new Multicultural Center continued throughout FY2022. A problem with the professional services provided by the original Architectural Firm resulted in a disengagement and the hiring of a new architect to complete the design and bid documents. This impacted the overall development schedule by approximately 6 months.*
- *The new Multicultural Center has been successfully bid and the contract has been awarded. Construction is to commence during the summer 2022.*
- *The new Multicultural project is expected to be completed by Late November 2022.*
- *Established Multicultural Center Fundraising Committee.*
- *Identified resources for and launched search for inaugural Director of Multicultural Center, to be completed Fall 2022.*

FY21 Update

- *Multicultural Center Planning Committee has been formed, comprised of a diverse group of faculty, staff, and students, with an emphasis on racial and ethnic minority representation and engagement.*
- *Minority owned and operated architect, landscape and engineering firms have been engaged for the design of the project. This is the first time the University has hired a minority architecture firm to design a project of this size and scope. This experience has broadened the view of F&O to be more deliberate in engaging SBE, MBE, and WBE businesses.*
- *Plans for the Center include development of a prominent space on campus which is specifically designed to support inclusive student success and offer engagement and support to minority and other culturally marginalized students and staff.*
- *The prominence of the Center has influenced and expanded the original plans and will now include renovations of additional space within lower F Wing.*
- *Center will serve as an anchor space on campus, with unique spaces including an outdoor garden plaza, offices, resource library, servery for cultural dining, and multipurpose space which will accommodate lounging and community gatherings, film screenings, live entertainment, lectures, and other types of cultural programming. Project is projected to be completed in Spring 2022.*
- *Developed draft mission, goals, and resource requests, including staffing, for the new Multicultural Center.*

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
3.	Advancement & Communications	Support institutional efforts to reinforce Stockton’s position and commitment to increasing awareness, programming, services, and resources for diversity and inclusion through targeted campaigns and philanthropic support from both individuals and private sector institutions. <ul style="list-style-type: none"> ▪ <i>DEI connective action: Support the commitment to building a diverse and respectful community (Diversity).</i> 	75%	75%	100% complete & ongoing	100% complete & ongoing	

FY24 Update

- *Supported fundraising and communications for the Multicultural Center first birthday party, relaunch of UNIDOS and Council Black Faculty and Staff annual dinner.*
- *Secured a new endowed scholarship to benefit underrepresented students (Anne Fairchild Pomeroy Social Justice Endowed Scholarship).*
- *Held restructured Black Alumni Reunion program, open to all graduates. Previous events focused on graduates of specific decades. The weekend of events will serve as a foundation upon which to build future engagement activities.*

FY23 Update

- *Secured private support and directed Foundation resources to programs aimed at reducing barriers for students including the Student Emergency Relief Fund, Housing Essentials Fund, Social Justice and Equity Fund, and others.*

- Announced the opening of the Multicultural Center and coordinated photography of the new space highlighting the director and students. Also showcased the “Teaching While Black” television pilot created by faculty, which was covered by The Press of Atlantic City. With the team, covered and promoted events throughout the year, including Black History Month, Hispanic Heritage Month, EOF, Goals-Gear Up and the Fannie Lou Hamer Symposium.
- Integrated the role of Multicultural Communications Specialist within the Strategic Communications team to build relationships with university partners to tell more stories about underrepresented students.
- Oversaw creation of a Stockton Voices graphic and updated website, including the addition of new monthly profiles. Collaborated on the planning, writing and publication of three issues of Celebrate Diversity.
- Individual strategic mixed media marketing plans were implemented for Hispanic/Latinos, Blacks, Asians, and Veterans. As of 8/1, the student enrollment report shows the following increases in completed applications for Fall FY23: Black: up 20% (from 1355 fall 2022 to 1626 in Fall 2023), Asian: up 14% (548 to 626), and Hispanic/Latino up 20% (2045 to 2448).
- Created a webpage to promote the benefits and fun of being a student model for Stockton which includes a fillable form to capture information of interested students. Business cards with student photos and a QR code and call to action direct to this site. Tables at Get Involved Fair and working with campus partners (including the Multicultural Center) to share the cards have garnered 45 interested students.
- Established relationships with Head TALONS and Residential Life Residential Assistants to create a larger pool of diverse, engaged students for photo, video shoots and other projects.
- Spotlight On features on the web and in Stockton News highlighted a diverse roster of faculty and staff.
- Worked with program chairs/faculty to recruit diverse students to participate in program-specific marketing videos for programs in the School of Health Sciences.
- Employed custom headers for Stockton News that promoted and linked to cultural and diversity celebrations.
- Identified diverse roster of students featured in various video projects, including Gala video, Open House video and Experience Stockton Day (A Day in the Life) video.
- Maintained good web performance. stockton.edu continues to be a leader among peers in Google Lighthouse scores.
- Implemented lazy loaded on images in global footer and homepage promos for improved web performance.
- Director of Web Communications serves as lead on the ACA-504 Steering Committee subcommittee.
- Hosted a CMS User Group session with 60+ attendees
- Created Multicultural Center website and redesigned the Goals Gear Up Program website
- Designed promotional card and website sign-up page to assist in recruitment of students to participate in marketing campaigns
- Planned and directed the president’s photo shoot featuring a diverse group of students interacting across Galloway and Atlantic City campuses for use in marketing material.
- Planned and directed a video/ photoshoot featuring a diverse group of students or use in Choose Stockton campaign material.
- Worked with Design Supervisor, Director of Content Strategy, and Director of Digital Media to review print and marketing design collateral that included
- students/faculty to ensure a wide range of backgrounds were represented.
- Worked with Video Production Services editors and Director of Content Strategy to review video projects that included students/faculty to ensure a wide range of backgrounds were represented.
- Provided art direction and design support for President’s Holiday Card and President Kesselman’s Retrospective Video.

FY22 Update

- Published two issues each semester of the Campus Committee on Diversity and Inclusive Excellence Celebrate Diversity Digest, a monthly newsletter from the CCDIE providing news and resources about issues of diversity and inclusion at Stockton and within higher education.
- Featured and promoted calendar of events for Black History Month, Latino Heritage Month and Asian-American month, Black Lives Matter Lecture series, FLH Symposium, Juneteenth and more.
- Added position of Communication Specialist, PSS4, which has a focus on multicultural coverage and is responsible for building relationships with diversity and inclusion leaders across the university community to seek out story ideas and write articles, news releases and other content as needed.
- Coordinated and implemented advertising campaigns targeting underrepresented populations. Applications increased dramatically: Black: up 81%, Asian: up 48% and Latinx up 79%
- stockton.edu still maintains industry leading Google Lighthouse scores in Performance, Best Practices, Accessibility and SEO.
- Provided art direction and design support for the following videos that promoted diversity and inclusion: LEAD Summit event promotional Video and Black Lives Matter: Excellence Matters.

- The Social Justice and Equity Fund awarded \$5,000 for students traveling to West Africa with Dr. Donnetrice Allison.
- The Alumni Conference on Diversity, Equity and Inclusion continued through FY22. Topics for events held in FY22 include: Between the World and Me, College as a First Generation Student, Challenges Women of Color Face, and Critical Race Theory.

FY21 Update

- Launched Alumni Conference on Diversity, Equity and Inclusion. This year-long initiative is a collaboration between the Director of Alumni Relations and the Chief Officer for Diversity and Inclusion. A steering committee of alumni selects program topics and panelists. Three panel discussions have been held, focusing on diversity and inclusion in higher education, freedom of speech and shared governance. The conference will continue through FY22.
- The Scholarship Selection Committee has worked to expand the definition of “merit” beyond the grade point average to include a more holistic view of student achievement and involvement. References, extracurricular activities, community service and credits earned are considered part of the “merit” review.
- Established a new giving campaign focused on “Advocacy for Social Justice.” Conducted a fundraising appeal during Black History Month benefitting Black faculty, staff and student initiatives. Conducted a fundraising appeal for Global Engagement Student Relief benefitting international students who were affected by COVID. Regularly circulate and solicit grants for diversity, equity and inclusion initiatives.
- Coordinated and implemented advertising campaigns targeting underrepresented populations. Latinx results show an increase in applications of 7%.
- Successfully developed, pitched and wrote web stories and news coverage to demonstrate and promote the diversity and inclusion among students, faculty and staff. Highlights include publicity for BOT resolution, new R-requirement, Black Lives Matter Lecture series and Stockton Promise.
- Strengthened partnership with Production Services to review video projects that included students/faculty to ensure a wide range of backgrounds were represented. Examples include Black Lives Matters – What Matters Video Series, MLK Day of Service Video, Fannie Lou Hamer Social Tease, Stockton Diversity Social Badge
- Led the development of the Campus Committee on Diversity and Inclusive Excellence Celebrate Diversity Digest, a monthly newsletter from the CCDIE providing news and resources about issues of diversity and inclusion at Stockton and within higher education. The first three issues drew more than 300 unique viewers each.
- Established the #StocktonVoices social media series that the Digital Engagement team regularly adds to. About 50 posts have reached more than 250K on Facebook and Instagram. Created a web presence for the series to archive and continue to promote these features long-term, which has more than 700 pageviews.
- stockton.edu still maintains industry leading Google Lighthouse scores in Performance, Best Practices, Accessibility and SEO.
- Developed Diversity & Inclusion and Equal Opportunity & Institutional Compliance websites.
- URM met bimonthly with the Student Senate Public Relations committee to discuss diversity communication and enhance communication and outreach with students.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
4.	Human Resources	Develop and promote employee training and orientation programs that contribute to a more inclusive campus community. <ul style="list-style-type: none"> ▪ DEI connective action: Offer professional employee growth opportunities (Equity). 	75%	90%	90%	100% complete & ongoing	

FY24 Update

- Development of Title IX training and discrimination training via Vector Solutions is complete. These training assignments will be released through the month of October. Employees must complete these training modules by the end of the fall semester.
- New manager training continues to be enhanced and refresher training programs are available for managers on discipline, reclassifications, etc.
- OHR and OEOIC are completing development of EEO/Discrimination training via Vector Solutions. Anticipate training will be offered in summer, fall.
- New manager training has been updated and is ongoing.

FY23 Update

- OHR and OEOIC are completing development of EEO/Discrimination training via Vector Solutions. Anticipate training will be offered in summer, fall.
- New manager training has been updated and is ongoing.
- Refresher training for managers on discipline, reclassifications, MER, etc. is ongoing.

FY22 Update

- Along with OHR, ODI and OEOIC present during new manager orientation, covering the scope and responsibilities of their office along with the programs, policies, procedures, and resources that they oversee (e.g., ethics, bias prevention, discrimination, EEO, ADA, Search Advocates, D&I Educators group, etc.). Special focus is paid to the specifics of how managers work with each office what they need to know related to promoting diversity, equity, and inclusion and reducing and/or eliminating bias and discrimination in their departments or units.
- During new manager orientation, OHR reviews the training resources and opportunities available to managers and/or all employees related to DEI.
- OHR covers DEI related topics in New Hire Orientation including reasonable accommodations, all-gender restrooms, lactation room spaces, discrimination awareness, etc.
- OHR partnered with ODI to adapt the current Bystander Intervention training for employees to be rolled out in 2023.
- OHR offering EAP Supervisor Excellence webinar: *Building a Culture of Respect: The Keys to Creating a Collaborative & Engaged Work Team* on 6/23/22 and available on demand after that date.
- OHR offering EAP Webinar: *Communicating Effectively in a Diverse World* scheduled on 10/26/22 and available on demand after that date.
- OHR working with OEOIC to build a more in-depth, customized EEO/Discrimination training to be assigned to all employees during the 22-23 academic year.

FY21 Update

- Employees received Discrimination Awareness in the Workplace training.
- Cabinet received training for anti-bias, microaggression.
- Partnered with OEOIC to require all new and current university employees take Vector Solutions on-line training on both Title IX and Discrimination Awareness to help maintain and provide a university environment that is free from discrimination on the basis of sex, including gender.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
5.	Administration & Finance	Collaborate in the development of initiatives, programs, and partnerships which recognize and leverage the diversity within Atlantic City’s University District and promotes Stockton’s status as an Anchor Institution.		100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	
		<ul style="list-style-type: none"> ▪ <i>DEI connective action: Develop resource networks (Equity); active, intention and ongoing engagement with diversity (Inclusion).</i> 					

FY24 Update

- The Division of Administration and Finance continued to collaborate and support Academic Affairs, the Atlantic City Operations team, and various others as the University embarked on Year 3 of the Stockton Atlantic City Summer Experience program – Live, Work, Learn.
- The Office of Procurement & Contracting in partnership with the Small Business Development Center (SBDC) is planning to host a business workshop in FY25 in Atlantic City for Small Business Enterprises (SBE), Minority/Woman Business Enterprises (M/WBE), Veteran-Owned Businesses (VOB), and Service-Disabled Veteran-Owned Businesses (DVOB).

FY23 Update

- The Office of Procurement & Contracting in partnership with the Small Business Development Center (SBDC) hosted a business workshop for Small Business Enterprises (SBE), Minority/Woman Business Enterprises (M/WBE), Veteran-Owned Businesses (VOB), and Service-Disabled Veteran-Owned Businesses (DVOB). This annual event was held on Stockton’s Atlantic City Campus in November 2022.
- The Office of Risk Management assisted the campus community with using diverse food service vendors within Atlantic City’s University District for University events. Efforts were made to streamline the process including outreach to vendors on behalf of faculty, staff, and students.
- The Division of Administration and Finance continued to collaborate and support Academic Affairs, the Atlantic City Operations team, and various others as the University embarked on Year 2 of the Stockton Atlantic City Summer Experience program – Live, Work, Learn.

FY22 Update

- The Procurement & Contracting team, with the support of A&F Administration, helped coordinate and facilitate a Small Business Workshop that specifically targeted local businesses in the Atlantic City area. The event was held in April at our Atlantic City campus. Efforts included substantial participation in the planning process, recruiting a state official as a guest speaker, staffing the event, and preparing and presenting information regarding Stockton’s procurement processes and the new Vendor Portal.
- The Division of Administration & Finance collaborated with Academic Affairs, the Atlantic City Operations team, and various others in the roll out of the new Stockton Atlantic City Summer Experience program – Live, Work, Learn. Stockton students participating in this unique opportunity will live in the Atlantic City Residence Hall, work at one of the premier resort

businesses in Atlantic City and learn by earning four (4) credits for participation in a summer work readiness course. All Administration & Finance departments played a role. Procurement, Contracting, and Risk Management reviewed contracts with our Atlantic City partners and considered insurance implications. Fiscal Affairs assisted with billing and discounting. Budget and Financial Planning monitored expenditures and created a budget for the Summer 2023 program based on actual experience. Disbursement Services ensured that faculty and program expenses were paid in a timely manner.

- The Division of Administration & Finance collaborated with ITS and General Counsel on the Esports Innovation Center at Stockton University in Atlantic City initiative. A&F's role included the review of the MOU between Stockton and the New Jersey Economic Development Authority, determination of the financial/accounting impact of the partnership, and facilitation of the payment from the New Jersey Economic Development Authority to the newly created entity.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
6.	Administration & Finance	Identify and secure funding for diversity, equity, and inclusion operating and capital initiatives.		100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	
		<ul style="list-style-type: none"> ▪ <i>DEI connective action: Support commitment to building a diverse and respectful community that values individual and group/social differences (Diversity).</i> 					

FY24 Update

- The Office of Procurement & Contracting expanded its effort to track the University's spend with underrepresented businesses. All businesses in Banner with at least one of the designations (Woman, Minority, Veteran, etc.) have been confirmed and updated. Additionally, all vendors the University has done business with in the past six months have been reviewed in NJSAVI (the State's official website to search for certifications) to determine if any new designations exist that need to be added. Further the Procurement & Contracting team prepared an Excel spreadsheet of all the current vendors in Banner with a business designation. This list will be posted on a new "Vendor Information" website once it is finalized and will serve as a way for the University community to identify underrepresented vendors that may fulfill their purchasing needs.

FY23 Update

- The Office of Budget & Financial Planning worked with various University Divisions and Offices to identify and secure funding for diversity, equity, and inclusion operating and capital initiatives during the annual budget process. The new Multicultural Center is an example of A&F's collaboration with Facilities & Operations and Student Affairs to identify funding for this important capital investment and the ongoing Center operations. Funds were also identified for Human Resources training focused on enhancement of faculty and staff diversity.
- The Office of Procurement & Contracting participated in New Jersey's Office of Diversity & Inclusion's (ODI) implementation of the Supplier Diversity Management System (SDMS). This software platform, B2GNow, is provided by the State of NJ, and will track spend, and specific designations (SBE, M/WBE, VOB, DVOB) for prime contractors and subcontractors. The onboarding process, along with training and outreach is ongoing. Understanding the spend with specific designations could lead to set-asides for minority-, women-, and veteran-owned businesses that would increase supplier diversity among state agencies and instrumentalities.

FY22 Update

- The Office of Budget & Financial Planning worked with various University Divisions and Offices to identify and secure funding for diversity, equity, and inclusion operating and capital initiatives. The Multicultural Center is a prime example of A&F's collaboration with Facilities & Operations and Student Affairs to identify funding for the capital project and the future operations of the Center. Additionally, Budget worked closely with the Office of Diversity and Inclusion to identify available FY22 budget including special program funding and on their submission of FY23 Program Review requests to ensure that future programmatic needs were properly conveyed by narratives and funding requests.
- The Procurement & Contracting team participated in a statewide disparity study led by the NJ Office of Diversity & Inclusion (ODI). The purpose of the study was to determine whether there is a constitutional basis for contract set-asides for minority- and women-owned businesses in an effort to increase supplier diversity among state agencies and instrumentalities. This study required numerous hours of data compilation and analysis, coordination with our IT staff, and several meetings and discussions with the ODI and their consultant who was conducting the study. Recommendations from the study are expected to be released in Fall 2022.
- Disbursement Services supported University diversity, equity, and inclusion initiatives by assisting end users with entry to new funds and orgs in Banner and Bank of America Works. The team provided guidance on pre-approval and payments processes, as well as how to expedite pre-approvals and payments when necessary (e.g., EOF initiatives).

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
7.	Human Resources	Considering appropriate results of the employee campus climate survey, research and develop a robust employee exit survey to improve employee retention.		25%	40%	40%	
		<ul style="list-style-type: none"> DEI connective action: Maintain a safe, respectful, and affirming environment (Equity). 					

FY24 Update

- An interim Chief Human Resources Officer joined the University in May 2024 and was tasked with elevating the University’s climate and culture by empowering Human Resources. This will be a major focus during FY25.

FY23 Update

- Exit interview questionnaire via Qualtrics completed and implemented.

FY22 Update

- OHR is developing an exit survey for departing employees.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
8.	Student Affairs; Facilities & Operations	Complete and open new residence hall on the Atlantic City campus.			100% complete		
		<ul style="list-style-type: none"> DEI connective action: Maintain a safe, respectful, and affirming environment (Equity). 					

FY24 Update

- Construction of AC Phase 2 (Parkview Hall) was completed in Summer 2023.

FY23 Update

- Completed construction of Atlantic City Phase II Residence Hall, which will increase capacity from 500 to nearly 1000 residents on the Atlantic City Campus.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
9.	Diversity & Inclusion, Student Affairs, Human Resources, Academic Affairs	Develop employee-adapted version of StepUp Program (bystander intervention).			50%	60%	
		<ul style="list-style-type: none"> DEI connective action: Offer professional employee growth opportunities (Equity). 					

FY24 Update

- In collaboration with Student Affairs, the Office of Global Engagement developed a marketing plan for study abroad opportunities, targeting students from less-represented groups.
- The School of Health Sciences’ DEIB committee developed multiple DEIB programs related to health and healthcare. In FY24 four programs were offered for the campus community.
- The Bjork Library has established a DEIB committee.
- The School of Natural Sciences and Mathematics established a chapter of the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)
- The School of Business launched a DEIB committee.

FY23 Update

- An employee-adapted version of the StepUp Program, a bystander intervention program used in Student Affairs, was developed through the Diversity & Inclusion Education group (established September 2020), comprised of the Office of Diversity & Inclusion, Student Affairs, Office of Human Resources (OHR), and faculty members in the Division of Academic Affairs. OHR and Student Affairs worked together to adapt the StepUp Program for a potential rollout to employees in a face-to-face format in FY24, with Student Affairs, OHR, and ODI as planned co-facilitators.

Priority 2.2 **Enhance Faculty and Staff Diversity:** Build and cultivate a base of institutions (starting with minority-serving institutions) and disciplinary association caucuses to promote diversity in Stockton’s faculty, managerial, and professional staff appointments.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
1.	Diversity & Inclusion; Human Resources	Expand diversity sourcing capabilities by developing key relationships with professional networks and organizations. Expand outreach efforts to target areas such as Latinos, African Americans, Asians, Disabled, and LGBTQ communities. <ul style="list-style-type: none"> DEI connective action: Support commitment to building a diverse and respectful community that values individual and group/social differences (Diversity). 	50%	90%	100% complete & ongoing	100% complete & ongoing	
<p><u>FY24 Update</u></p> <ul style="list-style-type: none"> No major updates for FY24. <p><u>FY23 Update</u></p> <ul style="list-style-type: none"> OHR has completed transition and implementation of new applicant tracking system, PageUp. This software supports targeted advertising at diversity serving job boards, anonymous resume processing, and includes a DEI dashboard. Coordination with JobTarget for DEI related advertising ongoing. <p><u>FY22 Update</u></p> <ul style="list-style-type: none"> OHR partnered with the ODI to issue letters to community partners such as the Hispanic Alliance of Atlantic County, NAACP local chapters (Pleasantville and Atlantic City) to strengthen relationships with diverse community groups for advertising vacant positions. OHR is advertising vacancies in a multitude of diverse publications such as the Asian, Women’s, LGBTQ+, Hispanic and Black Doctoral Job Networks. The Office of Human Resources and the Office of Diversity & Inclusion collaborated over the past year on outreach to local community organizations. We have met with the Board of the Hispanic Association of Atlantic County, with the two NAACP affiliates (Atlantic City and Pleasantville) upcoming. The Office of Diversity & Inclusion reached out to minority serving institutions that offer Doctor of Nursing Practice degrees for a recent tenure track nursing position; however, relationship-building needs to occur next. <p><u>FY21 Update</u></p> <ul style="list-style-type: none"> Talent acquisition continues to expand diversity sourcing capabilities by posting to sites that serve multiple diverse populations. Increased the numbers and variety of diversity publications and diversity job boards used to attract underrepresented job candidates. Purchased the JobTarget “diversity package” to ensure positions are posted to 60+ diversity job sites that specifically target ethnic minority groups, veterans, women, individuals with disabilities, the LGBTQ community as well as older workers. Joined the Hispanic Association of Colleges and Universities as a first step toward becoming a Hispanic-Serving Institution (at least 25% Hispanic). 							

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
2.	Diversity & Inclusion; Human Resources	Develop and promote ways to infuse diversity, equity, and inclusion principles into all aspects of the search and hiring processes. <ul style="list-style-type: none"> DEI connective action: Support commitment to building a diverse and respectful community that values individual and group/social differences (Diversity). 	100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	
<p><u>FY24 Update</u></p> <ul style="list-style-type: none"> No major updates for FY24. <p><u>FY23 Update</u></p> <ul style="list-style-type: none"> OHR has completed transition and implementation of new applicant tracking system, PageUp. This software supports targeted advertising at diversity serving job boards, anonymous resume processing, and includes a DEI dashboard. Coordination with JobTarget for DEI related advertising ongoing. OHR updates to search process, and coordination with search chairs/committees ongoing. <p><u>FY22 Update</u></p> <ul style="list-style-type: none"> Partnered with ODI to update the Search Advocate training program for a wider audience. This will allow search advocate training to take place more than just once a year, as is the current practice. Manager search advocate training is tentatively scheduled for summer 2022. 							

- *New Applicant Tracking vendor, PageUp, offers redacted information feature for initial applicant screenings, reducing potential bias from impacting initial screenings. PageUp tentatively scheduled to launch in Fall 22. PageUp will rank the candidates' applications by matching their requirements to those on the job description, allowing for an unbiased review and selection of qualified candidates. Additionally, PageUp offers a reporting tool that will allow a thorough analysis of the diversity of applicant pools within departments/divisions and across the University.*
- *Prior to any search committee launch, Talent Acquisition will be meeting specifically with search chairs, assigned administrative support staff, and search advocates to review the steps of the search process in depth. The goal of these meetings is to increase efficiency and effectiveness of searches and reduce the likelihood of searches being failed or losing candidates due to untimeliness.*
- *A Search Advocate Workshop was offered as a Summer Institute in May where twelve (12) employees were trained as search advocates for upcoming searches. Of the twelve attendees, 3 were faculty and the remaining were managers. Six (6) full-day Search Advocate Workshops will be offered in July and August 2022 to managers.*

FY21 Update

- *The Search Advocate Program has been enhanced to ensure that search advocates are involved in the search process at the earliest stage, which is when the job description/ad are developed. Search advocates must approve the job description/ad before posting. Also, if a search advocate is excluded from any part of the search process, the Chief Officer for Diversity & Inclusion may fail the search after consultation with the hiring manager and divisional executive.*
- *Increased the number and variety of diversity publications and diversity job boards used to attract underrepresented job candidates.*
- *OHR developed detailed EEO reports that provide key applicant data to hiring managers so that they can confirm that a fair and equitable search is being conducted by their search committee.*
- *The final job description and ad will not be finalized until there is input from the search committee, including the search advocate.*

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
3.	Academic Affairs	Hire and retain through membership, professional development, engagement, and leadership opportunities a diverse community of faculty, staff, and academic leaders to provide the human resources needed to achieve the goals outlined in the University's strategic plan. <ul style="list-style-type: none"> • <i>DEI connective action: Offer professional employee growth opportunities and develop resource networks capable of closing the demographic disparities in leadership roles in all spheres of institutional functioning (Equity).</i> 	50%	100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	

FY24 Update

- *Language updated in Faculty Evaluation procedure; this update values and supports professional development, engagement, and leadership opportunities.*
- *Addendum and Rider added to the local MOA on faculty promotion to include all library faculty, thereby retaining senior librarian faculty.*
- *Center for Teaching & Learning Design (CTLD) offered professional development and leadership opportunities*
 - *New Faculty Orientation, Adjunct Faculty Information Session, Fall Faculty Academy, Chairs Leadership Series, Scholarship, Teaching and Research Symposium (STARS), Online Teaching Certificate, Inclusive Teaching, summer institutes and varied professional development training opportunities for faculty*
 - *Training in tenure & promotion and peer observation*
 - *GenAI resource training with GenAI syllabus statements added to syllabus template*
 - *Faculty fellow & associate, faculty learning communities with faculty leadership, and faculty service in offering professional development training activities (supplemental)*

FY23 Update

- *Equitable distribution of \$1500 in additional faculty development funding*
- *Academic Affairs provided 11 faculty fellow opportunities to develop leadership experience for the faculty*
- *Each program in Academic Affairs, with oversight of the Deans reviewed program reappointment, tenure and promotion program standards in anticipation of the Faculty Senate review of the Evaluation Process.*
- *Two Vera King Farris Fellowship hires occurred in FY 23.*
- *Funding for new search advocates include 30 individual volunteers of which 12 were trained to identify and mitigate unintended bias in the hiring process.*
- *A 2023 Summer Institute is scheduled with 12 available opportunities for training.*

- *Special attention has been given to strategic hires that build diversity within the division.*
- *The following is a breakdown of the 51 hires (19 still in process) in Academic Affairs:*
- *10 faculty and 7 staff were considered persons of color.*
- *16 Female, 8 are WSTEM.*
- *15 Male, 2 in traditionally female disciplines.*
- *Assess Year 1 of DEI Fellowship and new cohort. DEI fellowship resulted in 2 hires who are continuing into Fall 2023.*
 - *Assessment indicated a lack of understanding regarding the tenure/tenure track component with either faculty not knowing about the DEI fellowship option or a lack of communication leading to faculty declining the fellowship perceiving they were “losing a line” Recommendation to continue with enhanced communication and identification.*
- *Focus planning for Center for Teaching and Learning Design (CTLD) programming.*
 - *New structure created that includes faculty fellow leads for addressing affinity groups, mid-career mentorship, etc.*
 - *New syllabus guidelines provided for faculty.*
 - *ChatGPT referencing and recommended course guidelines created.*
 - *Additional focused planning required to address emerging issues.*
- *Assess R1/R2 course attribute process and effectiveness*
 - *Faculty Senate Taskforce created to review and address all attribute processes and effectiveness. Discussion and recommendations to be discussed FY 24*
- *Review all Policies and Procedures*
 - *All policies and procedures were reviewed through academic affairs, deans and provost leadership and are currently in the queue for faculty senate review in FY 24.*
 - *Academic Affairs actively reviewed 42 policies and procedures (16 policies and 26 procedures). These were all sent to Faculty Senate in early Fall. Of the 42 policies and procedures, Faculty Senate revised 9 policies and 5 procedures. There may be an additional 3 polices and 4 procedures approved at the May retreat.*
- *Finalize changes to Faculty Evaluation procedure (focus on DEI)*
 - *Faculty evaluation policy reviewed for DEI with language added in the University standards.*
 - *Cabinet and BOT currently reviewing the procedure.*

FY22 Update

- *Hired 35 new faculty and 15 professional staff in FY21 and approved 14 additional faculty hires and 10 staff for FY22.*
- *Of the 22 finalized hires made (12 still in process of finalization):*
 - *7 individuals are considered persons of color*
 - *9 are females, 8 of which are women in STEM fields (Health Science, Marine Biology, Psychology, Sociology, Nursing)*
 - *3 are males hired in traditionally female dominated disciplines (First-Year Studies, Social Work, Creative Writing)*
- *Special attention has been given in both years to strategic hires that build diversity within the division.*
- *Funded training for 12 new search advocates trained to identify and mitigate unintended bias in the search process in Summer 2020; scheduled a comparable summer institute for up to 12 candidates for 2021.*
- *Each program in Academic Affairs, with oversight of the School Dean, reviewed the specific reappointment, tenure and promotion program standards to reflect diversity, equity and inclusion in all aspects of faculty life. The guidelines are in the process of actuation.*
- *The Vera King Farris Fellowship expanded to include a Doctoral Fellowship (VKF Fellowship). The VKF Fellowship represents an effort to increase faculty diversity on campus. Two Fellows were hired for FY2023.*
- *The VKF Fellowship is a pipeline-building program for underrepresented graduate students who have completed all requirements for the doctoral degree except the dissertation (ABD); candidates seeking an opportunity to work at an RC campus for a two-year fellowship with an opportunity for a tenure-track faculty position at Stockton.*
- *Equitable distribution of \$1500 in additional faculty development funding*
- *Academic Affairs provided 11 faculty fellow opportunities to develop leadership experience for the faculty.*
- *Each program in Academic Affairs, with oversight of the School Dean, reviewed the specific reappointment, tenure and promotion program standards to reflect diversity, equity and inclusion and an attribute in all aspects of faculty life. The guidelines are in the process of actuation.*

- The Vera King Farris Fellowship includes a Doctoral Fellowship (VKF Fellowship). The VKF Fellowship represents an effort to increase faculty diversity on campus. Two Fellows were hired for FY2023.
- The VKF Fellowship is a pipeline-building program for underrepresented graduate students who have completed all requirements for the doctoral degree except the dissertation (ABD); candidates seeking an opportunity to work at an RC campus for a two-year fellowship with an opportunity for a tenure-track faculty position at Stockton.

FY21 Update

- Hired more than 40 new faculty and professional staff in FY21 and approved 14 additional faculty hires for FY22.
- Special attention has been given in both years to strategic hires that build diversity within the division.
- Funded training for 12 new search advocates trained to identify and mitigate unintended bias in the search process in Summer 2020; scheduled a comparable summer institute for up to 12 candidates for 2021.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
4.	Academic Affairs; Diversity & Inclusion	Review and advance implementation of the revised faculty diversity plan in support of the University's Diversity & Inclusion goals.	25%	75%	85%	90%	
		<ul style="list-style-type: none"> ▪ DEI connective action: Support to building a diverse and respectful community that values individual and group/social differences (Diversity). 					

FY24 Update

- Updated policies and procedures (as noted in FY23 update) for Faculty Evaluation procedure.
- All academic programs updated their program standards and most added DEI language to highlight the value of DEIB.

FY23 Update

- Review all Policies and Procedures. All policies and procedures were reviewed through Academic Affairs, deans and provost leadership; currently in the queue for faculty senate review in FY 24. See also: 2.2.3.
- Finalize changes to Faculty Evaluation procedure (focus on DEI). Faculty evaluation policy reviewed for DEI with language added in the University standards.

FY22 Update

- Reviewing and revising all academic policies for FY 23 implementation.
- Each program reviewed tenure and promotion guidelines and updated for implementation FY 23. See also: Priorities 2.2 #3.

FY21 Update

- Revised University Procedure 6101 and search advocate documentation and training to explicitly designate search advocates as full members of all search committees.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
5.	Information Technology Services	Explore and, where appropriate, establish connections with a technical college to start a diverse pipeline for information technology.	100% complete & ongoing	100% complete & ongoing	100% complete	100% complete	
		<ul style="list-style-type: none"> ▪ DEI connective action: Support commitment to building a diverse and respectful community (Diversity). 					

FY24 Update

- Initiative completed – no additional updates.

FY23 Update

- CIO joined the Cumberland County Technical Education Center advisory board to further encourage students to apply to continue their studies at Stockton or to consider employment opportunities at the University
- Hosted multiple High Schools for visitation and professional development for the teachers in their computer science programs.

FY22 Update

- Met with local technical high schools to discuss placement of graduates into IT employment at Stockton. Consensus: schools are now preparing students for college, not IT employment.

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
6.	Student Affairs	Enhance national reputation for diverse educator recruitment and success.			50%	50%	
		<ul style="list-style-type: none"> DEI connective action: Support commitment to building a diverse and respectful community (Diversity). 					
<p><u>FY24 Update</u></p> <ul style="list-style-type: none"> No major updates for FY24. <p><u>FY23 Update</u></p> <ul style="list-style-type: none"> Successfully recruited and hired nearly 30 full-time staff during FY23, of which 55% identified as BIPOC. Highlighted hires of new staff in <i>The Journal of Blacks in Higher Education</i>. 							

Priority 2.3 **Promote and Assess a Comprehensive Diversity and Inclusion Education: Develop and enhance a sustainable diversity and inclusion education for the campus community to support student and employee success and belonging.**

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
1.	Equal Opportunity & Institutional Compliance	Leverage LMS training system (Vector Solutions) to roll out training modules in a manner that helps drive community diversity and inclusion.	90%	90%	100% complete & ongoing	100% complete & ongoing	
		<ul style="list-style-type: none"> DEI connective action: Offer professional employee growth opportunities (Equity). 					
<p><u>FY24 Update</u></p> <ul style="list-style-type: none"> No major updates for FY24. <p><u>FY23 Update</u></p> <ul style="list-style-type: none"> OHR is completing EEO/Discrimination training module through Vector Solutions. Anticipate training will be offered during summer and fall. Clery CSA training ongoing. Title IX, Discrimination Awareness, and Sexual Violence awareness training to all new employees. Assign courses, as needed, such as Implicit Bias and Microaggression Awareness, Making Campus Safe for LGBTQ+ Students, Sexual Harassment Prevention, Diversity Awareness, Diversity & Inclusion. OHR works with key departments to identify possible areas/employees that could benefit from targeted trainings related to DEI. <p><u>FY22 Update</u></p> <ul style="list-style-type: none"> Annually assign Title IX and Discrimination Training to all employees and annually assign Clery CSA training to identified CSAs. Assign Title IX, Discrimination Awareness, and Sexual Violence awareness training to all new employees. Assign courses, as needed, such as Implicit Bias and Microaggression Awareness, Making Campus Safe for LGBTQ+ Students, Sexual Harassment Prevention, Diversity Awareness, Diversity & Inclusion. OHR works with key departments to identify possible areas/employees that could benefit from targeted trainings related to DEI. <p><u>FY21 Update</u></p> <ul style="list-style-type: none"> All new and current university employees are required to take Vector Solutions on-line training on both Title IX and Discrimination Awareness to help maintain and provide a university environment that is free from discrimination on the basis of sex, including gender. Employees received Discrimination Awareness in the Workplace training. Cabinet received training for anti-bias, microaggression. 							

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
2.	Planning & Research	Expand data initiatives regarding student persistence, progression, retention, and completion rates through multiple demographic perspectives.	100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	
		<ul style="list-style-type: none"> DEI connective action: Address equity issues; close achievement gaps in student success and unity). 					
<u>FY24 Update</u>							
<ul style="list-style-type: none"> Created dashboards focusing on: EOF academic student success, success by students living on campus, student academic success by attempted credits, and not retained students. Began initial work on an enhanced DFWI dashboard. Created a report to track retention rates of developmental and non-developmental students by race/ethnicity. Provided ongoing data files and statistics for the Eligible to Enroll campaign, both quantitative and qualitative. 							
<u>FY23 Update</u>							
<ul style="list-style-type: none"> Provided ongoing data files and statistics for the Eligible to Enroll campaign, both quantitative and qualitative. Enhanced term-over-term persistence rate analysis for first-time and transfer cohorts by converting the analysis to an interactive dashboard. Have begun adding filters for key affinity groups (first-generation, veteran/military, student success scholars, and EOF by location) to internal persistence dashboards. 							
<u>FY22 Update</u>							
<ul style="list-style-type: none"> Created multiple interactive tools to calculate overall and weekly admissions funnel goals for first-time, transfer, and graduate students. Utilized these tools to establish weekly goals by region and county which are distributed within a weekly tracking report to monitor progress toward these goals. Provided enrollment models and projections for specific departments on campus, Board of Trustee meetings, presentations to Cabinet, or to serve as discussion topics for meetings. Provided ongoing data files and statistics for the Eligible to Enroll Campaign, both quantitative and qualitative. Provided various analyses to the Summer Planning Committee, including: <ul style="list-style-type: none"> Courses with high DFWI rates Courses with large waitlists Courses with high enrollment Financial and housing status of students enrolled in summer courses Courses frequently repeated over the summer semester 							
<u>FY21 Update</u>							
<ul style="list-style-type: none"> Completed a comprehensive analysis regarding student responses to key BCSSE survey questions to better predict factors impacting third-semester retention rates. Shared results with Retention Working Group and SEMP Research team. Enhanced term-over-term persistence rate analysis for first-time cohorts to include persistence by initial AGI range. Continued efforts to ensure post-baccalaureate certificates are being awarded in a trackable and reportable manner. Completed an in-depth analysis of “early alert form” recipients and their persistence and graduation rates. Shared results with Retention Working Group and SEMP Research team. Piloted a text-message campaign to encourage students on a course waitlist to consider registering for the same course in a different term. 							

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
3.	Diversity & Inclusion	Enhance University capability in the area of diversity and inclusion via targeted training, consultations, and organizational development interventions.	50%	75%	85%	85%	
		<ul style="list-style-type: none"> DEI connective action: DEI connective action: Support commitment to building a diverse and respectful community that values individual and group/social differences (Diversity). 					
<u>FY24 Update</u>							
<ul style="list-style-type: none"> No major updates for FY24. 							

FY23 Update

- *In collaboration with ODI, OHR updated the Search Advocate training and facilitated six Search Advocate workshops for managers in summer 2022.*
- *OHR partnered with ODI to update Bystander Intervention training for employees. Presented to Cabinet and Provost senior leaders on content of the workshop and currently working to run workshops in divisional/department meetings.*
- *OHR offered EAP Supervisor Excellence webinar: Building a Culture of Respect: The Keys to Creating a Collaborative & Engaged Work Team on 6/23/22. Recorded webinar now available on demand to all employees.*
- *OHR offered EAP Webinar: Communicating Effectively in a Diverse World on 10/26/22. Recorded webinar now available on demand to all employees.*
- *OHR in collaboration with OEOIC built an in-depth, customized EEO/Discrimination training for employees. Currently working to digitize content, host on the Vector Solutions system, and assign to employees in fall 2023.*
- *OHR created two-day Emotional Intelligence workshop for managers which includes a significant section on managing diversity. Facilitated workshops with three pilot groups of managers and adapted content for two departmental trainings. Promoting workshop as a regular offering to managers and departments.*
- *OEOIC in collaboration with the Office of Academic Affairs coordinated the University wide presentation of a series of trainings including:*
 - *Title IX*
 - *Accommodating Students with Disabilities*
 - *Pregnancy Discrimination*
 - *Sexual Harassment & VAWA*
 - *FERPA and Data Privacy*
 - *Maintaining Healthy, Professional Boundaries*
 - *LGBTQ+ Issues*

FY22 Update

- *Partnered with ODI to update the Search Advocate training program for a wider audience. This will allow search advocate training to take place more than just once a year, as is the current practice. Manager search advocate training is tentatively scheduled for summer 2022.*
- *Partnered with ODI to update Bystander Intervention training for employees to be offered in 2023.*
- *OHR offering EAP Supervisor Excellence webinar: Building a Culture of Respect: The Keys to Creating a Collaborative & Engaged Work Team on 6/23/22 and available on demand after that date.*
- *OHR offering EAP Webinar: Communicating Effectively in a Diverse World scheduled on 10/26/22 and available on demand after that date.*
- *OHR working with OEOIC to build a more in-depth, customized EEO/Discrimination training to be assigned to all employees during the 22-23 academic year.*
- *The ADA-504 Steering Committee developed two recorded educational power points: (1) Reasonable Accommodation Process for Employees, and (2) Accessibility and Accommodation in Instruction, with faculty as the target audience. After piloting and narrative recorded by two employees, the recorded power points will be available for viewing in fall 2023.*

FY21 Update

- *A Diversity and Inclusion Educators Group was formed in September 2020 to bring together trainers in Human Resources, Student Affairs, and Diversity & inclusion to discuss and develop diversity training for employee populations. The group is working on adapting for the workplace, the Step Up intervention program for students.*
- *The ADA-504 Steering Committee is working on a Blackboard Ally instructional guide for faculty to use in making more accessible their course materials.*
- *The President's Cabinet has had three conversations on race since July 2021 facilitated by various faculty and administrators.*
- *Campus Police received a session on raising awareness of micro and macro-aggressions and bias (implicit and explicit).*

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
4.	Student Affairs	Implement co-curricular diversity and social justice programs and initiatives.		100% complete & ongoing	100% complete & ongoing	100% complete & ongoing	
		<ul style="list-style-type: none"> DEI connective action: DEI connective action: Support commitment to building a diverse and respectful community that values individual and group/social differences (Diversity). 					
<u>FY24 Update</u>							
<ul style="list-style-type: none"> The Multicultural Center launched its Real Talk and Fred Flicks series. 							
<u>FY23 Update</u>							
<ul style="list-style-type: none"> Hosted approximately 40 student lead programs and co-sponsored events in the Multicultural Center since ribbon cutting on 2/23/23. Increased student participation in Deeper Spaces Social Justice Retreat from Fall 2022 participation. Facilitation 160 Cultural Heritage Theme Month programs that include: <ul style="list-style-type: none"> Asian American and Pacific Islander Heritage Celebration – 38 events Black History Month – 22 events Hispanic Heritage Month – 24 events LGBTQ History Month – 45 events Women’s History Month – 31 events 							
<u>FY22 Update</u>							
<ul style="list-style-type: none"> Residential Life hosted more than 10 programs with over 750 attendees focused on diversity and social justice through co-supervision of Sankofa, and the LaMesa programming model. Implemented Cultural Heritage Month programming for campus community. Partner with Student Senate to renew multi-year MOA to support Cultural Heritage Month programming for campus. 							

Goal	Lead Unit/s	Description	Percentage Complete				
			FY21	FY22	FY23	FY24	FY25
5.	Student Affairs	Strengthen cross-racial engagement opportunities for students and educators.			25%	25%	
		<ul style="list-style-type: none"> DEI connective action: DEI connective action: Support commitment to building a diverse and respectful community that values individual and group/social differences (Diversity). 					
<u>FY24 Update</u>							
<ul style="list-style-type: none"> No major updates for FY24. 							
<u>FY23 Update</u>							
<ul style="list-style-type: none"> Sponsored SPACES Multicultural Reception and Deeper SPACES Social Justice Retreat for students, faculty and staff during the Fall 2023 semester. Marketed The Argo student newspaper to multiple culturally-based student organizations resulting in the most BIPOC students on staff in recent history. 							