

Fall Graduation Report

December 24, 2015

Committee Reports and Survey Results

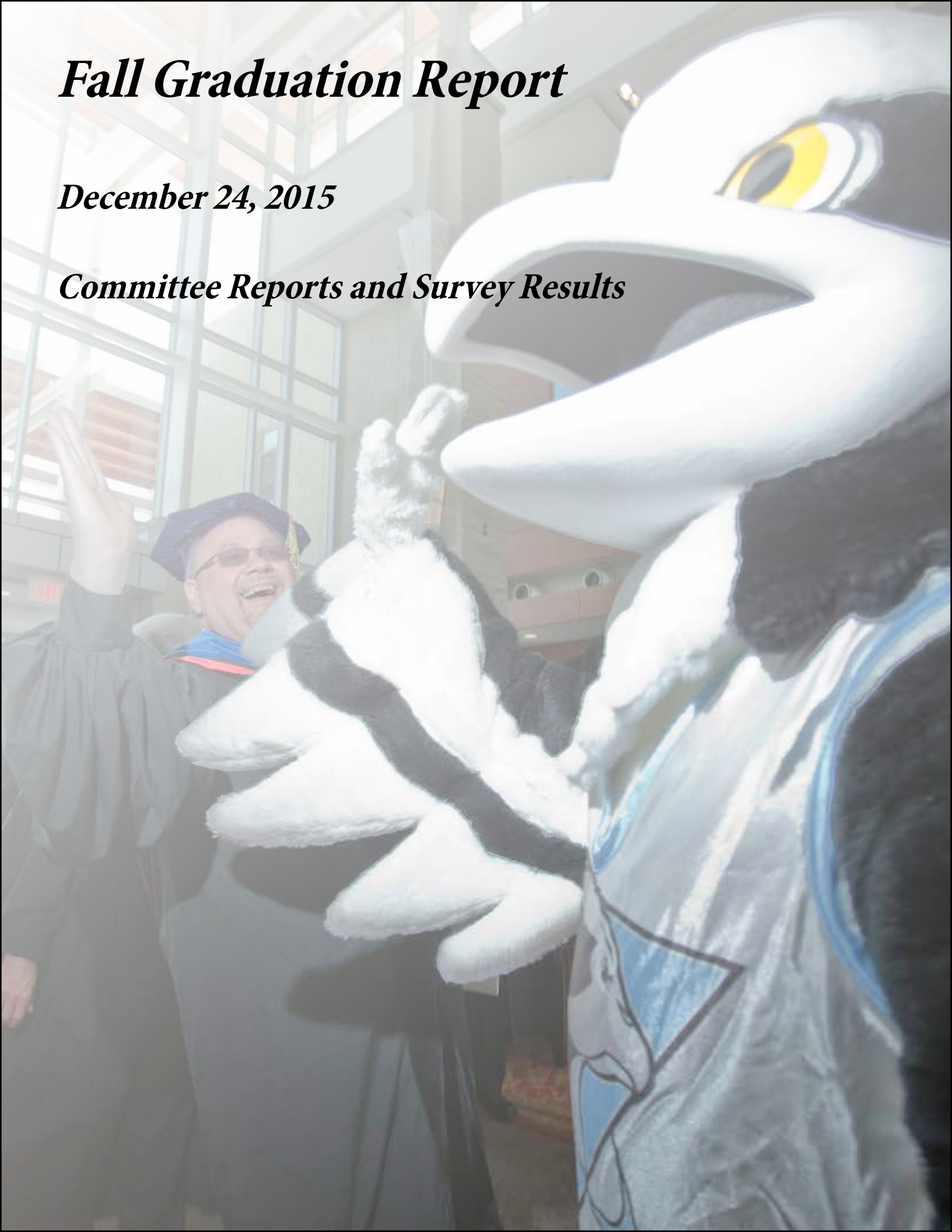


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Introduction

In early fall 2015, the Faculty Senate charged three of its standing committees with reviewing Stockton University’s graduation practices. More specifically, as Stockton is the only public New Jersey college or university with two commencements a year, this research undertook to ascertain the value and viability of continuing fall graduation. The committees involved in this work included: Academic Policies; Student Affairs; and Administration and Finance.

Each committee focused on different aspects of this question. Academic Policies sought to determine any policy implications of shifting from two to one graduation ceremonies. Student Affairs surveyed faculty and students for data on current attendance at, and interest in, fall graduation, as well as ideas about ceremony scheduling and location. Finally, Administration and Finance considered both the costs of fall graduation as well as the fiscal implications of shifting to one spring graduation. This committee also surveyed those staff most directly involved in commencement to determine their investment in the practice, as well as recommendations moving forward.

Summaries of the work of each committee were compiled for this report.

Report from the Academic Policies Committee

Geoff Gust and Michelle McDonald, members of the Academic Policies Committee, met with Tom Grites and John Smith of the Office of the Provost on November 23, 2015 to review the process of appeals by students who have not yet completed course requirements.

1. The working group reviewed grade appeal patterns from fall 2013 and 2015, and concluded that, as there were few such appeals in this term (less than 5 in any year), there was no inherent difficulties with shifting to one commencement. That being said, the language about this process could be clearer and the working group recommended that, regardless of the decision to keep or eliminate fall graduation, there is a need to articulate specifics in the policy/ procedures for granting appeals.
2. More specifically, some students with two courses needed have participated in graduation, while others who had completed the required 128 credits but needed to finish program requirements were unable to do so.
3. Moreover, the two course premise is not specifically listed in Stockton's grade appeal policy, but has been the practice for many years.
4. The working group suggested that, to ensure parity, the policy be reformulated such that "a student who has earned 128 credits and is currently registered at the time of their appeal for all courses that will satisfactorily fulfill all degree requirements, be considered eligible to participate in the Commencement Ceremony. All other students must participate in the next scheduled ceremony."
5. Finally, the working group recommended that Stockton University investigate the policies and procedures of other institutions in New Jersey regarding grade appeals and commencement practices, perhaps in conjunction with the Office of the Registrar.



Report from the Administration and Finance Committee

In October 2015, the Faculty Senate charged the Standing Committee on Administration and Finance with examining the question of December commencement. Although the Faculty Senate did not ask us to make a recommendation, we chose to do so after two lengthy and in-depth deliberations on this issue.

The charge includes gathering information on, although not necessarily limited to, the following:

- Costs associated with December graduation, both financial and human
- Whether graduation would be better served held on a weekday than a weekend
- Likely impact on May graduation, i.e. will we need to hold three ceremonies in May, or rent out a space large enough to accommodate the larger ceremony, and all the associated costs with these two options
- Other college and university trends regarding December graduation, particularly in New Jersey.

The first element of the charge was the area on which most of our time was spent. We quickly discovered that the costs of December graduation were both varied and vast. Our sincere thanks go out to the many staff, administrators, assistant and associate deans, and faculty who took the time to help us complete our charge. Below contains a summary of the many pieces of information we collected.

Costs associated with December graduation, both financial and human

One important thing to note is that there are three types of costs associated with December commencement. The first are the tangible monetary costs, such as the costs for the Chartwells catering of the post-graduation reception, student and faculty gowns, and the costs of diplomas. See Figure 1 for a listing of these expenses.

The next type of financial costs are the labor costs associated with preparing for graduation and the ceremony itself, such as the number of hours worked

by Student Affairs to administer the commencement or the hours spent by Plant Management to set up the stage, the bleachers and the chairs in the Sports Center (\$9,413.57; see Appendix A) in advance of the commencement. Where these additional hours were not monetized for us as they were by the reports from Plant Management¹ and the Stockton PD to this committee, we have chosen not to monetize the hours as some employees earned standard work hours, some earned overtime and some earned compensatory time. Others, such as Assistant Deans, one of whom reported to us that there were as many as 60 to 80 hours of work performed to clear students in advance of the December commencement alone, and faculty earned none of that. Further, the employees who work commencement who are paid to do so are paid at different rates so that it would not make sense to try to monetize those numbers if they had not already been done for us. Instead, we have compiled an estimate of hours worked to get a sense of the scale of the enterprise.

The final type of expense is that of human costs. There are the more obvious expenses for December commencement, which involve the many faculty, staff, administrators, and student workers taking time out of their lives to work at commencement on a weekend day. This can involve arranging and paying for child, elder and pet care on the part of the employee as any per-existing arrangements for the work week may not extend to weekends. Again, some employees are compensated for this time via overtime, regular pay or compensatory pay while others are not. For assistant faculty with young children or elders for whom to care, this may involve greater expenses proportionally to their pay compared to others who are compensated at a higher rate.

In addition, we received a substantial amount of concerns raised regarding weekend commencement ceremonies, because of the ways in which weekend ceremonies prevent or complicate employees' ability to attend worship services at their individual religious institutions. For this reason, it would be wise to avoid scheduling any commencement ceremonies on Friday, Saturday or Sunday.

However, there are additional hidden human costs, and these are borne in the months, weeks and days in

Footnote 1: Roughly one-third of the Plant expenses associated with December commencement were estimated to be overtime hours.

advance of the December ceremony. These costs are siloed to specific areas within the university, such as Student Affairs, Student Records, Academic Advising, the school offices, Plant Management, and individual faculty.

For example, in Student Affairs, a good portion of their time over the course of the fall semester is devoted to enacting the logistics that makes December commencement possible. This work involves coordinating the ordering of student and faculty regalia, designing the event space so that Plant Management can execute it, ordering the food and arranging the logistics for the after-graduation reception, the distribution of guest tickets, the training of 15 staff members to finish the setup of the commencement space, such as placing programs, and ensuring that commencement runs smoothly.

In order to meet the deadline of December commencement, several staff members in Student Records work between part-time and full-time nearly the entire fall semester to do the work of ensuring that the students' full records are cleared for the December graduation ceremony in conjunction with the school offices and Academic Advising. In addition, Student Records manually checks each diploma ordered for all students who apply for graduation, which was 772 students in Fall 2015, to ensure the student's name and degree are correct.

Further, as commencement approaches, the work in each of the school offices begins. The commencement walking lists are compiled, checked and rechecked in the school offices. Staff and assistant/associate deans perform their checks of students' eligibility for graduation and the calculation of program distinction. The number of hours accorded to this important work varies by school, but generally speaking, this work is started in November and is conducted largely during regular working hours.

For Plant, the work prior to December commencement involves the preparation of the campus for the arrival of thousands of visitors, including cleaning the grounds and the Sports Center, erecting the stage, chair and bleachers set-up and checking on the functioning of the major on-campus systems, like HVAC, plumbing and electrical. In addition, for Plant, this work does not

cease at the end of the commencement day as hours must be spent to put the campus back in order after commencement. Further, the work of preparing for, executing and cleaning up after commencement takes up time that could be used to complete maintenance and upgrade work on the physical facilities while the campus is largely empty of students. This work and the time to complete it is necessarily delayed by commencement.

By the last week of the semester, the pace of the work in all offices speeds up dramatically and spills over into night and weekend hours for some assistant/associate deans, staff members in Student Records, and faculty. For faculty, their participation in this process is largely concentrated in the last weeks before the final grades are due. In Fall 2015, final exams ended on Thursday, December 17 at 9:50 pm. Yet, final grades were due by Friday, December 18, between 10 am and noon², which is, at best, a very difficult grading deadline. At worst, pedagogical decisions were made to compensate for the short grading turnaround for grades.

Extension of the semester

Throughout our discussions with key December commencement stakeholders, the extension of the semester to include reading day(s) and a final week that extended until December 17 at 9:50 pm was brought up repeatedly. This is because the extension of the semester juxtaposed with the term break and a December graduation ceremony held on a weekend day in advance of the break, artificially compresses the time during which all work for December commencement must be accomplished. Final grades cannot be assigned until final grades are earned. Students cannot be cleared for graduation until final assignments are graded, posted by faculty and finalized by school offices, Academic Advising, and Student Records. Latin honors cannot be calculated until Student Records clears students for graduation and finalizes GPAs. Plant Management cannot start the work of cleaning the campus in preparation for the commencement ceremony until the final week before commencement. This bottleneck forces much faculty, Plant Management, school office, Academic Advising and Student Records labor into those last weeks with the artificial deadline of the December ceremony on December 20, 2015.

Footnote 2: The time was extended from 10 am to noon sometime during the latter half of the Fall 2015 semester.

As many stakeholders informed us, without the deadline of a December graduation ceremony, their work would be done on a more regularized timeline in December and January. If all grades were due by December 22, 2015, the work of clearing students and calculating program distinction, GPAs, and Latin honors would be done by the relevant offices in January, and diplomas mailed out in January as is done with the summer graduates. This less compressed timeline would allow all or most work to be done within regular business hours and with more normalcy.

The day-of expenses are significant, totaling an estimated \$136,083, which does not include earned compensatory hours for those working the ceremony itself. Catering forms a large portion of the day-of expenses for the after-ceremony reception along with the cost of student gowns and the estimated cost for the yearbooks. These expenses are denoted in red to indicate they are at least partially covered by the graduation fee paid by the students (\$150).³ Other large portions of the day-of expenses emerged from Plant Management, including heating and ventilation checks and staff to run the systems, stage, bleachers, and chair set-up and breakdown, and the custodial support before, during and after the event. Finally, the entire Stockton PD is employed on the day-of commencement for safety and traffic direction purposes. See Figure 1 for the breakdown of these expenses.

Further, there are also the day-of compensatory or paid hours earned for the day-of the ceremony; this was roughly estimated by Student Affairs to be nearly 500 hours of compensatory time earned by staff at Stockton University, but this does not include the hours earned by staff in Plant Management, in the Stockton Police Department or any hours spent by faculty at the graduation ceremony.

Finally, it must be mentioned that since diplomas have been distributed on the day of the graduation starting in December 2013 rather than mailed afterward, attendance at the graduation receptions has increased

dramatically. The consequence of this was an increase in other day-of expenses, most notably the catering bill from Chartwells to provide enough food and beverages for the increased number of graduates and their guests at the after-graduation reception. As such, December commencement expenses ballooned upward over-budget \$15,000 to \$20,000. One year, the amount over-budget was \$28,000.

As was mentioned at the start of this report, the costs associated with December commencement are many and varied. There is a significant financial cost associated with commencement, and this cost is increasingly not off-set by the graduation fee paid by the students as commencement expenses ballooned upward. The graduation fee itself has not been raised since fiscal year 2011. Nearly \$17,000 in expenses from the Fall 2014 commencement was not covered by the graduation fee and needs to be paid for with other university funds. In addition, Plant Management costs and labor (\$17,780), the nearly 500 hours of compensatory time for those working the ceremony, staff and faculty uncompensated time, and Stockton PD costs (\$4,165.80) are borne by the university alone in addition to these other costs.

Opportunity costs

One issue that was raised to us from several different areas within the university was the idea of opportunity costs; that is when one chooses to perform one specific action, one necessarily chooses to not do others. For example, when Plant performs the work necessary to prepare for, conduct and clean up after winter commencement, there are other maintenance and repair tasks that are delayed until after commencement. Similarly, when Computer Services chooses to run Scantrons first for classes with graduating seniors, which is, of course, a very reasonable decision, or assistant deans and Student Records put off the work of preparing for and releasing the summer schedule until after the term break, which had been released in early December in prior semesters, these are opportunity costs associated with the intense preparation for December commencement.

Footnote 3: It has been indicated to me that Stockton University has a high commencement fee compared to the NJ state colleges and universities. However, this comparison is not clear-cut as Stockton University uses the graduation fee to essentially pay for the students' gowns and yearbooks for them, which allows the university to obtain bulk pricing, and thus, a lowered cost for the students than if these items were ordered by the individual students. That said, as graduation has run over-budget consistently since December 2013, it is likely that the graduation fee will be raised as much as an extra \$50 as early as fiscal year 2017.

Other work is delayed or prevented entirely. These opportunity costs are not accounted for by any specific monetary figures, but they are important to note as they affect university resources.

Costs associated with one commencement

Regarding increased expenses for an expanded May commencement in the absence of the December ceremony, for some expenses, there would be a one-to-one increase. For example, students who would have walked at December commencement would still need to be cleared by Student Records in January. Diplomas and covers would be ordered and mailed in January at just under \$4 per student at current postal rates. Thus, this type of expense would still exist.

There are some of these one-to-one expenses that depend on the number of graduates, however. Based on institutional research on the locality of our students and feedback from stakeholders at Stockton University and beyond, we estimated that there would be a five percent attrition rate if December commencement is eliminated; that is, we estimated that ninety-five percent of would-be December commencement graduates would return for May commencement. This would mean that the one-to-one increase of adding December commencement costs to May commencement would be reduced by a small amount. For example, the catering bill for the after-graduation reception from Chartwells would be increased for May by an estimated \$35,631 instead of the full \$37,506. Similarly, the student gown rental costs would be decreased from \$22,251 to an estimated \$21,131 added to May commencement. These figures are speculative and estimated it is important to note.

Other expenses would be eliminated entirely, such as flowers (\$1,995), stage and chair rentals (\$1,681) and setup (\$9,413.57) and faculty regalia rental (\$2,805) for the ceremony in December. If the May ceremonies were held on two consecutive days, then there would likely be no need for a second set of flowers, stage and chair rentals. Further, the Stockton PD costs for commencement would be eliminated (\$4,165.80); without the ceremony that day, the PD would operate and patrol at normal levels like any other day.

Further, we were told the costs associated with Plant Management would largely be eliminated without much of an increase save for increased custodial supports on the days of the ceremonies in May. Finally, the share of the nearly 500 work hours attributed to the school offices working commencement would be eliminated, as the school office staff would likely only work one undergraduate ceremony and potentially, the Graduate ceremony, especially if these ceremonies were held on workdays.

For Student Affairs staff, it is probable that the number of hours worked on the days of commencement would stay roughly the same as in two separate commencement ceremonies, but if the ceremonies are held during the work week, they would be included in regular earnings, rather than earning extra or compensatory hours.

In terms of hours spent preparing for graduation in Student Affairs, Academic Advising and the school offices and grade submission by faculty, eliminating December commencement would come as a great relief. Because diplomas are distributed after the ceremony as discussed earlier, this bottleneck creates a great deal of pressure on faculty to get their grades submitted, in some cases with a 14 hour turnaround time and on the staff in those offices to process all those grades, clear students for graduation, and calculate GPAs, program distinction and Latin honors. If December commencement were eliminated, the extra hours needed to accomplish these tasks would be eliminated. Grades would still be due for all students before the term break but days after the current deadline. The grades would be processed, students would be cleared and all calculations would be conducted after term break. Diplomas would be mailed out after the term break. There would be no impact on May commencement as this would be completed before the start of the term in January.⁴

Footnote 4: I was assured of this by many stakeholders in this process. They have experience on this domain as this was the process when commencement was held in January rather than December.

Whether graduation would be better served held on a weekday than a weekend (likely impact on May graduation, i.e. will we need to hold three ceremonies in May, or rent out a space large enough to accommodate the larger ceremony, and all the associated costs with these two options)

For all the stakeholders to whom we spoke, it seemed reasonable that if December commencement were to be eliminated, there would be a need to hold three undergraduate ceremonies and one graduate ceremony on two consecutive weekdays. By holding the ceremonies on consecutive weekdays, the existing workweek hours could be leveraged to hold the ceremonies, decreasing the need to rely on compensatory or overtime hours and cutting costs. By holding the ceremonies on consecutive days, the stage rentals and setup along with the flowers and other decorations would likely be reused on the second day, thereby eliminating a need for extra flowers and rentals. By stacking two ceremonies per day, there would be enough time for the morning ceremony to end and the campus to empty out in time for the next ceremony, a key concern highlighted by the Stockton PD.

In our meetings, the idea of whether employees would want to give up this earned time willingly was repeatedly raised. Although we spoke mostly to managers of employees, we consistently heard that they believed that given the late date of the ceremony itself, working on commencement on a weekend only days before the term break and the start of the busy holiday travel season was a potential burden on their staff rather than a windfall. In addition, they commented that although in the aggregate the number of hours of compensatory or overtime hours was great, for each individual, it added up to less than two days of work on average, though the range was wide. Thus, the increase in pay/hours was potentially smaller than we had expected.

Staff survey

With the assistance of key stakeholders throughout the university, we identified 214 staff to survey who had previously worked December commencement.

Ninety-five individuals responded to the survey, which was a response rate of 44%. In order to provide greater anonymity to survey respondents, we chose not to ask them to provide any information about their division or their positions. Seventy-six percent of the respondents noted that they “always” participate in fall commencement with an additional 14% indicating that they often participate, and ninety-four percent of respondents indicated that they participated in the December 2015 commencement.

Staff respondents were allowed to choose several primary reasons for participation in December commencement; these reasons were as follows. Fifty-two respondents participated because their supervisors required or expected (38%) it. Forty percent indicated that they received compensatory time while for five percent, it was overtime payment. Thirty-two percent of the respondents indicated that seeing the students graduate was a primary reason for participation.

Interestingly, sixteen percent of staff respondents expressed that the late date of the December 2015 commencement had not affected their ability or willingness to participate in the ceremony with while thirty-five percent reflected that the date affected their ability or willingness a little (19%) or a lot (16%).

Only fourteen percent of staff respondents believed there should be two annual commencement ceremonies, while fifty-three percent of respondents preferred one annual ceremony and thirty-three percent did not report a preference. Further, seventy-six percent of respondents described a preference for weekday ceremonies, choosing Thursday and Friday over Friday and Saturday (13%) or Saturday and Sunday (11%).⁵

When describing the burdens associated with working December commencements, staff were able to choose more than one response option and indicated that these difficulties included holiday plans (52%), childcare or other family constraints (42%), professional responsibilities (17%), and other (20%), which included missing religious worship services and time spent with family.

Footnote 5: The survey questions were written only to ask about these three possibilities. However, as noted elsewhere in the report, due to Friday religious worship services, it would be wise to avoid Friday, Saturday and Sunday in scheduling commencement for all ceremonies.

Faculty survey

Though the faculty are not paid explicitly for their attendance at commencement, many do attend so the standing committee on Student Affairs surveyed the faculty on some of these questions and graciously allowed us to use the results.

Two-hundred and forty-three faculty responded to the survey.⁶ Fifty-four percent of the respondents described regular attendance at December commencement. Their reasons for attendance varied, but nearly half reported that their primary reason for attending commencement was that they “like seeing the students graduate.” Further, fifty percent of respondents reported that they intended to attend the ceremony on December 20, 2015.

When queried about whether the late date of December commencement would impact their ability or willingness to participate, only twenty-nine percent reported that it would not. The rest indicated that the late date affected their ability or willingness a little (24%), a lot (29%) or not applicable as they did not participate in graduation ceremonies (18%). Interestingly, these results differed quite a bit from the staff results.

Most relevant here, when questioned on whether they had a preference for a fall and spring ceremony, only 23% of faculty responded that they preferred two annual ceremonies; fifty-two percent of the faculty respondents reported a preference for only one commencement ceremony while one-quarter reported no preference. Finally, sixty-two percent of respondents described a preference for weekday ceremonies, choosing Thursday and Friday over Friday and Saturday (19%) or Saturday and Sunday (19%).⁷

Generally speaking, there was relatively clear concordance between the staff and faculty results, with a majority of both groups indicating a clear preference for one annual ceremony held on consecutive weekdays, rather than weekends, in May.

Further, other results suggested that this single annual ceremony should likely be held on-campus. The stakeholders to whom we spoke tended to agree that commencement ought to remain on-campus and in the Sports Center. If commencement moved off-campus, it is likely there would be significant venue rental costs, even if there were a location that could accommodate one unified ceremony. Such venue fees were estimated to us to run in the tens of thousands of dollars.

With the short timeline given to this committee to review these questions in mind, we believe the most persuasive plan involved three undergraduate ceremonies and one graduate ceremony held on two consecutive workdays, two ceremonies stacked per day, in May on-campus.⁸

Other college and university trends regarding December graduation, particularly in New Jersey

The larger trend among state college and university trends in New Jersey has been to eliminate December and other auxiliary commencement dates and to move to May graduation ceremonies exclusively. Of the New Jersey public four-year colleges and universities, we found that Stockton University is alone in holding December and May commencement ceremonies. In fact, Rutgers University, New Jersey Institute of Technology, Rowan University, The College of New Jersey, Ramapo College of New Jersey, Kean University, Montclair State University, New Jersey City University and William Paterson University do not hold a December commencement ceremony, preferring instead to hold only a May commencement ceremony. Thomas Edison State College similarly conducts only one commencement, although they hold theirs in September rather than May.

In expanding our search to other mid-Atlantic four-year colleges and universities, we queried whether the following schools hold a December commencement ceremony: Pennsylvania State University, University

Footnote 6: This was a response rate of 36% calculated against the total of all faculty; however, it was obvious that adjunct faculty were under-represented by the survey sample, at only 40 of the 243 respondents. The full-time faculty response rate was much higher at approximately 60%.

Footnote 7: See note 5.

Footnote 8: As parking is a common concern on campus, and it would be even more so on a day where more than 3000 visitors would arrive on campus for commencement ceremonies, it would likely be advisable for campus employees to park in the Pomona Road lot for the days of commencement. There is a shuttle between the main buildings and the Pomona Road lot that could be utilized to great effect on commencement days.

of Pennsylvania, Widener University, Delaware Valley College, New York University, the State University of New York system, University of Delaware, University of Maryland, and University of Virginia. Of these, Pennsylvania State University, some of the SUNY colleges and universities, and University of Maryland currently conduct December commencement ceremonies.

Thus, the larger trend in academia, but in New Jersey specifically, suggests that universities have been consolidating down to one commencement ceremony annually.

Conclusions

Our investigation found wide unanimity among the many stakeholders of December commencement. Upon discussion and reflection on this topic across two meetings and two months, we voted unanimously on 12/17/2015 to eliminate the December commencement ceremony and move to one annual commencement as described earlier in this document. Thus, it was our recommendation to the Faculty Senate that December commencement should be eliminated for all the reasons enumerated in this document.

“I am technically graduating this semester, but I appealed to walk in the Spring. I like the idea of a spring commencement ceremony because it is more time efficient with the holiday season quickly approaching after winter graduation.”
- Anonymous Student





Report from the Student Affairs Committee and Results of the Fall Graduation Staff, Faculty and Student Surveys

During the end of fall 2015, committees of the Faculty Senate surveyed Stockton's faculty and students to gather information on opinions about the fall graduation ceremony (these surveys ran from December 3 through 26). A third survey was sent to a targeted list of 214 staff members who had primary responsibilities during the fall graduation ceremony (held on December 20, 2015). The staff survey was administered from December 21 to January 4.

While these three surveys targeted specific populations, there were areas of significant overlap in some questions (see Appendices A through C at the end of this report for the actual surveys). This analysis groups these results so that such similarities and differences could be more easily assessed. Response rates were especially robust for the faculty and staff surveys. Accompanying figures include both the total potential audience (as a capital N) and the proportion of that audience that participated in the survey (as a lower-case n).

Summary Statistics

Figure 1 shows the results of the staff survey targeted to the 214 employees with graduation ceremony responsibilities. A total of 95 employees responded to the survey, representing a response rate of 44.4%. Unlike the faculty and staff survey, no identifying information regarding their employee status was asked to ensure anonymity to the survey.

There were a total of 243 respondents to the faculty survey, representing a response rate of 36.2%. The response rates were much higher, however, amongst certain faculty ranks (see Figure 2). Professors and Distinguished Professors had the highest response rate at 66.2%, followed by Assistant Professors at 64.3% and Associate Professors at 62.1%. Those faculty identifying themselves as adjunct or instructors had the lowest response rate at 12.9%. Only 8.3% of the student body responded to the survey (722 respondents). That response rate varied by class level, with higher proportions of seniors (13.6%) responding followed closely by graduate students (12.4%). Juniors (6.3%), sophomores (5.5%) and freshman (3.7%) were considerably less likely to complete the survey.

Figure 1: Respondents to Targeted Staff Survey of 214 Employees with Graduation Ceremony Responsibilities

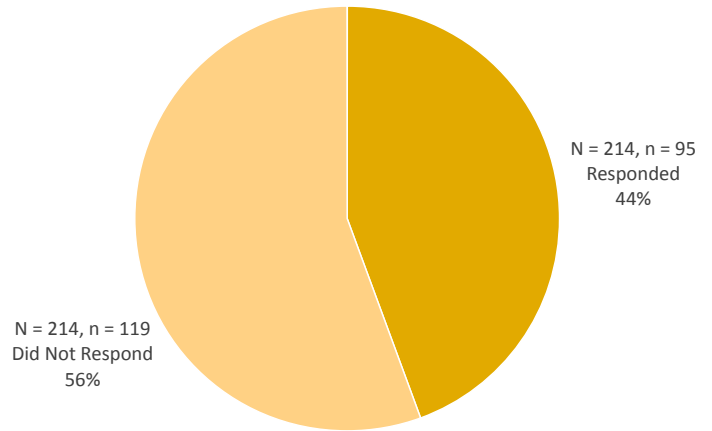


Figure 2: Respondents to Faculty Survey by Faculty Rank

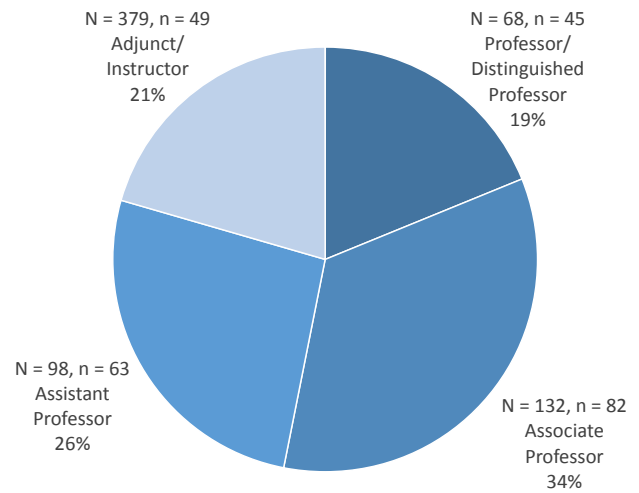
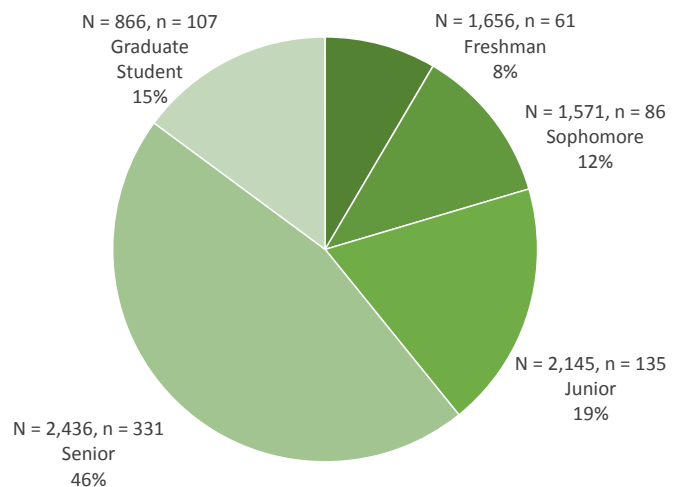


Figure 3: Respondents to Student Survey by Student Class Level



Are you aware that Stockton is the only public, New Jersey four-year institution that holds a fall graduation ceremony?

We asked respondents in all three surveys if they were aware that Stockton is the only public, New Jersey four-year institution that holds a fall graduation ceremony. Figure 4 shows that more than 4 in 10 staff and faculty are aware that this is the case. Awareness amongst students, however, is significantly lower with only 16.1% of students noting they are aware of this.

In the year that you expect to graduate, during which term do you think you are likely to fulfill your degree requirements?

We asked students which semester they anticipated fulfilling their degree requirements. The results varied considerably by class level (see Figure 5). Over half (51%) of the senior respondents reported an expectation that they would be graduating in the fall term, with only 39% reporting the spring term. Similarly, 48% of graduate students reported they expected to finish their degrees in the fall term, with only 39% reporting the spring term. A comparison of these results with historical data on fall and spring graduation ceremonies for undergraduates suggests that the survey was completed at a much higher rate by those that expected to graduate in the fall term, perhaps over concerns that they might have to delay their graduation by a semester. In calendar year 2015, amongst undergraduates, there were 1,219 students (68%) graduating in the spring, and 584 students (32%) graduating in the fall.

Not surprisingly, the further a student is from their expected graduation, the less likely they would be to anticipate finishing in the fall term. The expectation for juniors graduating in the fall drops by half to 25%, a similar figure for sophomores (24%), and then another precipitous drop to 10% for freshmen respondents. One might also consider that the closer to graduation a student gets, the greater the incentive to take an additional course over what they might otherwise. Indeed, seniors responding to the survey might very well be in this situation themselves, having already taken extra classes to finish at some earlier date. Figure 6 shows that awareness that there is a fall ceremony is highest amongst those that anticipate graduating at that time.

Figure 4: Awareness of Stockton being the only public, New Jersey four-year institution holding fall graduation ceremonies

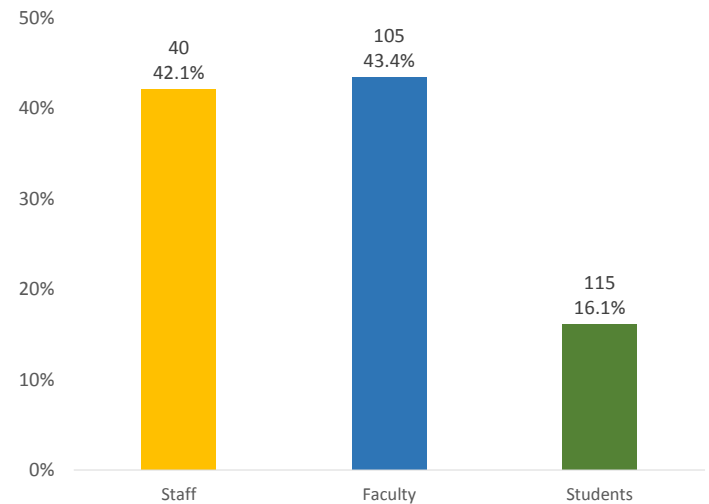


Figure 5: Expected graduation term by class level (less than 5% not labeled)

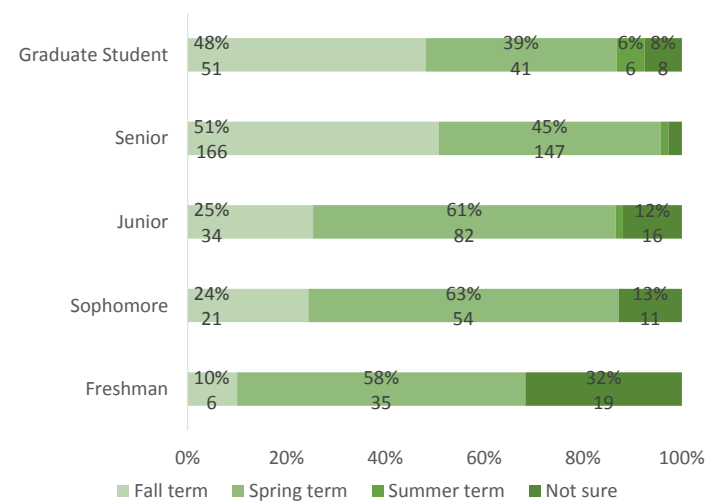
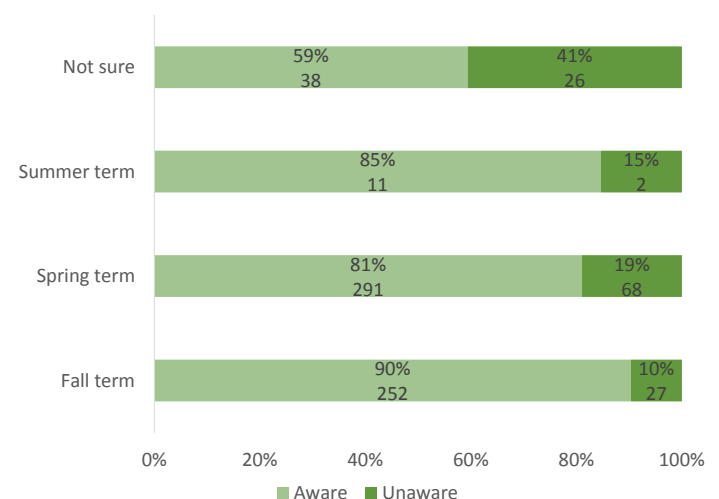


Figure 6: Awareness of fall graduation by expected graduation term



If you meet all degree requirements to graduate in the summer or fall terms, how likely would you be to return for a Spring Graduation Ceremony (held in May)?

We asked students how likely they would be to return for a spring graduation ceremony if they finished in a different semester. Over one-third (35%) of students indicated having to return in a subsequent semester (spring) in order to take part in the ceremony would affect their ability and willingness to attend a lot (see Figure 7). Meanwhile, 18% indicated having to return in the spring would not affect their participation at all.

What factors might affect your ability or willingness to return for a spring graduation if you completed your degree earlier in the academic year?

Students were asked what factors might affect their ability or willingness to return for a spring graduation if you completed your degree earlier in the academic year. Here, students could choose all factors that might apply. Employment schedules and other work-related constraints was the number one answer (see Figure 8), with three out of four (75%) students suggesting this would be a factor in their ability or willingness to return for a spring graduation. A near equal amount suggested their family's ability to attend (53%) and how far they lived from campus (52%) were considerations regarding their ability or willingness to return. Over one-third suggested their relocation out of the area would be a factor.

Figure 7: If you meet all degree requirements to graduate in the summer or fall terms, how likely would you be to return

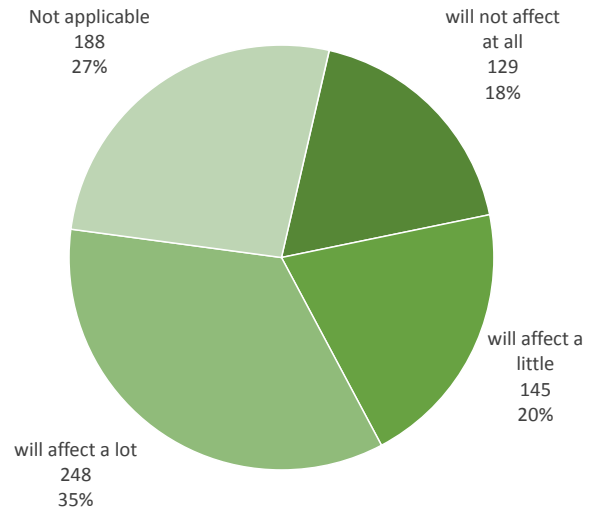
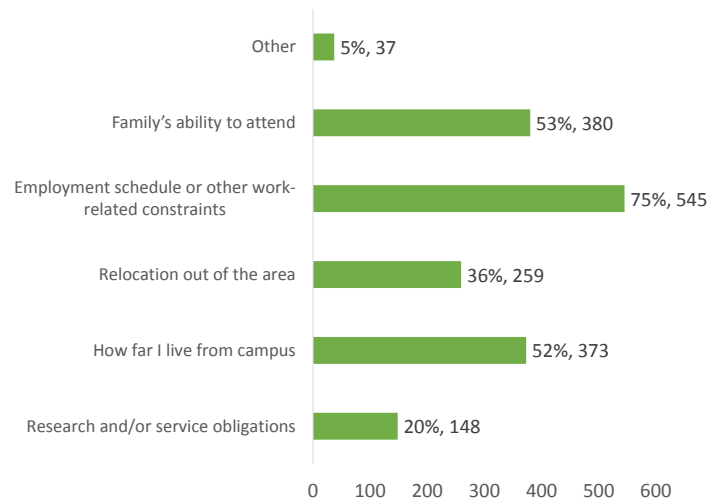


Figure 8: What factors might affect your ability or willingness to return for a spring graduation



On a scale of 1 to 10, (1 being “not important” and 10 being “very important”), how important is the fall graduation ceremony to you?

This question was asked of all three groups, staff, faculty and students. Figures 9 through 11 show the results of these ratings amongst the three groups.

Over one-third of staff (37%) and faculty (33%) rated the fall graduation as not important. Only 13% of students felt the fall graduation was not important. This represents a large disparity between the students’ opinions and those of staff and faculty.

Conversely, only 3% (not labeled) of staff felt the fall graduation was very important, with 5% of faculty providing a very important rating as well. Nearly one-third (29%) of students, however, rated the fall graduation as very important. Again, there was a large disparity between the students’ opinions and those of staff and faculty.

Another way of looking at these metrics would be to sum up all those that attached any importance, with those that suggested some form of the fall graduation being unimportant. Amongst staff, 70% rated the fall graduation as somewhat not important to not important. Similarly, 63% of faculty rated fall graduation as somewhat not important to not important. Meanwhile, the numbers were nearly reversed for students, with only 30% of students rating the fall graduation as somewhat not important to not important.

Still, the influence of whether or not a student expected to graduate in the fall or not played a large role here. It was described earlier how this group was largely overrepresented in the results. While not shown here, for those expecting to graduate in the fall, only 8% rated the fall graduation as somewhat not important to not important. However, amongst those students that expected to graduate in the spring, 47% rated the fall graduation ceremony as somewhat not important to not important.

Those students expecting to have graduated in the fall are clearly influential here. Students who may have already taken five classes in a semester or who have taken courses in the summer would undoubtedly have greater concerns about fall graduation, having already incurred the personal cost (time or money).

Figure 9: Targeted staff ratings of importance of fall graduation (less than 5% not labeled)

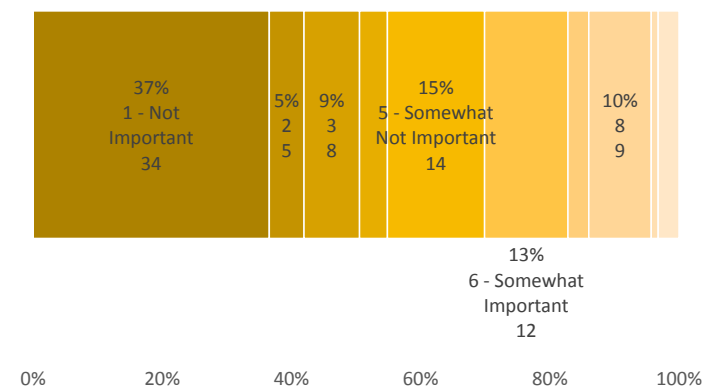


Figure 10: Faculty ratings of importance of fall graduation (less than 5% not labeled)

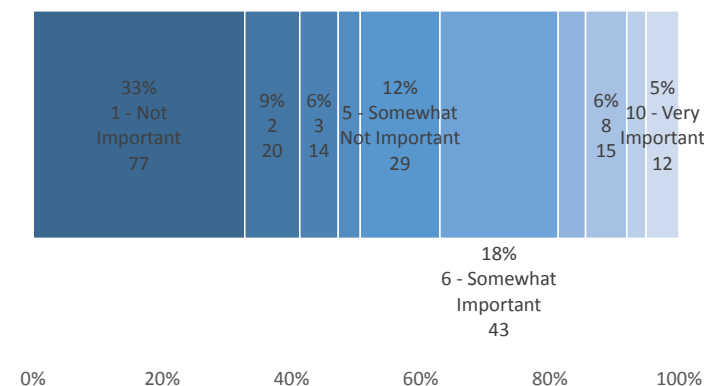
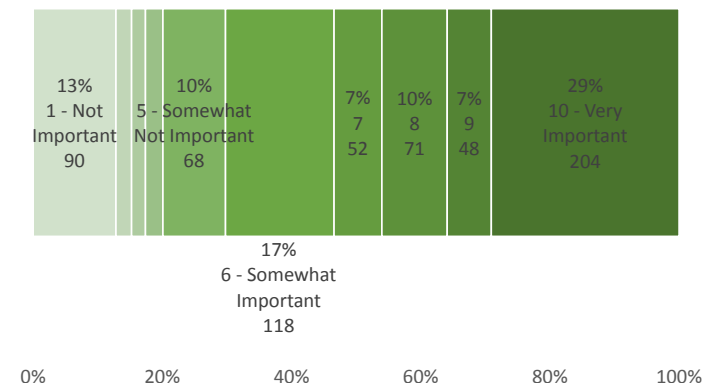


Figure 11: Student ratings of importance of fall graduation (less than 5% not labeled)



Regardless of the time of year, on which day would you be more willing to attend a graduation ceremony?

We asked students which days they would be more willing to attend graduation. A majority (56%) of students suggested they would prefer the weekend. Only 11% of students preferred the graduation ceremony be on a weekday. One-third (33%) of students had no preference as to which day of the week the graduation ceremony was held.

If Stockton held only one graduation ceremony a year, it would need to be scheduled over two days (given the number of graduates who currently receive their degrees each year). Which days would be most convenient for you?

Similar to the above question of students, we asked staff and faculty which days would be more convenient for them attending the graduation ceremony. Unlike students, both staff and faculty reported preferring a weekday. Thursday and Friday was the most popular choice among staff (76%) and faculty (62%). Conversely, only 11% of staff and 19% of faculty cited Saturday and Sunday as their preferred choice of graduation dates.

*“Commencement is such an awesome time for Stockton. Whether we have one, two, three or more--I’m just happy to be a part of such an incredible event!!!”
- Anonymous Staff*

Figure 12: Regardless of the time of year, on which day would you be more willing to attend a graduation ceremony

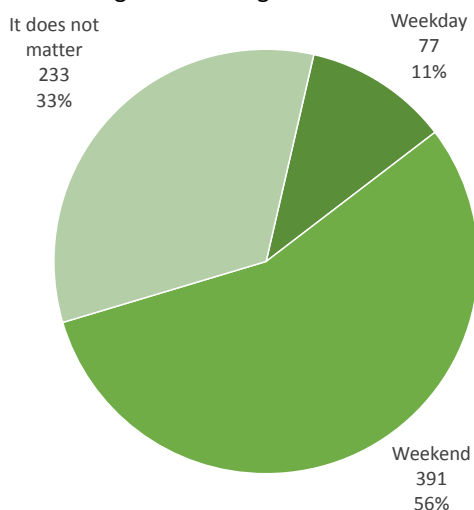


Figure 13: Which days would be most convenient for you (staff)

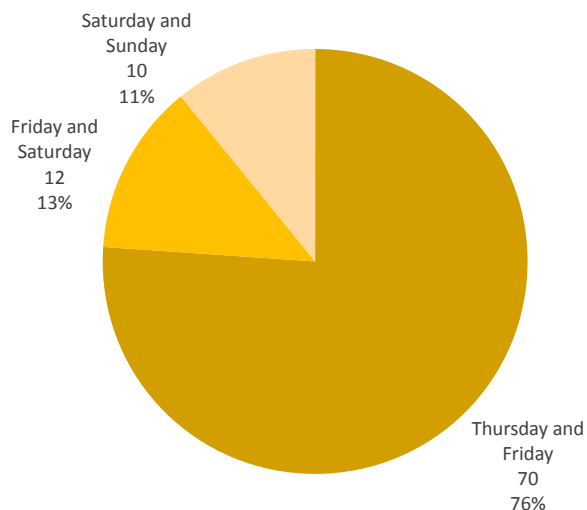
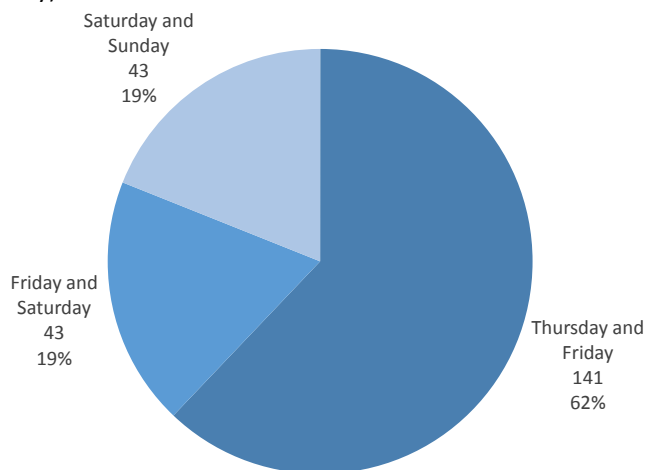


Figure 14: Which days would be most convenient for you (faculty)



What factors affect your ability to participate in graduation, regardless of the time of year?

Somewhat similarly to the question presented to the students and summarized in Figure 8, we asked staff and faculty what factors affect their ability to participate in graduation. Here however the concern is not, obviously, whether those factors might influence their willingness to return for a spring graduation. Staff and faculty could choose all factors that might apply to their participation rate.

Holiday plans were the most common response amongst both staff (52%) and faculty (56%). In both cases, childcare or other family constraints were the second most cited factor, with 42% of staff noting the challenge, and 48% of faculty. Staff also noted professional responsibilities as a constraining factor (17%), while faculty noted conference attendance (21%).

*“Sunday ceremonies, especially in the mornings and the Sunday just before Christmas, are hard for some families.”
- Anonymous Student*

Figure 15: Staff factors affecting their ability to participate in graduation

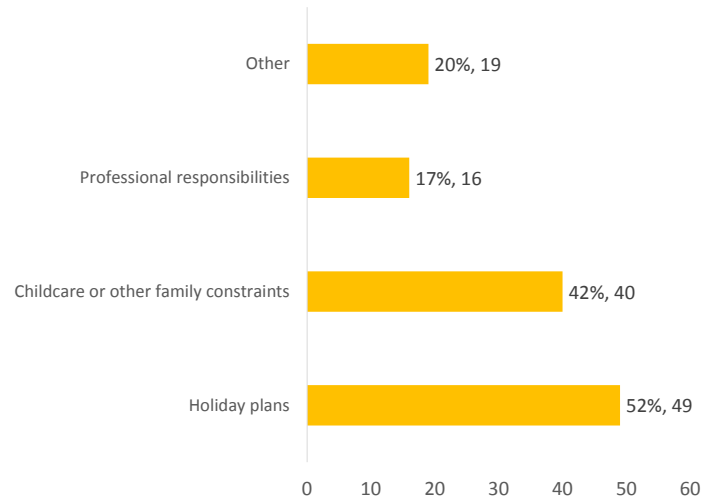
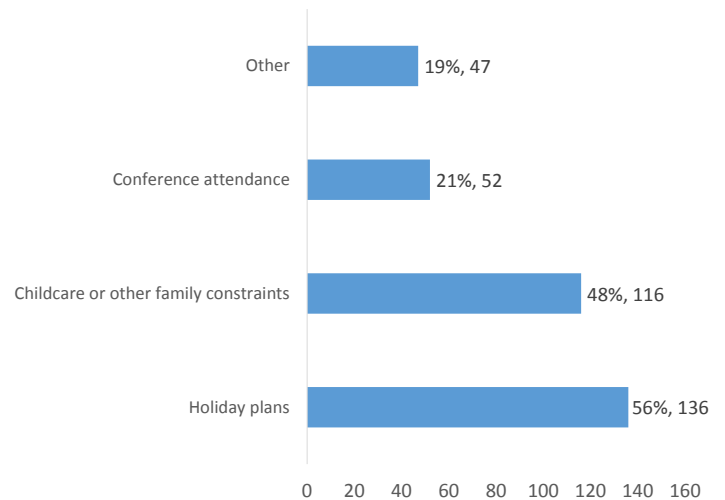


Figure 16: Faculty factors affecting their ability to participate in graduation



If there is just one graduation ceremony a year, should it be scheduled on main campus, or at a larger venue off campus?

As was previously mentioned, should the fall graduation ceremony be eliminated, likely an additional ceremony would be added to the spring graduation ceremonies. One alternative to the three separate ceremonies in the spring would be to hold the ceremony off campus at a venue large enough to accommodate all the students.

We asked both staff and faculty (but not students) their opinions with regard to the location of the venue. Just over one-fourth of staff (27%) wanted to see the ceremony remain on campus while over twice (58%) that percentage of faculty felt the same. More staff (37%) felt it should be held off campus, while relatively few faculty (15%) were in agreement on this issue. Over one-third of both staff (36%) and faculty (35%) had no preference about location.

“To be honest, I decided to extend my stay at Stockton to graduate in the Spring, because if I graduated this semester, I probably would not have attended graduation and prefer the Spring.”
- Anonymous Student

Figure 17: If there is just one graduation ceremony a year, should it be scheduled on main campus (staff)

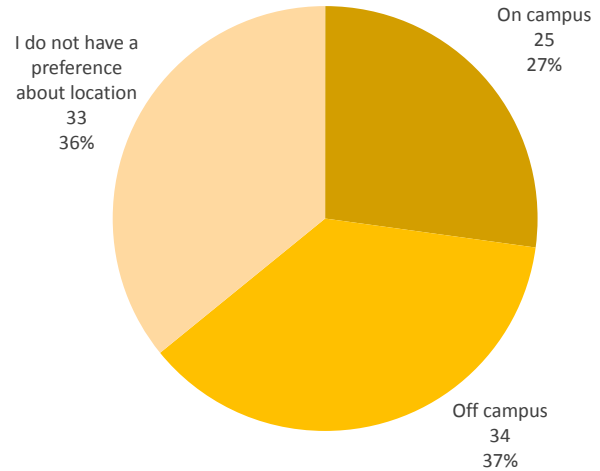
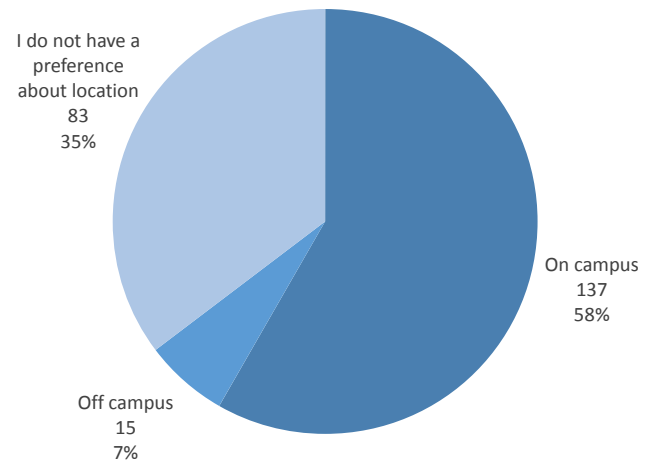


Figure 18: If there is just one graduation ceremony a year, should it be scheduled on main campus (faculty)



Do you have a preference for one or two undergraduate graduation ceremonies a year?

When asked about their preference for one or two graduation ceremonies a year, over half of both staff (53%) and faculty (52%) reported a preference for spring only. Fewer staff (14%) reported wanting to retain the fall and spring ceremonies compared with faculty (23%). One-third of staff (33%) and one-fourth (25%) of faculty had no preference.

Figure 19: Staff preference for one or two undergraduate graduation ceremonies a year

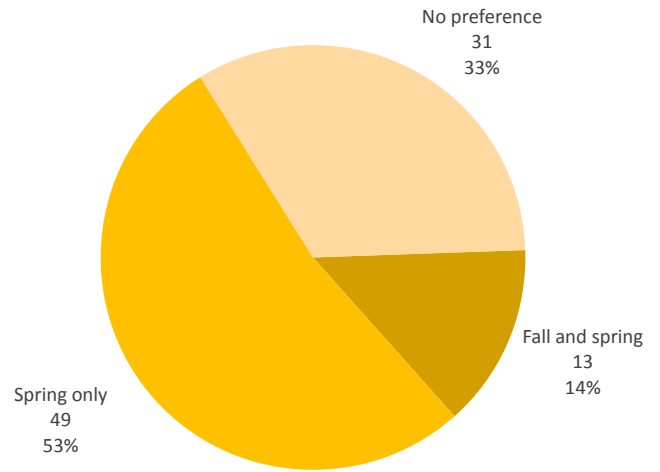
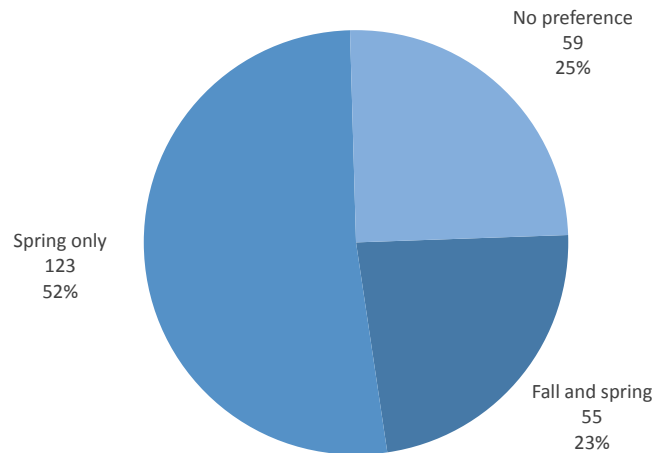


Figure 20: Faculty preference for one or two undergraduate graduation ceremonies a year



“Graduation on Mother’s Day inhibits attendance of many faculty members and is not well-received among students and their families. Avoid scheduling graduation on Mother’s day or Sunday.”
- Anonymous Faculty

Open-ended student comments

A fall ceremony makes Stockton distinctive. It is a tradition that should continue.

A Fall Graduation Ceremony is a wonderful idea and option for those students who have fulfilled the graduation requirements in the fall semester.

After graduation, people might have work especially if it is months after the official graduation date. I would recommend keeping the fall graduation.

Although the presence or absence of a Fall Graduation Ceremony does not affect me personally, I think it is important to hold such a ceremony.

As a graduate student in a 2.5 year program, being able to have a graduation ceremony in the fall will allow me to walk and receive my degree that I have worked so hard for. As the spring approaches, I will have a full time job that will prevent me from walking in the grad ceremony. Please consider keeping the fall ceremony.

As a graduate student where our program only ends in the fall, I think it would be very special to be able to graduate during the fall when we actually complete our program. It seems odd to study for boards and become employed for 4+ months and then have to take off for commencement when you already are working in your field.

As a student finishing this fall, I strongly believe that a Fall Graduation is important. It would be very odd to come back next may for a ceremony, and I would probably not attend. I graduated in 3 1/2 years, and I should be rewarded for it, not wait 1/2 a year and walk with everyone else.

As a student who will be graduating in the fall of 2016, I feel that a fall ceremony is optimal for me, personally, and I know my family is more interested in attending a ceremony at the time of my graduation rather than six months later.

As a testament, I received a Master's degree from Stevens Institute of Technology in 2011 and completed my requirements in the Fall of 2010. They did not have a Fall ceremony and I returned to the campus in the spring to walk. I feel it depends on the graduate and how much it means to them individually, we all should set an example of how important education is and attending graduation is part of that accomplishment. I am sure a percentage of students that complete their requirements in the fall will not come back in the spring to walk due to their personal commitments and locations.-Thank you

As long as the student doesn't lose out on the send off things in the fall semester, I don't see why it would be a problem!

At first I thought I would have had to graduate in fall of 2016. I would have loved the opportunity to be present if so. I am fortunate to be graduating in spring of 2016

Because of the way the teacher accreditation program is setup, I must complete the semesters consecutively, meaning that I can not complete internships. To complete an internship, I am planning on graduating a semester early (in the fall). If there was not a fall graduation, I would not be able to walk, or I would not be able to do an internship that I have planning since I came to college.

BRING FALL GRADUATION

BACK.

Doing away with fall graduation would be a terrible idea. Being behind as it is due to more added requirements and classes not being available in the semesters that I need them, pushing back a graduation ceremony would be very disheartening. I plan on moving away after I am done and I would like to know that I wouldn't have to come back just so I can walk at graduation.

Don't get rid of it!

Either way I don't plan on going to nor agree with wasting money for a big ceremony ... just seems wasteful and pointless to me, would much rather just get out and start making the money and time I threw in the garbage back. Even though I'm expecting to graduate in the spring, it's not fair to students who expect to graduate in the fall semesters to change it all of a sudden. I feel it's extremely important to keep the fall graduation ceremony for future students.

Even though Stockton is the only public university to have a fall ceremony I think it's very important for fall graduates to be able to have their ceremony when they actually complete their degree. It's more convenient and really makes the graduate able to enjoy all the excitement of graduation when they're actually finishing

Everyone deserves a graduation ceremony, no matter the term they graduate.

Everyone should be able to have a graduation ceremony after working so hard for 4+ years. Fall graduation benefits every student attending Stockton. Fix other things that are broken, leave the Graduates alone

Graduate student who complete their requirements by December should have an opportunity to have a graduating ceremony in December

I am a graduate student now but I finished my undergrad in December 2014 and had a "fall graduation". I loved it and think we should keep the fall graduation

I am a graduating Senior this coming fall 2015. Having the ceremony made everything feel more important and special. Please don't do away with it. It allows Stockton to be even more distinctive!

I am a nursing major- based on how the program is set up, I will be guaranteed to graduate in the spring upon passing all of my classes.

I am a senior graduating this fall, december 20th. I am graduating early and am starting graduate school right away. Walking this fall is great and I love being a part of the graduation toast, the dinner, and I definitely think there should be fall and spring graduations. Thank you.

I am graduating this December, and I would not attend a spring commencement ceremony.

I am graduating this fall and I hope that others can graduate in the fall in the future if that is when they finish their requirements.

I am graduating this fall as a graduate student. It would have been nice to have a ceremony rather than having to wait for the spring.

I am graduating this fall, on December 20th, at Stockton. I am very happy that Stockton has a fall graduation because it gave me the opportunity to walk at graduation right after I finished student teaching (my last requirement

for my degree). Without fall graduation, I probably would not have walked at graduation. Fall graduation is very important to me.

I am graduating this fall. You should allow more tickets if available. Those that go unclaimed should be auctioned off

I am planning on graduating next fall 2016 and am counting on actually graduating in the December and not having to wait until May. I would be extremely upset to find out I couldn't do this. So I believe taking away the fall ceremony would be a big mistake.

I am so glad Stockton has a Fall ceremony! I may be moving to Florida and it would stink if I had to miss my graduation ceremony.

I am technically graduating this semester, but I appealed to walk in the Spring. I like the idea of a spring commencement ceremony because it is more time efficient with the holiday season quickly approaching after winter graduation.

I believe it is great Stockton has a Fall Graduation Ceremony. For those who do finish all their requirements in the summer or fall, they should be able to have a graduation more recent to when they finish. If this applied to me, I would not like to wait until spring for my graduation.

I believe that the fall graduation ceremony is a great privilege here at Stockton. It should continue to be a privilege so that students who fulfill their graduation requirements should be able to have a ceremony in the same fashion as the spring students.

i can't believe one must pay to graduate. this is absurd.

I do not think that students should be penalized for graduating at

a "non-traditional" time of the year. There are many factors that would prevent a student from returning 6+ months after completing their degree. Everyone deserves the time to celebrate their achievements with family and friends.

I don't think it is fair that fall graduating seniors cannot participate in a senior week.

I don't think people who are due to graduate during the Fall or Summer should have to wait until the Spring to have a ceremony. I think they deserve to have one in December immediately after completing their degree. I plan on graduating in the Fall and attending graduate school at another college in the Spring because a graduate program isn't offered for my major here. Therefore, I think the Fall graduation ceremony is great for students and should be kept.

I don't think Stockton can keep calling itself distinctive if it takes away everything that makes us distinctive in the first place. People who graduate in the fall deserve their right walk across the stage when they finish their degree. If I was graduating in the Fall and had to come back here for the Spring graduation, I more likely not come back for it. The hope is that we get a job when we graduate, why after 5 months would a person in the real world want to come back after they already were done?

I feel that the fall ceremony is beneficial because it allows students to celebrate their achievement in a timely manner. I plan on graduating in the fall of 2017 and then working before moving away for graduate school and I would prefer to have a

ceremony in the fall instead of months later when I may not be able to attend

I finished school in 2015 I want to graduate in 2015.

I graduate in spring.

I graduated with my Bachelor's degree from Stockton last fall. I feel that it would be unfair to take away the Fall graduate ceremony. I would have been very disappointed if I had to wait until the Spring ceremony because I may not have been able to attend. Since it would have been 5-6 months after I finished school I probably would not have wanted to come back for something that I already celebrated.

I hate this school and can't wait to graduate. I'm only here to keep my family happy. You guys and your fascist policies ruined my college experience. \$%#^ you with the freest of speech this divided state of embarrassment will allow me to have.

I hope that in the future it could be possible to allocate more tickets for graduates. I know our space limits us, especially in the Fall, but it would be nice! It's extremely stressful deciding who to let come and who you won't.

I know there are a lot of students who graduate in the fall, so instead of making all of these students wait until spring for the ceremony, where graduation isn't as meaningful since they would have already had their degree for 5 months, a graduation ceremony should still be held. This will also help keep the size of graduations down so students can have the opportunity to invite several guests to their ceremony.

I like having a Fall Graduation
I like Stockton University's diverse ideas. A Fall Grad. Ceremony is a

great idea in my personal sort of opinion because I like things that are distinct. Good job and way to go, Stockton University! Proud to be an Osprey today!

I like the fact that Stockton has a Fall graduation ceremony because it is more convenient for those who graduate during a fall semester so that they do not have to return in the Spring, which may mean they miss their ceremony due to outside factors.

I like the idea of a fall commencement ceremony as Stockton University is the only 4-year NJ institution that allows or provides this. I like that Stockton does something different, and this should be applauded. I would like to say thank you from the bottom of my heart for caring so much about the students and acknowledging that the students are an integral part of the Stockton body.

I love being graduate student from Stockton University. I just want to tanks all my professor and faculty to teach me new things. i love Stockton and miss a lot.

I love Stockton! Very thankful and proud to be an Osprey!

I probably would've gone somewhere else if Stockton didn't offer a fall graduation. I wasn't going to be punished and forced to graduate later because of transferring.

I really enjoyed my time at Stockton!

I really wish there was a fall graduation for master's students.

I think if students complete their degree in the summer or fall, they should not have to return to the university for a graduation in the spring. Most of them probably would not come for a spring graduation in may, if

they completely their degrees in December.

I think if you're considering eliminating the fall ceremony it would be one of the biggest mistakes the institution could make. I would be FURIOUS if I graduated in the fall and had to wait until spring to graduate. Also, graduating this semester I feel like I got the short end of the stick so much. Not all fall graduates are a semester late and it's as if we don't get any credit for graduating at all. I'm graduating a semester early and a VIG card doesn't cut it for the senior week spring grads get. Also, the trying to change things back to traditional means and not allow me to wear my cords makes me so beyond angry. I worked hard to earn the honors I did and it is in no ones place to tell me that I shouldn't be wearing cords from honor societies or awards I've earned. Extremely disrespectful. I've loved this institution with all my heart since freshman year, but this last semester with graduating in the fall, Stockton has disappointed me in more ways than one.

I think it is a lovely idea to have a Fall Graduation ceremony, regardless of how many students their are. To wait until Spring would be a nuisance.

I think it is awesome that Stockton does this

I think it is good that Stockton has Fall and Spring graduation. It is annoying for students who graduated in the summer to wait for the Spring graduation.

I think it is great to hold both fall and spring ceremonies because of everyones varrying schedules.

I think it is unfair for Stockton to hold a graduation ceremony for graduate and doctoral students

not only during the week, but also during working hours. My family and I will now have to take personal days from work just to travel down to the university and then participate in the ceremony. After spending 6.5 years at this institution, I feel that this is unjust and unfair to expect students and their families to take off from work to make this ceremony and then drive back home and return to work the very next morning. I have spent years at this university and feel that my presence and my family's at my own graduation will be compromised due to poor planning. All this in addition to the fact that had my one fall class been offered during a different semester, I would have been able to walk a full year sooner. I feel the focus is on the university and not on its students.

I think it's great that there is a fall graduation ceremony because I am going to try to graduate early and will be unsure when I'll be done. So I'm glad to hear that there would be a ceremony no matter what term. Very awesome.

I think that students that finish their degrees in the summer and fall semesters deserve a graduation ceremony equally as much as those that graduate in the spring semester. I, for example, live 2 hours from the school. It would be very unlikely for me to return to campus in the spring to attend a graduation ceremony because I intend to have a full-time job immediately following graduation. I think it is most considerate that the school remain holding the fall graduation ceremony. It is nice to have that satisfaction and recognition of finishing your degree immediately after you actually do it. Having to attend a

spring graduation would feel so delayed and the celebration would be over by then.

I think the fall graduation ceremony at Stockton should stay. Stop trying to change things.

I think you should keep the Fall Graduation Ceremony. I don't think it would be right to make the students who finish in the summer or fall wait until the Spring to walk in the Ceremony.

I wanted to put 10 on question 9, but it was not displayed on my survey.

I was disappointed that the graduate dinner was planned on December 10th, which is the last day of classes. When I mentioned this at the graduate toast, I was told that night classes were not even considered when scheduling the event. This needs to be addressed in the future.

I will be graduating Fall 2016; thus, the Fall Ceremony is important to me.

I will be graduating in the fall so i want a ceremony in the fall when i graduate cuz i would not come back for the spring ceremony

I will be graduating this Fall and I love that there is an option to attend ceremony.

I will be obtaining my Master's degree in Fall 2016 and do not plan on going to graduation in May because who knows what I will be doing with my life 6 months after graduation. It seems so silly to come back just to walk in the ceremony. There should be an option to mail cap/gown/ diploma to these students so that they can have them even if they do not choose to walk. (Since we do technically pay for the cap and gown anyway)

I wish that graduation was NOT on a Sunday as most friends and

family have to travel to attend and have work the next day. Graduation should be on a Friday or Saturday and not at 10am...

should be afternoon early evening I would be fine with just one graduation in the spring.

I would rather have graduation on Saturday instead of Sunday!

I'm a graduate student and I'm graduating next week. I feel like my graduation is anti-climactic and late coming because I won't walk until May. I understand that there aren't many of us who graduate from grad programs and that's the reason given, but it doesn't seem fair. As for undergrads, I don't think taking away the fall commencement will work or be fair. Students leave the area for employment right after graduation which means they won't be at commencement. That's unfair. I think we should all have a ceremony at the end of our graduating semester.

I'm a graduate student in the MSCD program. Half of my class graduates in August 2016 and half graduates in December, 2016. The students in our program would truly appreciate if our graduation ceremony was in the Fall of 2016 rather than May of 2017.

If I finally graduate in the fall I plan to leave the area very soon after and would not be able to get back to this area because of my job or traveling. Not having a fall graduation would greatly inconvenience me and make me unable to walk at my own graduation.

If I fulfill my degree requirements in the fall semester, then it is better to graduate in the fall. I just don't want to wait until May to graduate.

If you do get rid of the fall

graduation add additional day or 2 before the spring graduation. This way the fall people can graduate first and not cause there to be too much chaos from the massive amount of people attending graduation.

Im graduating next week and attending the ceremony, thanks for hosting a fall graduation

It isn't fair to those who have graduated a semester early or late to make them wait a whole other semester before officially graduating, ceremony and all. College graduation is very important and it's important for everyone to get their chance to walk when they deserve and earned it

It would be nice if Stockton didn't go from distinctive college to average university, the fall ceremony is a good thing for students

It's great that there is a fall graduation. Its better than having to wait a whole semester to get to experience graduation or victory ceremony.

It's important to those of us who plan on completing their degree programs in the fall semester to have their degrees at the end of that semester for graduate program entry, fellowships, or employment opportunities.

Its a great option for students who don't want to overwhelm themselves to meet spring graduation requirements. A lot of my friends were supposed to graduate this spring but instead are graduating next fall so they don't have to take too many classes in one semester.

Keep a Fall graduation. It is only fair to those who graduate in Summer or Fall terms. Otherwise they would have to wait for a

long time to walk ceremony and feel their accomplishment.

If taken away a lot of people probably wouldn't return for a Spring ceremony because at that point they won't feel the accomplishment as strongly since it happened awhile back.

Keep Fall Commencement.

keep fall graduation

Keep the Fall Graduation tradition.

Leave well enough alone!!!!!!

Major & minor listed on the diploma!!

Masters reframe graduation should be on weekend not during the week

My graduate program ends in the fall. By the time spring rolls around I would already have taken the board certification test and most likely have already started working. At that point coming back for graduation will not be as easy and it would feel odd to be working in the field and not have my degree.

My mom and close friend both graduated in fall and attended the Fall Graduation ceremony.

I thought it was a really nice experience and provided less crowded ceremonies by splitting up fall and spring graduates.

Not being able to graduate in the fall would be extremely upsetting.

One of the many reasons why we are distinctive is due to our willingness to have a fall commencement. Taking this away when we are the only school in the state that offers it, takes away from our "distinctiveness." If we take away fall commencement, I think we should at least have Grad Send off events in the fall, in lieu of the ceremony. I am letting you know that I am not biased because I will potentially graduate in the fall, I just want you to know that

Fall graduates should have some sort of incentive that the Spring graduates receive, whether its a ceremony or grad send off events.

I hope that you understand this and that you remember to accommodate the students that make this college distinctive.

Perhaps you should poll the people who are graduating. Many of us would prefer to walk at the end of the fall semester, and not have to return for a ceremony in the spring. I'm sure some undergrads would prefer the "big" ceremony in the spring and would be willing to wait. A prior institution I attended allowed people to choose when they walked, even if they were already officially "graduated. Please continue the fall graduation ceremonies! I am autistic and do not handle crowds well. Since fewer people graduate in the fall, the smaller ceremony would be much easier on me. (I'm due to graduate fall 2019.)

Please do not get rid of the fall ceremony.

please take in to consideration some people can not get time off during the weekends.

Quit bothering me with this %^&\$#@!.

Some people came here wanting the winter graduation and to take that away now would be unfair.

Stockton has a legacy of having students need an extra semester so I think having a Fall Commencement is very important.

Students graduating in the Fall should be able to celebrate their achievements when they are achieved. I think it is awful that you have already taken away that right from graduate students, let the undergrads keep theirs. More than half of my graduating class

says they will not be returning for commencement almost 1/2 a year after we earned it!

Sunday ceremonies, especially in the mornings and the Sunday just before Christmas, is hard for some families.

Sunday's are not a good overall day for graduation as family would not be able to come for religious obligations. Saturday's would be better

Thank you Stockton University for providing the environment, faculty, and staff that has allowed me to flourish :)

Thank you Stockton University for the opportunity.

The fall commencement ceremony is important for those students who are unable to complete their degrees in a spring term. With the number of transfer students and extended programs, it is important for those who complete their degrees in the summer and fall to receive the symbolic and ceremonial completion of their degree.

The Fall Commencement Ceremony is something individual and unique to Stockton as a university. It is my impression (and own opinion) that there are a great deal of students (myself included) who would benefit from keeping the Fall Commencement in place. The joy and accomplishment of completing your degree fades in terms of formal ceremony when waiting that many months to celebrate it. Not many people will want to wait and will therefore refrain from attending a Spring Commencement ceremony. Keep the Fall Commencement.

The fall graduation ceremony is a fantastic thing for fall graduates. At my community college, I

graduated in the fall, and even though I picked up my degree in January, it really didn't feel like graduating at all.

The fall graduation program should not be eliminated.

There are so many students that graduate in the fall every year. It would be unfair to assume that they would return for a spring ceremony. The other colleges in New Jersey are much more organized with their schedules and courses. They don't have as many students graduating in the summer or fall.

There is no reason to get rid of the fall ceremony for those students who finish in the fall. Graduation is suppose to celebrate the students and the university. With all the time, effort, and money a student puts into getting a degree (and the school puts into them) a fall ceremony is the LEAST we can do for those students.

There needs to be more notice about graduation and deadlines for fees that need to be paid by the student. I received only one email in regards to a graduation fee way early in the semester and ended up having to pay a late fee. I think one email per week would suffice, considering the fee is due just four weeks into the semester.

There should be a fall and spring graduation. I would prefer it not being on a weekend. I have spent the past 4 months attending Saturday classes and will be spending the next several months doing the same; the weekends will be spent with my child once the semester ends, not preparing for a ceremony.

There should be a fall commencement ceremony for graduate students as well
There should be a graduate week

for the fall graduates just like there is for the spring graduates.

There should be more available seating for the fall ceremony. 6 tickets is not enough for some people.

There should be two ceremonies. Graduation is a great milestone and should be celebrated with a ceremony after your final semester is completed. Two ceremonies is a great idea. Graduation is a great accomplishment, you should not take that celebration away from students, regardless if it is fall or spring. Maybe in the future, just do not schedule fall graduation five days before Christmas.

To be honest I decided to extend my stay at Stockton to graduate in the Spring, because if I graduated this semester I probably would not have attended graduation and prefer the Spring.

To make masters students wait until the spring for a graduation ceremony is absolutely ridiculous, especially when the program is strictly intended to finish in the fall! I am very upset with Stockton because of this

We should have the ceremony on the soccer field and use the sports center as a backup

While I do understand and am aware that the graduate hooding ceremony has been discontinued for graduate students, I do not believe that money should be such a large component in the planning of the ceremony. Stockton puts out a lot of money for events that wouldn't necessarily relate to nor appeal to graduate students. The one main event which students seem to care most about would include the graduation ceremony. The semester in which a student completes his or her academic work is the most

meaningful time to celebrate. It doesn't seem to make sense to make students return five months after completing a major accomplishment in their life in order to celebrate that accomplishment.

Why cancel a ceremony that is something that we have worked so hard to achieve. We pay money to attend a school work hard for years this ceremony honors us the students and our accomplishments. Don't take that away.

WHY IS IS AT 11AM THE WEEKEND BEFORE CHRISTMAS? like seriously it is incredibly inconvenient you have no idea.

Why wasn't graduate level involve in the survey? I'm extremely dissapointed my program ends in the fall and I don't walk till may. I most likely will not come and it's not right after all the money and hard work put in to it

Would like to have a fall graduation for graduate school

You should not remove fall graduation, although I am not graduating this semester, I have many friends that are and I know try are really looking forward to walking now and would not want to wait until spring just to walk.

Open-ended staff comments

1. It is ridiculous that we are required to work graduation, especially when it is so overstaffed. It should be on a volunteer basis. I am sure it would still be staffed adequately. 2. I have never seen an institution that didn't have professionals designated to work graduation. Again, it is ridiculous to force us to work...only to stand around all day because too many others have been forced to work.

A Fall/Winter graduation can be a problem due to weather (snow, freezing rain). We've been lucky through the years.

Actually if we eliminate the Fall graduation we would have 3 days of graduation in the spring, as we already have 1 day for Masters/Doctoral and 1 day for Undergrads currently. I'm not in favor of doing 3 days of graduation in the spring. If we were able to move the ceremony off campus and hold 1 graduation in the spring, I'm in favor of doing away with the Fall Ceremony.

Boardwalk Hall would be a great off-site location.

Commencement is such an awesome time for Stockton.

Whether we have one, two, three or more---I'm just happy to be a part of such an incredible event!!! Feel bad for the student who would complete their degree in Dec and would have to wait to walk in May...some may choose not to walk. A very important moment in time they can never repeat. Would hate to see that moment pass them by. Stockton is all about that personal touch. So hate to lose that engagement with our students. But, if it's cost effective and best use of labor and space, we may not have a choice in the matter, it may

be best to look at a larger venue off campus.

Having graduation during the week would save lots of overtime and comp time. You don't need me to tell you that parking would be an issue though.

Having graduation on a weekend doesn't make much sense. We come in for a few hours, are paid in comp time and have less time to spend with our families because graduation encompasses our morning and afternoon. Working full-time, weekends are important family time for me. We are all here during the week. Seems like a no-brainer to have graduation on a Thursday and Friday.

Saturday and Sunday are Family time. Thanks for the opportunity to voice my opinion! :)

Having the ceremonies in the spring only, even over two days makes more sense as does having the ceremonies on Thursday and Friday. No need for comp time or overtime for most everyone.

Having two ceremonies reinforces our "distinctive" status in the state. We like to be different.

I am not looking for Stockton to be like every other public institution in NJ

I believe if you are leading towards a two-day ceremony in the Spring, it may need to be held at a larger venue. Maybe have the master and doctoral ceremony at the University still, but with the numbers for undergraduates growing, I'd suggest to look into a venue like Boardwalk Hall. Granted there would be less University personnel required (which may be a downfall), there is Strikeforce or CSC that can easily handle larger crowds and accommodate a larger facility for families that attend. Lots of

variations possible or factors that could come into play.

I believe the University would save SO MUCH money if they just had it during the week while full-time staff can help, thus allowing us to spend our weekends with our families.

I do believe that the University will save more money if graduation is schedule on Friday's, once a year, limit on what Trades should participate. For example why are Painters and others doing OT?

I have worked every graduation for the last 8 years and feel that we have outgrown our facilities. I also feel that having the ceremonies during the week will cut down on the number of guests who attend.

I just started working here, so this was my first fall graduation ceremony.

I recommend we move the graduation to Atlantic City Boardwalk hall, which would more than hold the graduates and guests, while also adding to economy of Atlantic City, because guests would stay at the hotels, dine and shop in AC

I think that if faculty don't show up for graduation then the success of the students they teach doesn't matter. Seems like when they achieve tenure their participation in involvement decreases immensely. They should celebrate the quality of students they send out to the work world and that's not their mentality. This makes me sad. I don't think that changing the graduation ceremony will ever change the mentality that "this is just a paycheck

I think that the fall graduation is an inconvenience to staff and faculty. It interrupts holiday plans and preparation. It's bad enough that there's an Open House in

December; that then becomes two less weekends in December that we have to prepare for our holidays. We aren't even able to enjoy the Stockton holiday party because we're busy trying to get final senior grades in and worrying about determining Latin Honors and Program Distinction for the graduates! The process is exhausting, tedious and inconvenient. I really wish there was only graduation in the Spring.

I would prefer the ceremony to be on campus but if there is only one I want it at a larger venue

If you move to a larger venue, I fear, Stockton will lose its control over the "little things". I help in the set up of graduation. And yes, a lot of overtime gets generated because of it, but event services and the office of the President can change things at a moments notice. Here on campus, we are just a call away. In AC, there are lots of union rules the Stockton has not dealt with on this scale. Who loses out? Honestly, graduation is a love/hate event. LOVE, I am setting up one of the most important event in these families' lives. The day their loved one made it. HATE, having to more the same chair, banner, not this flag, but that one, over and over again. If you moved off campus for graduation, many plant employees will love it, at first. I believe it will be a grass is green situation. Despite what some think, we do not do it for the overtime. I want what is best for Stockton. It took me the first year to realize what my role here truly is: I /We provide, within the best of our ability, the safe environment for students to learn. They eat, sleep, and are taught here under our watch. It is because of them I am here. Graduation is the final

outcome of our effort.

In regards to the question that asked whether commencement should be on or off-campus. I noted that if we are looking to do one full day, it needs to be off campus at a larger venue. This will allow students the opportunity to invite more of their family and friends. It will place less stress on Faculty and Staff to be present for multiple commencement ceremonies and if we outsourced the duties that are normally fulfilled by Professional Staff members (i.e. Ticket checking) we could actually spend time watching the ceremony. I know that some students, and more specifically the long-time faculty here at Stockton may want the commencement to be on campus for sentimental reasons, which I can understand, but if we try an off campus location I think it may changes their point of view. My Alma Mater, a public NJ university switched over to an off campus venue for commencement over 4 years ago and as the first undergraduate class of that University to graduate off-campus it was a huge success. The center was completely filled with family and friends and I didn't hear much if any complaints about the location not being on campus. I hope that my input helps.

May 2015 and December 2015 graduations were the largest ceremonies I have worked in my years here at Stockton. The guests are squeezed into Big Blue and sometimes have to be sent over to the Campus Center to see their graduates receive their degrees. It's a proud day for families, friends and our students - I would like to see everyone accommodated for this event. I also see weather

as being a factor in many cases. A few years ago, there was a very dangerous thunderstorm right over Galloway. Our graduating students walked across campus during that thunderstorm - they were soaked and in danger from the lightning strikes. I was upset for them.

No I'm good with what ever they decide.

none

One spring graduation, offsite, is the most ideal situation for me. Two spring graduations, on a Thursday and Friday, is my second choice. Three graduations per year, on weekends, is an inconvenience to the employees expected to work, especially if one of those days is Mother's Day. Mothers get one day a year, and to take that away from them is inconsiderate.

Please no more two a day graduation ceremonies. Let's get the convention center and have one big graduation ceremony with everyone there.

Reiterating, one spring commencement ceremony per year. And, if at least the main ceremony cannot comfortably be held in one space on campus, the graduation should be moved to an off-site location.

The one graduation in Spring and during the week will be saving the College money.

The Sunday before Christmas was upsetting to miss church

While I prefer for commencement to be held on campus, I do not believe that it would be possible to continue doing so if there was just one commencement per year. Obviously spreading it across multiple days would help with this, but then it is still the same as having multiple ceremonies.

Personally, my participation at an off-campus location would be greatly impacted by the venue, for example, I have no interest in driving to Atlantic City to help, but would consider continuing to help if it was a mainland location with easily accessible parking.

Open-ended faculty responses

As a graduate of a fall graduation, it was nice to be able to walk but with time to ponder about it after having attended a spring graduation, spring is much nicer because the weather is always better.

Cancel December Graduation! Considering that we are NJ's Distinctive Public University, I think that we should continue to be different by being the only public school that offers a fall graduation. It's nice for students to be able to attend a commencement ceremony shortly after completing their coursework rather than having to wait another 5 months for a formal ceremony. While it's nice to be done, families lose out on the opportunity for the pomp and circumstance and all the surrounding energy by having to wait until May to be able to celebrate that. I'd be curious to know how many of those winter graduates actually come back in the spring to walk.

Could we please have free childcare for faculty and staff when we attend these ceremonies?

Fall Graduation is and has always been a stupid idea

Fall graduation is helpful to students

get rid of the fall graduation ceremony!

Graduation should be once a year in Spring, and should be held on a weekday. At the very least, it should never be held on Mother's Day in the event that weekends are unavoidable.

Having 2 graduations each year is a huge burden on every facet of and employee at the university. As others have gone this way as well, I see no compelling reason to keep

the December graduation. The time has come to get rid of it. Having a fall graduation recognizes the students right after they graduate in December. I think once students leave campus the likelihood of them coming back to participate in a graduation ceremony goes down considerably. I am coming from another school which had only one ceremony each year and it worked just fine. Thanks for getting our opinion on this.

I believe that two days (in December and May) are a better option than two days in May. I enjoy seeing students graduate and consider it part of what I do as a teacher. However, the ceremony itself needs to be reconsidered in how we execute it. The fall/spring graduation is only one of these things to consider.

I feel that if the institution is going to allow students to finish in the fall semester, there should be a ceremony at the end of that term. It is asking too much of students to have them return 5 months later, and every student should be given their day to be recognized for their achievement.

I graduated myself in the fall for each of my degrees and appreciate that students graduating in the fall often cannot go to a spring graduation. Many move away and don't come back for spring graduation. It would have been anti-climactic to have to wait 6 months to graduate and I would have missed two of the three ceremonies I participated in as a student had I been forced to wait until the spring. I think that instead of surveying faculty, you should survey students and make recommendations based on their interests. Alternatively, perhaps

there could be a university-wide recommendation if we keep a fall graduation that schools and programs should not pressure junior or other faculty to both and provide an option for a rotating schedule.

I haven't attended before because I am new at Stockton. I would like to support the students by attending although I haven't taught any seniors yet. I believe the cost savings in consolidating to one graduation is very important.

I just see a major concern with making one spring two day graduation (typically on mother's day weekend) could be just as much work, time, commitment as one fall and one in spring. I graduated undergrad in the Fall and truly enjoyed the experience, and then graduated a few years later in the Spring and also loved that graduation, however having multiple ceremonies was a strain on my family (I had a graduate ceremony, a regular ceremony, then my husband received his bachelors the same day at yet a third ceremony).

I like the fall ceremony for the students sake. These students will not have to wait until the spring for their celebration thereby increasing their chances of participating. Keep the fall graduation.

I like the idea of having multiple ceremonies, possibly by school over two days, once per year.

I only attended fall ceremonies when I had graduate students in the graduate program who were graduating in December. This was discontinued already.

I teach in a graduate program and the fall graduation was taken away from our students a couple of years ago. I feel if there

continues to be a fall ceremony for undergraduate students in the Fall, graduate students should also have the option of participating in a Fall ceremony.

I teach only freshmen

I think that the students who graduate in the summer or fall would not necessarily return for a spring graduation ceremony. I think that the dates and days of the week selected for graduation have to primarily take into consideration the convenience for students and their families. I hope that a survey is also being administered to students.

I would appreciate returning to the old fall schedule with exams earlier. Many faculty are not using the extra weeks anyway. The issue is that we need more time to grade, not more time in class.

I would love to see one graduation per year held on a weekday. Many students and their families work on weekends (big money-makers given our location to AC) and give up those opportunities to attend graduation. In addition, it will save the university money since we will not need to pay staff overtime. Additionally, a weekday graduation will not interfere with any religious obligations or celebrations of any kind. Thank you for working on this very important topic.

I would prefer one large ceremony for all to attend followed by conferral of diplomas by school.

I'm not a big fan of the ceremonial speech. This particular genre tends to rely heavily on unsupported claims and emotional appeals. I attend because I don't want to hurt the feelings of any students who appreciate ceremonial occasions and expect me to be there. Honestly, though, I'd

rather be anywhere else. To name a few examples of far more interesting compulsory ways to be forced to spend a Sunday---jury duty, cleaning toilets at a state penitentiary, being kidnapped by terrorists, . . . If we didn't have a fall ceremony, there would be no chance of hurting anyone by my absence and I would be so relieved.

Ideally. Fall and Spring graduation should be held on campus however with the current difficulty with parking, it would be better at a venue that can accommodate the graduates and their families.

If fall graduation is eliminated, many students who would have participated may not be able to come back in the spring because they would have left the area for jobs, family responsibility, etc. In essence, we would deny these students the recognition and closure that is so important to our graduates.

If graduation is held on the weekend or when schools are closed, and faculty, staff are not permitted to bring their children, it is imperative that Stockton offer onsite childcare.

If having two different days of ceremonies in the spring, why not just do one large commencement, perhaps outside, for speakers, procession, and general degree conferral, then have students split into their individual schools or programs to receive their diplomas in other spaces on campus (i.e. Alton, CC Event Room, PAC, etc.)? We also used some spaces located off campus (i.e. local movie theater) since there was not enough space to accommodate every program. I graduated from UVa and this is how it was done there and it worked out

nicely. I know many other schools employ this model. No need for graduates, families, and faculty to wait for hundreds of other students to receive their diplomas and allowed families to get a closer view of the graduate receiving their diploma. The Deans of each school could then give the diploma to the students.

If the school is going to keep a fall graduation - consider having the ceremony in February - like in the past. The timeline for graduation is very tight and is a source of unnecessary stress.

If the weather cooperates, the commencements should be held outside.

If we are going to continue to call each graduate's name, then TWO ceremonies are absolutely necessary. Graduation is too long now; if we add all those extra kids into the mix, I won't be going. I simply cannot sit that long!

If we are the only ones doing it, why are we doing it? Clearly, other students survive without it.

It's not about us (faculty). It's about our students. The timeliness of the celebration is unique to us. Students have not left the area for jobs, etc. There's never going to be a perfect date or time. I think we would lose student's participation if they finish in the fall and can't formally graduate until the spring. Just one in the spring is the right choice!

many students are not able to attend this year due to late date. Graduation on mother's day inhibits attendance of many faculty members and is not well-received among students and their families. Avoid scheduling graduation on Mother's day or Sunday

Many times my program only has

5 or so students who graduate in the fall, so it really does not make sense for our faculty to attend- but some of us do- it truly makes sense to only have ONE ceremony in the spring

Moving to one graduations would be a cost saving and should be considered.

My only concern with this survey is it neglects the additional spring commencement ceremony for graduate students. I attend three ceremonies each year, two in the spring and one in the fall. Would we continue to have a separate graduate graduation in the spring?

Nice of you to ask after already deciding the issue. Shared governance at its best.

One large ceremony at a venue off campus might be held in one day if the hand shaking were eliminated. Then we might add breakout ceremonies for the Schools.

Participation by all staff would be fabulous on a Thursday and Friday and save overtime pay.

Please - we need this to change. Regardless of the date, having graduation on a weekend is a hardship, not only for those responsible for elder/childcare, but also for those fighting to maintain an appropriate work life balance. The administration does not recognize that many of us put 40+ hours per week into work. The university also openly supports inequity of requirement for attendance - some schools require, and others do not. We are adults and understand the importance of this day. We are also, however, professionals who need to maintain personal boundaries and are constrained by other issues. I would also like the committee to look into encouraging graduation

ROTATIONS that can be monitored and included as part of files. The fact that senior faculty do not attend should not be a burden on junior faculty to bear - accountability for senior faculty members must also be demanded. please send a schedule on what we need to do

Please stop having graduation on Mother's Day

Please switch to one graduation per year.

Prefer graduation ceremony ONE day a year, not TWO days.

Stockton needs to become more family friendly and be a part of the 21st century. Many of us have childcare, eldercare, and other needs, compounded with typically a 2 adult working household. Having weekend graduations and multiple graduations per year becomes difficult and places partners in conflict.

Stop having it on Mother's Day.

Also, stop having it so close to Christmas.

Students who graduate in the fall semester might not be able to attend a spring graduation.

Teaching online, I get to know my students and I congratulate them when they are graduating and wish them well with their future career path.

Thank you for making this survey. I imagine costs go down if we only have one ceremony. In fiscally constrained times, that's a good thing.

The cost of staff working graduations should be taken into account. If the graduation is held on weekends, this can mean paying beyond the normal working day.

The deadline for senior grades is unbearable. The differing program expectations are unfair. The

disregard for childcare at this time of year is discouraging.

The Fall graduation is held on a Sunday and I can attend it. The Spring graduation is held on a Saturday and I cannot attend it

The idea of a fall graduation is really stupid. This is the only college/university I've ever worked at/attended that did one. It is a complete waste of the university's money and time.

The only graduation "ceremony" I ever actually enjoyed was when my master degree program had a "cena de gala" (a small catered dinner which the participants paid for) with the program participants and program faculty. I did not even attend the actual ceremony for my own graduation because I find them boring and meaningless. They are too large, long and tedious. The only people I cared about were the ones who shared my program's classes.

The question about preferred days of the week should have the option: No Preference.

There should be no limit to students guests. My kids graduations were open to all - they were fun. Graduation, then dinner with family and professors. They were a week celebration! The families of graduates slept in the dorms. They were fun graduations!

We have only had 1 student graduate in December in the MSW program. BSW, always under 5. I am not sure any of them actually attended.

We ought to ask students and their parents their preferences not faculty. We get paid and this is part of our jobs.

Well structured survey.

While I have attended Fall and Spring commencement

ceremonies for the last 3 years, I prefer the ceremonies to occur during the work week. I miss the energy that occurred on the campus when everyone was here (back when we had commencement during the week).

While I recognize that students finish the requirements for graduation at different times, I believe that there is something memorable, even important, that students graduate as a unit. I'm not aware of the difference in number of graduating seniors between the fall and spring, but my suspicion is that there is something more meaningful and memorable about the spring graduation as it is likely more widely attended.

While it may be necessary to have graduation over two days, I hope it would be done by schools, so that faculty would only need to come one day. Regardless, any given ceremony should not be longer than it is. I think holding on campus is important as some relatives may never have seen the campus. One ceremony a year would compensate for the new extended semester (finals week) in terms of travel/days off to prep for spring classes. (A small note: one ceremony a year would also mean gown rentals would be cheaper, though I've always wondered why the school doesn't just buy gowns for faculty instead of renting every year.)

Working students and their families really do have problems with weekday ceremonies. I really like the model of each school having its own graduation ceremony. Forty years ago I ushered for GW's school graduations and thought they were wonderful.

Student Affairs		Potential Savings with May only Commencement (5% attrition)	Plant Management & Facilities	Campus Police
			Vehicle maintenance (2 hrs.; pres. golf cart)	Winter Graduation Preparation Costs (2 employees, total of 6 hours at 1.5 pay) \$ 369.95
Chartwells	\$ 37,506.00	\$ 1,875.00		
			Carpenter shop walkthrough (.25 hr.)	Graduation Detail (15 employees, total of 96 hours at 1.5 pay) \$ 3,795.85
Cords/tassels/stoles	\$ 1,932.00			
			Delivery of covers, dept. flags, etc. from warehouse (27.5 hrs.)	
Printing	\$ 869.00			
			2 electrical staff day of event (for AV, power supervision 25.5 hours at 1.5 pay)	
Programs	\$ 3,424.00			
			Grounds crew (pre-event landscaping and clean-up; 30 hrs.)	
Gift cards	\$ 250.00			
			Heating and ventilation (pre-event, during event, 29 hours)	
Student gowns	\$ 22,251.00	\$ 1,120.00		
			Key and lock (one employee during event, 9 Paint shop (touch ups pre event; 1 hr.)	
Flowers	\$ 1,995.00	\$ 2,934.00		
			Plumbing (2 plumbers pre-event check-through; on-duty plumbers during event; 24 hours)	
Bagpiper	\$ 350.00			
			Repair shop (set-up, stage, bleachers, chairs and breakdown; 294 hrs.) Custodial (pre-clean, during event, and post-event; 136.5 hrs.)	
Guest tickets	\$ 784.00			
Padfolio gifts	\$ 1,623.00			
Grad toast tickets	\$ 258.00			
Faculty regalia rentals	\$ 2,805.00	\$ 2,805.00		
Security	\$ 1,008.00			
Videographer	\$ 1,900.00			
Medical services	\$ 650.00			
Ticket taking service	\$ -			
Advertising	\$ 1,200.00			
Chair/stage rental	\$ 1,681.00	\$ 1,681.00		
Diplomas/covers	\$ 7,000.00			
Grad send-off	\$ -			
Misc. (flags, etc.)**	\$ 5,134.00			
Estimated cost for yearbooks***	\$ 21,472.28			
Total	\$ 114,092.28	\$ 10,415.00	\$17,780.75	\$ 4,165.80

Total does not include earned comp hours: ~488 hours

TOTAL: \$ 136,038.83

*If spring ceremonies are held on consecutive days

** One-time expenses of school flag and banner replacements (university status)

*** Yearbooks are ordered in bulk once per year for the greatest discount, and the exact pricing varies by year. This estimate was derived from the number graduation applicants multiplied by the cost of the book last year.

Fall Graduation Staff Survey

Stockton University is gathering opinions about the Fall Graduation ceremonies.

The decision about whether to continue this ceremony or not does not impact fall degree conferral (a student's ability to complete a degree), but we want to be sure everyone has a chance to voice their questions or concerns. For 2015, this ceremony occurred on Sunday, December 20th for those students who had met all requirements as specified by their program. Information gathered will be summarized by the Committee on Administration and Finance in a report presented to the Faculty Senate. Questions regarding the data can be sent to Dr. Susan Fahey.

1. Are you aware that Stockton is the only public, New Jersey four-year institution that holds a fall graduation ceremony?

- Yes
- No

2. Have you ever participated in a fall graduation ceremony?

- Always (I have missed no more than one in the past 5+ years)
- Often (I have missed 2+ in the past 5+ years)
- Not often (I have attended 1 in the past 5+ years)
- Sometimes (I have attended <1 in the past 5+ years)
- Never (I have never attended graduation)

3. Did you participate in the fall 2015 graduation ceremony (held on Sunday December 20, 2015)?

- Yes
- No

4. If you participated in fall graduation, did you receive comp time or overtime for that participation?

- Yes
- No

5. If you participated in fall graduation, what was your primary reason for doing so? (choose all that apply)

- I am required to attend by my direct or other supervisor
- I am expected to attend by my direct or other supervisor
- I receive comp time for my participation in graduation
- I receive overtime pay for my participation in graduation
- All of my colleagues participate in graduation
- I like seeing the students graduate
- My work for the graduation is done before the ceremony, so I don't participate
- Not applicable (I do not participate in fall graduation ceremonies)
- Other (please specify)

6. Did the fall graduation date of December 20, 2015 this year affect your ability or willingness to participate in fall graduation?

- The date did not affect my ability or willingness at all
- The date did affect my ability or willingness a little
- The date did affect my ability or willingness a lot
- Not applicable (I did not participate in the fall graduation ceremony this year)

7. Do you have a preference for one or two undergraduate graduation ceremonies a year?

- Yes, I believe there should be two commencement ceremonies (fall and spring)
- Yes, I believe there should be one commencement ceremony (spring only)
- I do not have a preference

8. If Stockton held only one graduation ceremony a year, it would need to be scheduled over two days (given the number of graduates who currently receive their degrees each year). Which days would be most convenient for you?

- Thursday and Friday
- Friday and Saturday
- Saturday and Sunday

9. What factors affect your ability to participate in graduation, regardless of the time of year? (Choose All That Apply)

- Holiday plans
- Childcare or other family constraints
- Professional responsibilities
- Other (please specify)

10. If there is just one graduation ceremony a year, should it be scheduled on main campus, or at a larger venue off campus?

- On campus
- Off campus
- I do not have a preference about location

11. On a scale of 1 to 10, (1 being "not important" and 10 being "very important"), how important is the fall graduation ceremony to you?

- 1 - Not Important
- 2
- 3
- 4
- 5 - Somewhat Not Important
- 6 - Somewhat Important
- 7
- 8
- 9
- 10 - Very Important

12. Are there any additional comments you would like to add?

Thank you for taking the survey.

Fall Graduation Faculty Survey

Stockton University is gathering opinions on the Fall Graduation ceremonies, which does not impact fall degree conferral (a student's ability to complete a degree). For 2015, these ceremonies will occur as scheduled on Sunday, December 20th for those students who have met all requirements as specified by their program. Information gathered will be summarized by the Student Affairs Committee in a report presented to the Faculty Senate. Questions regarding the data can be sent to Dr. Arnaldo Cordero-Roman.

1. What is your current position at Stockton:

- Professor/Distinguished Professor
- Associate Professor
- Assistant Professor
- Instructor
- Adjunct

2. Are you aware that Stockton is the only public, New Jersey four-year institution that holds a fall graduation ceremony?

- Yes
- No

3. Have you ever participated in a fall graduation ceremony?

- Always (I have missed no more than one in the past 5+ years)
- Often (I have missed 2+ in the past 5+ years)
- Not often (I have attended 1 in the past 5+ years)
- Sometimes (I have attended <1 in the past 5+ years)
- Never (I have never attended graduation)

4. Do you plan to participate in the fall 2015 graduation ceremony (December 20, 2015)?

- Yes
- No

5. If you have participated in fall graduation, or plan to do so this semester, what is your primary reason for doing so?

- I am required to attend by my program coordinator/director or other supervisor
- I am expected to attend by my program coordinator/director or other supervisor
- All of my colleagues participate in graduation
- I like seeing the students graduate
- Not applicable (I do not participate in fall graduation ceremonies)
- Other (please specify)

6. Fall graduation is on December 20, 2015 this year. Will the date affect your ability or willingness to participate in fall graduation?

- The date will not affect my ability or willingness at all
- The date will affect my ability or willingness a little
- The date will affect my ability or willingness a lot
- Not applicable (I do not participate in fall graduation ceremonies)

7. Do you have a preference for one or two undergraduate graduation ceremonies a year?

- Yes, I believe there should be two commencement ceremonies (fall and spring)
- Yes, I believe there should be one commencement ceremony (spring only)
- I do not have a preference

8. If Stockton held only one graduation ceremony a year, it would need to be scheduled over two days (given the number of graduates who currently receive their degrees each year). Which days would be most convenient for you?

- Thursday and Friday
- Friday and Saturday
- Saturday and Sunday

9. What factors affect your ability to participate in graduation, regardless of the time of year? (Choose All That Apply)

- Holiday plans
- Childcare or other family constraints
- Conference attendance
- Other (please specify)

10. If there is just one graduation ceremony a year, should it be scheduled on main campus, or at a larger venue off campus?

- On campus
- Off campus
- I do not have a preference about location

11. On a scale of 1 to 10, (1 being "not important" and 10 being "very important"), how important is the fall graduation ceremony to you?

- 1 - Not Important
- 2
- 3
- 4
- 5 - Somewhat Not Important
- 6 - Somewhat Important
- 7
- 8
- 9
- 10 - Very Important

12. Are there any additional comments you would like to add?

Thank you for taking the survey.

Fall Graduation Student Survey

Stockton University is gathering opinions on the Fall graduation ceremonies, which does not impact fall degree conferral (a student's ability to complete a degree). For 2015, graduation will occur as scheduled on Sunday, December 20th for those students who have met all requirements as specified by their program. Information gathered will be summarized by the Student Affairs Committee in a report presented to the Faculty Senate. Questions regarding the data can be sent to Dr. Arnaldo Cordero-Roman.

1. Which of the following best describes your academic level?

- Freshman
- Sophomore
- Junior
- Senior
- Graduate Student

2. How did you enter Stockton?

- As a first-time freshman
- As a transfer student

3. Are you aware that there is a Fall Commencement Ceremony for undergraduate students who finish their degrees in the summer or fall semesters?

- Yes
- No

4. Are you aware that Stockton is the only public, New Jersey four-year institution that holds a fall graduation ceremony?

- Yes
- No

5. In the year that you expect to graduate, during which term do you think you are likely to fulfill your degree requirements?

- Fall term
- Spring term
- Summer term
- Not sure

6. If you meet all degree requirements to graduate in the summer or fall terms, how likely would you be to return for a Spring Graduation Ceremony (held in May)?

- The date will not affect my ability or willingness at all.
- The date will affect my ability or willingness a little.
- The date will affect my ability of willingness a lot.
- Not applicable (I do not intend to graduate during a fall semester).

7. Regardless of the time of year, on which day would you be more willing to attend a graduation ceremony?

- weekday
- weekend
- It does not matter

8. What factors might affect your ability or willingness to return for a spring graduation if you completed your degree earlier in the academic year? (choose all that apply)

- Research and/or service obligations.
- How far I live from campus.
- Relocation out of the area.
- Employment schedule or other work-related constraints.
- Family's ability to attend.
- Other (please specify)

9. On a scale of 1 to 10 (1 being "not important" and 10 being "very important"), how important is the fall graduation ceremony to you?

- 1 - Not Important
- 2
- 3
- 4
- 5 - Somewhat Not Important
- 6 - Somewhat Important
- 7
- 8
- 9
- 10 - Very Important

10. Are there any additional comments you would like to add?

Thank you for taking the survey.

