

Stockton University

Compass Fund

Proposal Form

1. Please complete this form and email a copy to: CompassFund@stockton.edu.
2. Compass Fund proposals must demonstrate a direct link to one or more of the six areas of focus in the University's [Strategic Plan 2025](#) [Choosing Our Path](#)
3. Proposals must provide specific budget details, identify realistic outcomes, and specify assessment measures.
4. Proposals must include an endorsement from your Divisional Executive. Please include an email or memo from your Divisional Executive with this application.
5. All student project leaders must identify at least one faculty or staff mentor.
6. Particular attention will be paid to proposals which include one or more of the following:
 - A clear demonstration of University wide impact.
 - Involvement of students as project leaders/mentees.

Please provide a narrative summary of your project.

Stockton's mission and vision statements are fully actualized only when the Stockton community is skilled in exercising important and cherished rights to speak, write, create, perform, and express itself free from unprecedented threats including book bans, censorship of ideas and history, and political and social incivility. We desire to promote classroom and campus environments that are inclusive and provide a sense of belonging for all. This project will educate faculty and administrators on rights and responsibilities related to free expression and unite the Stockton community in protecting and exercising those rights in a respectful and civil manner. Specifically, Stockton will partner with PEN America in offering a comprehensive professional development series to faculty and administration focusing on the basics of campus free speech, academic freedom, promoting a climate for respectful classroom communication, and developing practical skills to encourage open dialogue, de-escalate conflict, and manage tense moments shaped by the broader social and political environment. By educating faculty and administration, we promote academic freedom aligned to the First Amendment in an inclusive and thriving community. Faculty and administrators guide students in appreciating the rights and responsibilities of free expression. A strong campus approach to preserving freedom of thought and expression is essential and may be threatened by political interference and a litigious atmosphere.

This project allows Stockton to actualize our mission and vision statements through education of faculty and administration with implementation of learning throughout the Stockton community. Partnership with PEN America for this one-year pilot will provide face-to-face workshops, virtual sessions, coaching, and resources for use on campus developed and provided by consultants with extensive expertise building upon PEN America's successful Campus for All training program. This project is desired by faculty. Due to time constraints, there was not enough time to survey the faculty.

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resources from the workshop to continue to apply what they have learned. Trained faculty may be a source of training for future faculty hired and faculty unable to participate in the workshop session.

The academic leaders' half-day training begins with a dive into the multi-faceted implications of free speech in the U.S. today, learning the basic legal distinctions between protected and unprotected speech, the concepts of hate speech, true threats, and harassment, and to distinguish between censorship and maintaining standards of conscientious and respectful communication. Leaders will then participate in a session to equip them with strategies for tense, politicized, or emotional moments that can be unexpected but often need to be addressed in order to maintain an open and respectful campus climate. Included are techniques for navigating difficult moments in the classroom and campus-wide and for putting out public statements responding to incidents on campus. Participants will leave with a toolkit of ideas and best practices for a range of difficult situations, and will have the opportunity during the session to practice these strategies in small groups. The session will equip leaders with skills to coach their own faculty when issues arise in the classroom and campus-wide. In Fall 2023, PEN America in partnership with Stockton will engage in an evaluation and assessment period with faculty and academic leaders. This will include virtual meetings and surveys with attendees to assess how they are applying the workshop information and materials.

In Spring 2024, PEN America consultants will provide ten virtual coaching sessions with small faculty/leader groups. The sessions are one hour in length and promote talking through specific issues or challenges faculty/leaders are facing and clarifying any aspects of training from the Spring 2023 sessions. Based on assessment activities conducted in the Fall, the focus and composition of the coaching sessions will be determined. Some faculty/leaders may participate in more than one coaching session.

It is anticipated that 50-100 Stockton faculty will participate in the professional development events. An additional 25-60 academic leaders/staff/administrators will participate. We project that at least 20 of the trained faculty and administrators will be willing to serve as resources in reviewing and advising on Stockton's existing policies and procedures and/or provide training in other venues to new faculty and faculty unable to participate in the project. In this manner, the impact of this project is sustained and measurable. The desired outcome is faculty and administrators with confidence, skills, and resources to create an (tT/TT0 12 Tf344.35 314.9Alus

The University benefits from having employees with knowledge and skills to address free speech,
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	Total	25,300.00			

Please note: A proposal can only receive support from the Compass Fund for two fiscal years. Compass Funding cannot be used to fund full-

