

Division: Office of the President  
 Prepared by: Felice Vazquez  
 Date: October 8, 2014

### Annual Assessment Results and Recommendations Report

Overall summary of Division data results: Division VPs please state summary in terms of actions aimed at improving institutional effectiveness.	Implications for resources needed/budget allocations (Must be tied directly to data reported in Assessment Reports).	Strategic Plan goal(s) supported (2013-2020).
Funding levels for each of the President's Division Units has supported current initiatives, though the acquisition of additional grant and/or donor funds will help expand the reach of division programs and increase the units' impact on goal achievement.	Sustain current resources and coordinate with the Office of Sponsored Programs and Institutional Advancement to pursue external funding.	All Plan Goals are supported by the Office of the President.
Summary of Program/Department needs based on data results.	Implications for resources needed/budget allocations priorities.	Strategic Plan goal(s) supported (2013-2020).
<b>Office of Affirmative Action:</b> According to self-reported data of employment applicants, 41% identify as a minority, and gender distribution is 47% female, 50% male. The total number of permanent employees that participated in the anti-discrimination training program and acknowledging receipt of <i>the NJ State Policy Prohibiting Discrimination in the Workplace</i> during this review period is 614, or 56%.	Sustain current resources	Goal 3- To retain and attract world class faculty and staff Goal 4- Recognize our historical excellence in diversity and build on it

<p><b>Human Rights Institute</b></p> <p>The HRI continues to provide gallery exhibits, a series of lectures and seminars throughout the academic year and one major conference each spring semester with attendance of internal and external students, educators and community members sustaining at approximately 1,000 per conference.</p> <p>The HRI has secured the funding for and contracted with Kean's first HRI Fellow, The Anne Evans Estabrook Human Rights Senior Fellow, world renowned human rights advocate, John Prendergast. From his first semester in Residence, spring 2014 to his second, fall 2014; organized interaction with internal and external community members has increased three fold. Post impact data is being collected for the next reporting cycle.</p>	<p>Director is needed. Search is underway. Other resources should be sustained. With a new director in place, the HRC should work with the Office of Sponsored Programs and Institutional Advancement to pursue additional funding in order to expand the Institute's reach with its most effective current programs as well as new initiatives.</p>	<p>Goal 1: To locate Kean University as a focal point  Goal 2: To attract and retain students  Goal 3: To retain and attract world class faculty  Goal 4: To build further a campus environment that reflects our commitment to social justice</p>
--	--	--

<p><b>Holocaust Resource Center:</b> Four NJ teachers who have completed the tuition-free graduate courses and Advanced Seminar courses have been selected to attend The Jewish Foundation for the Righteous Seminars. Sponsored by the HRC, one teacher attended the NY Summer Institute in June 2013; one attended the Advanced Seminar in January 2014, and 2 attended the Summer Institute in June 2014. All have participated in other Holocaust and Genocide Education programs, and were selected by the former HRC director, with input from the EMSE course instructors. More than 200 members of the community participated in the Murray Pantirer Distinguished Scholar Lecture Series. The Diversity Council sponsored a teacher education workshop in January 2014 for approx. 85 NJ educators. Evaluations were received from 48 attendees, predominantly indicating that the conference was informative, interactive, engaging, enlightening, met or exceeded their expectations. The ID 1800 course was offered in 5 high schools in Hudson, Monmouth, Morris, Passaic and Somerset counties.</p> <p>The HRC co-sponsored programs with: the Human Rights Institute, such as the lecture by John Prendergast to students in the undergraduate Holocaust and Genocide classes in March of 2014; the HRI, Kean Counseling Center, Student Organization, Women's Studies on the Say NO MORE to Human Trafficking with film screening and panel discussion, in October of 2013.</p> <p>More film screenings on human rights issues have been planned for Fall 2014.</p> <p>Partnered with the following national and international organizations: the American Society of Yad Vashem to develop workshops and bring in speakers. Other partners include Echoes</p>	<p>Director is needed. Search is underway. Other resources should be sustained. With a new director in place, the HRC should work with the Office of Sponsored Programs and Institutional Advancement to pursue additional funding in order to expand the Center's reach with its most effective current initiatives.</p>	<p>Goal 1: To locate Kean University as a focal point Goal 2. To attract and retain students</p> <p>Goal 4. To utilize our diversity and global perspective</p> <p>Goal 5. To provide world-class external opportunities</p>
--	---	--

and Reflections, the USC Shoah Foundation and Facing History and Ourselves		
<b>Institutional Research:</b> Institutional Research seeks to support all goals in the Strategic Plan by gathering, tracking, analyzing and reporting data related to all units' efforts and outcomes with respect to the same, as well as managing and ensuring compliance with external reporting requirements. Data highlights suggest that 100% of program review data was compiled and reported on time, and 85% of ad hoc report requests were completed as requested suggesting room for improvement. The IR website is maintained as a tool for all units to enhance their use of data driven decision making. Over the past three years average monthly visits to the site have steadily increased from 139 in 2012, 159 in 2013 and 165 in 2014. The numbers relative to the size of the institution suggests more should be done to determine why it is not accessed by faculty and staff more.	Resources are adequate at current levels.	Goal 1: To locate Kean University as a focal point