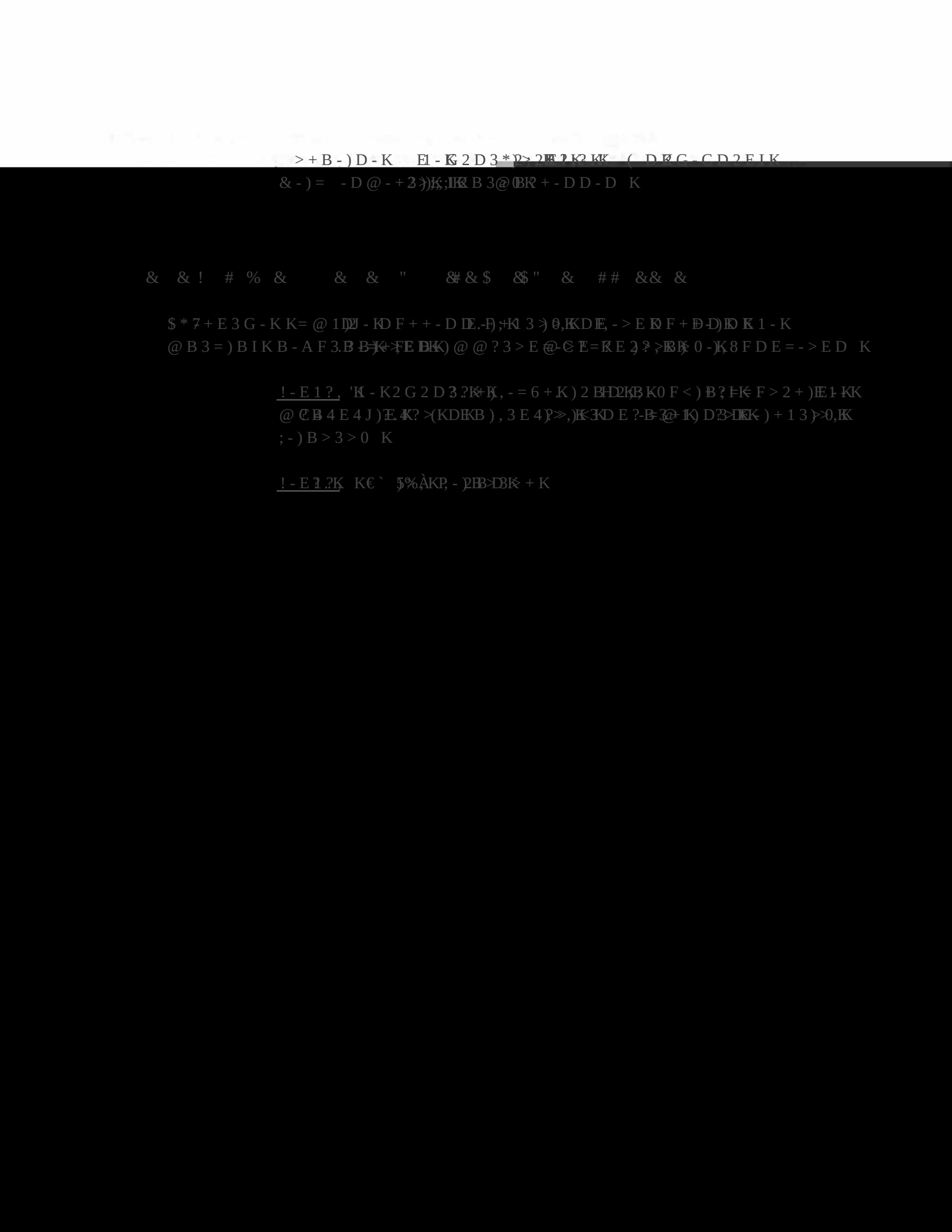
Memorandum of Understanding for Shared Vision for Student Success
between New Jersey City University and AFT Local 1839

WHEREAS, NJCU and its leadership appreciate and acknowledge our AFT Local 1839 community members' ongoing work, support, and efforts to affirm a shared vision for student success as a primary pillar of NJCU's recovery and renewal;

WHEREAS, with for a s

trategic plan, documented

n Higher Education Standard I: Mission and Goals, Criterion 1. Criterion 1 provides in pertinent part that "[a]n accredited institution possesses and demonstrates the following attributes or activities: 1) clearly



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Method: Promote annual graduate enrollment workshops within departments to examine admission, yield, and retention data. Use results of workshops to map

Objective 5.7: Increase faculty and staff engagement in recruitment and retention of first generation, lower-income, underrepresented, and nontraditional students that comprise the majority of NJCU's student population.

Method: Increase opportunities for Open House Events.

Method: Ask faculty from specific academic programs to write letters/texts to applicants for their academic programs.

Objective 5.8: Establish faculty-student relationships when students first arrive on campus.

Method: Include and expect faculty from all departments as part of university service expectations to participate in new-student and transfer student orientations.

Method: Provide online resources for graduate students.

Objective 6.3: Increase mentorship and

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Goal #7: Increase Graduation Rate

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Method: Provide training for faculty and departments about pedagogy intended to increase student success in challenging courses.

Goal #8: Decrease Students' Financial Challenges

Objective 8.1: Decrease the cost of materials/books for students.

Method: Increase adoption of open-source texts and materials.

Objective 8.2: Increase on-campus work opportunities for students.

Method: In addition to work-study program, provide increased employment opportunities for students in and around the university.

Objective 8.3: Increase paid cooperative education and internship opportunities.

Method: Identify additional cooperative education positions that provide financial compensation.

Method: Identify grants that can supplement financial compensation for internship opportunities.

Objective 8.4: Increase scholarship and grant opportunities.

Method: Provide retention grants to mitigate financial hardships for students who are in good standing and making progress in their majors.

Method: Provide resources and guidance for students and their families about scholarship and grant opportunities.

Method: Work with the Foundation to enhance a student emergency fund to support students who experience emergencies that may result in their having to leave mid-semester.

Goal #9: Increase Student Support Services

Objective 9.1: Provide an enhanced social services support network for students.

Method: Have governmental social service agencies hold "office hours" on campus. Designate a faculty/staff member as the coordinator of Community Support Social Services.

Method: Increase peer mentoring, skill building, leadership building, career preparation, counseling (including program to address mental

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