Academic Support & Student Affairs
Annual Report 2015-2016

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For over 135 years, the NJIT community has been working tirelessly toward a common goal – graduating leaders in industry, technology, and innovation. We are thoughtful about every part of the equation that will achieve this goal. Our exceptional faculty educates our students in a wide range of degree programs, while the Division of Academic Support and Student Affairs provides a full range of academic services, support, and developmental activities that provide a well-rounded collegiate experience for our students. Students are the most important part of our university and we take our responsibility quite seriously.

Students come to NJIT from a variety of milieus representing 79 countries and 38 states, including Washington, D.C. They come from rural areas and big cities, and many from our own community here in Newark. We are proud that we attract and educate students from such diverse backgrounds who come together at NJIT with a single purpose – to obtain a first-class education. As Vice President of Academic Support and Student Affairs, it is my goal to make NJIT even more reflective of our community in the coming years, and to ensure that NJIT is a welcoming and supportive campus for all of our students.

The Division provides all of the services needed by our students through our seven clusters: Student Engagement and the Dean of Students Office, Enrollment Management and Academic Services, Athletics, Career Development Services, Center for Pre-College Programs, Center for Student Success and the Educational Opportunity Program. Through our recruitment efforts and pre-college programs, we are working diligently to further enhance the quality and diversity of the student body. Our staff assists students by offering a vast array of comprehensive academic services, providing varied social opportunities, as well as helping them to make that next transition of realizing career opportunities. I am confident that students move on from NJIT as the best representatives of the Division’s commitment to ensure a robust and supportive educational experience.

I am pleased to share with you the Division of Academic Support and Students Affairs’ Annual Report for Academic Year 2015-2016.

Charles J. Fey, Ed.D., Vice President for Academic Support & Student Affairs
I n July of 2015, a new Associate Vice President for Student Engagement and Dean of Students arrived and ushered in organizational change on several levels. Staff are available to students who come to the Office of the Dean of Students (DOS) on both a walk-in and appointment basis for a myriad of issues. DOS operates as a team, collectively devoted to offering students the support they need to achieve their full potential for academic success at NJIT.

Supervision and Staff Development: In an office that deals directly with students, it is essential to have first class customer service. The Dean of Students works hard to create a structure in which the Student Engagement cluster can do its best work, in part by fostering collegiality, support and esprit de corps among staff of the entire division. Developmental opportunities, steered by the Dean of Students, presented the ability for staff to participate in several customer service training workshops, including the FISH! Philosophy, and the Dean of Students lead a distinguished service awards program for the division. Improving staff morale will translate into a better student experience!

Student Satisfaction Survey: It is important to know how students feel about the work that we do. A comprehensive Student Satisfaction Survey was developed and distributed to the undergraduate population. The Student Satisfaction Survey was augmented by the Dean of Students to include items such as helpfulness of staff in meeting needs of students, effectiveness of resolving problems, and staff availability. Using a 5 point scale, satisfaction was measured for nearly every unit in the division. New categories were added including diversity, inclusion and school spirit. The goal for every unit is to reach a minimum rating level of 4 next year. Identifying strengths and areas for improvement will result in better delivery of services throughout the entire Division.

Dining Services: Food is the way to a student’s heart! DOS is working closely with Gourmet Dining Services (GDS), with the shared goal of enhancing service to students. A highlight of this relationship was the first summer meal plan for individual students and staff members as well as large summer programs. This has many benefits for students, including the ability to make summer meals part of a student’s summer financial aid package, with direct billing through the Bursar. In the coming academic year, DOS will be exploring new franchising options with GDS to bring in more choices for our students.

Title IX: A diverse student body includes ensuring equal access to opportunities for both men and women. The Title IX Program is now under the auspices of the DOS office. The primary goal during the 2015-2016 Academic Year was to familiarize faculty and staff with the duties and responsibilities that must be adhered to under the Title IX Law.

To stay abreast of changing regulations, senior staff within the DOS office attend national Title IX Training Conferences, while student leaders attended a statewide Title IX Student Summit coordinated by the Associate Dean for Community Development.
The Office of Campus Life was established in December 2015 to foster an engaging, safe and welcoming environment that promotes opportunities for involvement in intellectual and social student communities, encourages social responsibility, and introduces students to life at NJIT. One area focused on by the Director of Campus Life was offering training opportunities for students, including leadership development, event planning, risk assessment, diversity awareness and appreciation, and transferrable skills.

**Student Leadership & Involvement:** NJIT is seeking to develop the whole person, coupling academic skills with leadership skills. During the 2015-16 Academic Year, student clubs and organizations held over 2,400 events. There was a 203% increase in registered student clubs and organizations from the previous year! Our iLead workshop attendance also went up dramatically – a 314% increase! This of course led to a 336% increase in iLead Certificate completion. Finally, there was a 218% increase in Emerging Leaders Program completion.

**Fraternity & Sorority Life:** In Academic Year 2015-2016, 117 new fraternity or sorority members were initiated, a 39% increase from the year prior. Overall, fraternal community membership saw a 10% increase. We are proud that 91% of chapters met or exceeded the university’s minimum grade point average requirement, with 40% of chapter membership achieving Dean's List standing with a GPA of 3.0 or higher. Over 5,000 hours of community service were completed by the fraternal community, benefiting 125 different agencies.

**Diversity & Inclusion:** The Diversity and Inclusion Office celebrates the rich tapestry that makes up the student body at NJIT. The Diversity and Inclusion Office coordinated over 70 programs focusing on theme-related months, such as Hispanic Heritage, Black History, Women's History, LGBTQ Awareness; as well as traditional programming, including Diversity Week and One World Week. We hosted NJIT’s first-ever Safe Zone program with 18 student leaders in attendance. Staff also assisted in the coordination and implementation of the "Day of Dialogue" program.

In the coming year, Campus Life is working on some major projects, including an online student organization management system, Campus Labs’ CollegiateLink and the Highlander Hub. We will also introduce the online reservation request system for student organizations and redesign the website with expanded resources for commuting and off-campus students, organization leaders, and diverse populations. The 2016-2017 Academic Year will also see the formation of the Campus Life Advisory Group (CLAG) and the Campus Traditions Committee. We will also be seeking to support large- and small-scale programming focusing on evenings, weekends and “non-peak” times.
Campus Center Operations and Conference Services (CCOCS) has completed its first year as part of the reorganization of Campus Center and Student Activities. While working on changing the structure of our office, we have continued to provide high quality service to students, faculty, staff, and community partners.

Campus Center student employment was awarded $161,000 dollars in Institutional Work Study funds and over $40,000 in federal work study monies. Students clocked in over 21,000 work hours for Campus Center Operations and Campus Life. During the Spring 2016 semester, 74% of our student workers made the Dean's List, which is an 11.5% increase from Spring of 2015. 55% of the student engineers made the Dean's List.

Conference Services had a goal of $85,000 in revenue for FY16 and actually surpassed it by 33%, generating $113,666. Conference Services assisted the community based organizations and the City of Newark in providing services and information important to its residents and future college students. We also transformed the Conference Services area with a new website, online rental request process, contract policies, and marketing plan.

The Reservations Office has seen an increase in Campus Center space requests over the last year by 29%.

Approximately 1,500 students used the game room each week. This is a major increase due to the fact that the game room was made free of charge for NJIT students. The game room also has a student lounge that is only for students, and is one of the most popular places on campus for students to meet and socialize.

The Jim Wise Theater, used by the university community and community partners, continues to provide a mechanism for successful programming. Throughout the year, theater operations supports various lectures, programs, events, and theater performances.

**OVERALL STUDENT SATISFACTION WITH CCOCS:**

3.88

(on a 5 point scale)

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<tr>
<th>CAMPUS CENTER SPACE TALLY</th>
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<tr>
<td>FALL 2015</td>
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<td>NON-NJIT</td>
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<tr>
<td>TOTAL CAMPUS CENTER EVENTS</td>
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<td>TOTAL CAMPUS CENTER EVENTS SEPTEMBER 2015 TO JUNE 2016:</td>
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The Center for Counseling and Psychological Services (C-CAPS) has been actively involved in meeting the diverse needs of NJIT students and the NJIT community. C-CAPS strives to enhance the quality of academic and campus life for the university community through the provision of programs and services. We provide outreach services, psychoeducational workshops and training of paraprofessionals. Our overall goal is to optimize the college experience, assist students in the achievement of their academic and professional goals, and promote the emotional and psychological health and well-being of students.

Staff at C-CAPS provide both individual and group crisis intervention services. This year, NJIT unfortunately experienced a number of tragic events. C-CAPS responded to these events by providing direct services to students, and at times faculty and staff, impacted by the events, and assisted with gatherings on campus for memorial or remembrance purposes.

Outreach to students was accomplished electronically with several online assessments on the C-CAPS website through ULifeLine, Test Your Moods, and E-Check-Up-To-Go. In addition, C-CAPS collaborates with Residence Life and Student Health Services on Student Health 101, the monthly online publication sent to all students.

C-CAPS offers students group counseling on relevant and useful topics. This year, we increased the number of ongoing therapy groups from 3 to 4 in response to topics suggested by students.

C-CAPS staff provided services for staff and faculty, including individual consultation, workshops, and webinars. These activities assist staff and faculty in providing quality services to students. Some are designed to help faculty address students who might be in crisis, such as the Distressed Student Workshop. Other activities celebrate our student body, such as the Day of Dialogue Diversity Workshop and the All Together Different Reunion Symposium.

C-CAPS continues to offer outreach through the Peer Helper Program (PHP), which generates a great deal of enthusiasm from the students who work as Peer Helpers. The students were innovative in their ideas for outreach programming, and contributed in organizing tabling events that provided information on topics such as: Alcohol, Drugs and Other Addictions, Stress Management, Sexual Assault Awareness and General Mental Health Awareness. The Peer Helpers made contact with several hundred students during various tabling events which received very positive feedback.

Additional funding was provided this year to add additional hours for the C-CAPS Consulting Psychiatrist, providing students easier and more timely access to psychiatric services.

**ACADEMIC YEAR 2015-2016 WORKSHOPS:**

Stress Management, Test Anxiety, High Impact Alcohol and Other Drugs, Domestic Graduate Student Orientation, New Student Orientation, Learning Community Peer Mentor Training, New Faculty Orientation, and Admissions Open Houses

**OVERALL STUDENT SATISFACTION WITH C-CAPS:**

3.85 (on a 5 point scale)
COMMUNITY DEVELOPMENT

Community Development is designed to strengthen the relationship between the Office of the Dean of Students, the student population, including veterans, and parents. The mission is to effectively support and address the needs of students by enhancing their university experience through a series of annual traditions, and to support programs and events that encourage a sense of connectedness and belonging to the university.

The objective of Community Development is to improve student involvement through increasing student communication, providing more individual contact, and creating programs that encourage student participation. During Academic Year 2015-2016, there were numerous successful programs which provided an opportunity for increased student involvement with the DOS Office, including:

- A new tradition titled “Donuts with the Dean;”
- A Spring (108 parents) and Fall brunch (50 parents) which brought students and parents together during the Highlander Games and Spring Fest;
- A larger “Student Appreciation Week” with 95 events throughout the campus and DOS sponsored events during the week;
- Three programs co-sponsored with the Veteran Student Organization (VSO);
- A fall and spring newsletter for parents;
- A Title IX presentation to fraternities and sororities; and
- Accompanying student leaders to a Title IX Student Summit which resulted in our students planning to host NJIT’s first Title IX Student Summit in April 2017.

STUDENT APPRECIATION WEEK:

95 Campus wide events in 5 days
- 30% increase in events
- 20% increase in departments participating
Community Standards is responsible for the facilitation of the student conduct system for students and student organizations. This includes educational outreach, student support and resolution of student conduct matters. Community Standards worked closely with over 190 students over the course of the 2015-2016 Academic Year relating to the code of student conduct, academic integrity, and copyright infringement.

Enhancements to be made this year will promote personal accountability. Students alleged to have violated the Code of Student Conduct will have individual meetings to review the consequences of their behavior on themselves and others. In addition, Community Standards will provide ongoing training for the Hearing Board, whose members comprise the adjudicating body for student code infractions.

Veterans Support
DOS is committed to supporting veterans. Community Development staff provided veterans support regarding academic and non-academic matters, attended the Veteran Student Association (VSO) meetings, and partnered with the VSO on the 9-11 Commemoration, the Veterans Day Ceremony, and the Memorial Day Observance Ceremony.

Support for the Student Affairs Discretionary Fund
Community Development organized two events held during the 2015-2016 Academic Year, both very successful in attracting new support for the Student Affairs Discretionary Fund. The events were full of good food and fun, and gave staff the opportunity to interact with other departments.
In January of 2016, FYS moved to the Student Engagement and Dean of Students Cluster. A work group met throughout the year to review and enhance the FYS curriculum and programmatic elements. A number of changes were made in order to improve the FYS experience for students.

The FYS runs a Full Semester – for 15 weeks. The longer course format allows for greater levels of assistance and support for instructors. Mandatory Tier 1 consists of 8 topics: 4 will be presented by seminar instructors and 4 by expert speakers.

In the optional Tier 2, students choose 4 topics out of 9. These topics are selected based on the needs of individual cohorts, and instructors are free to invite guest speakers. One topic is presented by Peer Mentors with supervision by an Instructor.

Learning Outcomes that are specific and measurable have been developed for each topic area. Seminars are scheduled in clusters so that certain topics can be presented to large groups by professionals who specialize in those topics.

Mentors now serve as teaching assistants for each FYS sections and present one topic. Mentor training includes a session on Effective Presentation Skills, to ensure the best possible quality presentations.

Effective online resources, modules which include lesson outline and suggested activities, for instructors are available to help with teaching all the mandatory and optional topics.

We are excited to announce that in the coming Academic Year, we will pilot a residence hall-based Learning Communities cohort. All students will live near each other and FYS will be taught by a Residence Life professional staff member.
Learn Together, Connect for Life. The goal of Learning Communities is to create a positive learning environment through a connected academic community for the students to explore their common interests, passions, goals, and purpose. We strive to engage like-minded students to connect and learn together through guidance from peer mentors, faculty, staff, and advisors. Our focus is primarily on enhancing students’ learning experiences and providing opportunities for academic, personal, and social development.

Learning Communities (LC) had a very successful year! We reached more students than ever before and saw a significant increase in student engagement through use of the LC study lounge and participation in academic and social events. We had the highest number of events conducted and highest student participation since the launch of Learning Communities.

LC successfully conducted its 4th Annual Freshman Research Showcase in Spring 2016. The showcase saw its highest ever participation with close to 530 freshmen from the College of Architecture and Design (CoAD), Newark College of Engineering (NCE), College of Science and Liberal Arts (CSLA), and School of Management (SOM) presenting their work around a central theme of ‘benefitting humanity.’

The Fall 2015 freshman satisfaction survey conducted by NJIT Institutional Research looked at Learning Communities students’ experiences at NJIT as compared to non-learning community (NLC) students. The survey found:

- 90% of LC survey responders would recommend LC to a friend or a prospective student;
- LC students made more friends within their major than NLC students; and
- LC students spent less time on social networking sites than NLC students.

**LEARNING COMMUNITY PROGRAM HIGHLIGHTS**

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<tr>
<th>AY</th>
<th>NO. OF COHORTS</th>
<th>LC &amp; NLC STUDENTS</th>
<th>PARTICIPATINGColleges</th>
<th># OF PEER MENTORS EMPLOYED</th>
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</tr>
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</table>

**OVERALL STUDENT SATISFACTION WITH LC:**

3.89

(on a 5 point scale)
Residence Life collaborates with students and staff to provide services that support students’ academic and personal development by fostering diverse and engaging residential communities. Residence Life supports NJIT’s vision of preparing students academically and providing them opportunities to enhance skills that will assist them as they move forward in their careers and life. Residence Life focuses on facilitating student learning around communication and problem solving skills, interpersonal engagement and the impact individual behavior has on the larger community.

The Resident Assistants held over 730 programs during the 2015-2016 Academic Year, including successful programs that focused on areas of residents making smart choices; understanding diversity; career planning; embracing school spirit; leadership and service; and social connections. The Residence Hall Association’s (RHA) opening drew over 500 residents! Multiple RHA programs focused on diversity and inclusion. More students and staff participated in service projects around campus and the City of Newark. One community program sponsored by the Residence Hall Association and Gourmet Dining Services was FeedM, stopping hunger in Newark one sandwich at a time. This event brought together 200 student volunteers making over 1,000 peanut butter and jelly sandwiches which were donated to food distribution centers throughout Newark.

Other programming highlights include:
• final exam Stress Free Days which featured petting zoos, massages, therapy animals, and more;
• NJIT Weekend Highlander Games which drew over 300 student participants; and
• the Renaissance Faire in the spring semester with over 2,000 participants.

19 resident assistants (RAs) were named to the Mid-Atlantic Association of College and University Housing Officers Academic Excellence Awards for maintaining high academic standards while an RA.
F or Academic Year 2015-2016, the Bursar’s Office reported to the Enrollment Management and Academic Services Cluster. The Bursar’s Office manages the billing and collection of student accounts, provides customer service, and offers financial guidance to students and parents/guardians. The Bursar’s Office functions primarily as the official depository of all university funds and is responsible for receiving and disbursing all student related funds, which includes the assessment and collection of tuition and fees. Our goal is to make paying for education as simple as possible.

Over the course of the last year, the Bursar’s office accomplished the following for the students:

• Simplified the billing process with standardized due dates.
• Released bills earlier than ever before.
• Automated communications to students when a change in schedule, billing, or financial aid occurred.
• Presented at all First time student orientations, parent orientations, and transfer student orientations, providing information and support.
• Joined the new call center to enhance the student customer service experience.
• Hired additional staff to meet the growing needs of the student population.

The Bursar processed over 25,000 individual student payments in the 2015-2016 Academic Year!
OFFICE OF GLOBAL INITIATIVES (OGI)

NJIT welcomes students from all 5 continents and 79 countries. The Office of Global Initiatives (formerly Office of International Students) was renamed to reflect our new approach to internationalization at NJIT. In addition to serving over 2,500 international students on- and off-campus, our office is tasked with creating new opportunities and promoting study abroad to NJIT students.

Our office is the primary point of contact for all international students, from the moment they arrive at the airport until they get their first job in the United States. We provide information about all immigration matters pertaining to F-1 and J-1 visas. Our staff is always available to assist all students, through daily walk-in hours and scheduled appointments. On average, OGI staff sees more than 50 students daily.

OGI hosts weekly workshops on a variety of topics, such as employment under the F-1 visa, the H-1b application process, federal tax preparation and filing, and cultural aspects. Last year we assisted over 380 students apply for Optional Practical Training.

Our office has streamlined processes to make it easier for our students to make requests. The redesigned website includes more information and step-by-step guidance on a variety of topics. This redesign minimizes the amount of time students have to wait to get their documentation processed.

OGI is committed to sending NJIT students abroad. Through partnerships with universities overseas and other providers, we are creating opportunities for students to experience a short-term, semester or year-long trip abroad. Our outreach starts with freshman orientation, so students know right from their start at NJIT that anyone can study abroad and how OGI can support them in doing that.

We have and will continue to engage our campus community – students, faculty and staff – to make NJIT a truly global university.
A great number of the Office of the Registrar services have been improved and enhanced over the 2015-2016 Academic Year. Both Winter and Summer session registration periods were opened earlier than in prior years, enabling students to solidify their plans earlier than ever. This also provided more time to market our offerings to potential visiting students, resulting in higher enrollments in both sessions.

The Ellucian Banner student registration system was upgraded for the registration period that began in the spring of 2016. Designated Banner XE, the new system presents students with an enhanced interface that is also scalable for mobile devices. Students are now able to build potential schedules in advance of their registration period. When their registration period arrives, they can register for multiple classes with one click, saving valuable time in the registration process. Additionally, Ellucian Banner Mobile, NJIT GO, was implemented, giving students access to: register for classes, manage their classwork through Moodle, the NJIT directory, and the NJIT calendar of events.

In January, NJIT was certified as a Military Friendly School by Victory Media, a veteran-owned company with nationally recognized media brands assisting veterans in their transition to civilian life as well as developing pathways for high school students to enter STEM careers. Continuing our efforts to better serve our veteran and active duty service members, we created the position of Assistant Director of Veteran and Military Affairs.

This position is responsible for compliance and the application of education benefits with the Department of Veteran Affairs, the Department of Defense, and the New Jersey National Guard. In addition, regular communications are sent to our students announcing campus and community veteran events, services, and job opportunities specifically targeting veterans.

Also in January, the Office of the Registrar and representatives from academic departments and administrative offices participated in a business process analysis of our semester class and room scheduling. A Steering Committee and a Working Committee were created and decided upon a pilot process to grant the academic departments more autonomy in scheduling.

The Office of the Registrar staff is proud of the achievements of the 2015-2016 Academic Year. We continue to develop new and better ways to serve our students, faculty, staff, and alumni, fostering excellent customer service and satisfaction.
Student Financial Aid Services (SFAS) is committed to the pursuit of excellence in providing student support services. We stand by the philosophy that financial circumstances should never keep students from achieving their academic dreams. How do we do this? We do this by providing timely information about application processing, as well as offering the most favorable resources to attract and retain students. SFAS is also committed to promoting and maintaining integrity, accuracy, and timeliness in compliance with applicable laws and policies that govern federal, state, institutional and private regulations. This past year we have successfully achieved federal compliance in attendance tracking and consumer information.

SFAS’ goals are to offer more financial resources to help meet student need, elevate customer service, streamline processes, and provide a competitive award package for recruitment efforts consistent with NJIT’s Strategic Plan. There was a 3% increase in FAFSA applications which helps provide alternate sources of student aid. SFAS makes seniors a top priority when awarding scholarships. Once again, the Cohort Loan Default Rate further decreased by .3 points - an indicator of overall institutional effectiveness.

As part of the innovative efforts of the office, SFAS streamlined the scholarship awarding process. Cutting-edge technologies to enhance personalized and relevant student communication was completed with tools such as BRM, Banner Web Messaging, customized award packets, and social media tools. Another innovative accomplishment was the use of the latest Banner Algorithmic Student Budgeting which reduced the manual efforts of recalculation.

In the coming year, SFAS will continue to focus on elevating and improving student satisfaction by streamlining and utilizing technologies that enhance the student experience while being cost-efficient. To that end, SFAS looks forward to the new federal policy that allows students to file their FAFSA three months earlier than in the past, which will contribute to a more positive student experience and more timely awards.

In as much as cost and debt is a challenge, SFAS is committed to assisting students with financial literacy tactics to reduce and/or manage debt now and beyond graduation with the use of the new SALT Literacy Tool. SFAS will also work to close the student need gap by offering need-based scholarships.
The Office of University Admissions supports the University's commitment to academic excellence through the admission of qualified students. The selection process is sufficiently rigorous to admit those applicants with the highest potential to graduate from NJIT.

The Office of University Admissions interacts with prospective students on a daily basis and with a goal to provide excellent customer service. We are often the first point of interaction for a prospective student. Our ability to serve prospective students is critical to the success of the university in terms of meeting enrollment, revenue and academic goals.

During the 2015-2016 Academic Year, the Office of Admissions processed close to 20,000 applications – a record for the university. With the implementation of automation, the office was able to process applications faster and more efficiently which resulted in more satisfied customers. We will continue to implement technology solutions next year to strive for further gains in efficiency and ensure that students receive proper communications, whether letter or email.

The activities of the Office of Admissions revolve around recruitment tactics designed to generate applications for admissions from qualified students. These tactics are on-campus, off-campus, in-person, or virtual (online, mail, or via telephone). We target new undergraduate (freshmen and transfer), new graduate (masters and PhD), readmits (undergraduate and graduate), non-matriculated (undergraduate and graduate) students, as well as summer and winter session enrollment.

We expanded our recruitment outreach last year to include Florida, western Pennsylvania and New England. International recruitment efforts included Taiwan, China, India and the Middle East. Recruitment markets will continue to be expanded in the coming year.

Our open house events drew even larger crowds this past year. More than 15,000 prospective students and their guests visited the NJIT campus. The coming year will see additional refinements to the ‘visitor experience’ to ensure that all guests leave campus having had a positive experience.

19% increase in FRESHMEN applicant pool

4% increase in TRANSFER applicant pool

Increase in SAT profile of 10 points from 2015 to 2016, a university record

Increase in First Year Full Time Freshmen SAT scores to 1,218 in Fall 2016, another university record
N JIT encourages our students to be well-rounded, including pursuing athletics with passion and professionalism. Our student-athletes are a diverse group, representing 24 states and 24 countries. We are proud that 10 former Highlanders are playing their respective sports as professionals, both in the United States and abroad. This past year was NJIT’s first full year as a member of the Atlantic Sun Conference. Eleven teams, both men’s and women’s, were honored nationally in cross country, track and field, tennis, volleyball, soccer, swimming & diving.

How impressive that our student-athletes also excel at academics. For the 14th straight semester, our student-athletes maintained a combined cumulative GPA of over 3.0, with 6 achieving a 4.0! 69% of student-athletes were on the Dean’s List for the Spring 2016 semester (up 2% from Fall 2015). 19% of student-athletes attend the Albert Dorman Honors College.

During this past Academic Year, attendance at athletic events was at an all-time high – 38,221 at 97 events, up 5,086 from 2014-15 season. We also had 45 men’s and women’s basketball games streamed live on ESPN3, and 2 men’s volleyball games streamed on ESPN3. We are excited that construction began on the new Wellness and Events Center, a 100 million-dollar on-campus facility. The opening is targeted for Fall of 2017.

**THE ALL-AMERICANS!**

Simon Rizell – Men’s Fencing. NJIT’s newest All-American had a tenth-place finish at the 2016 NCAA National Collegiate Fencing Championships.

Damon Lynn – Men’s Basketball. Damon was a member of the Metropolitan Basketball Writers Association All-Met second-team, first-team All-Atlantic Sun Conference, and the National Association of Basketball Coaches All-District 3 second team. He was chosen as one of 31 players on the Lou Henson All-America team, comprised of players from “mid-major” programs, as selected by the website Collegelnsider.com

Jabarry Goodridge – Men’s Volleyball. Jabarry received an American Volleyball Coaches Association (AVCA) All-America Honorable Mention, becoming the Highlanders’ first Division I-II honorable mention and second all-time AVCA All-America honoree. Jabarry was also named 2016 co-Uvaldo Acosta Memorial Player of the Year in the Eastern Intercollegiate Volleyball Association.

Our very own men’s fencer, Henrique Marques, earned a spot on the Brazilian national team and competed in the 2016 Olympics in Rio.
MEN’S BASKETBALL

The Highlanders finished in a tie for second place in the Atlantic Sun Conference in 2015-16, their first season in the A-Sun! Men’s Basketball had 41 wins the last two seasons, each of which concluded with runs to the semifinals of the National CollegeInsider.com Tournament (CIT). We also had our first back-to-back 20-win seasons as a Division I program, and for the first time since the Division III Highlanders accomplished the feat over ten years ago (1993-94 and 1994-95). NJIT scored its first-ever win over a team from the powerful BIG EAST Conference, St. John’s, in December 2015.

30 Highlanders games were broadcasted live on a combination of ESPN3, Fox Sports 1, the SEC Network Plus, and CBS Sports Network.

FENCING

Our men’s Fencing placed 10th at the 2016 NCAA National Collegiate Fencing Championships – the highest finish in school history! Twelve fencers (men) represented NJIT at NCAA nationals. Another school record! Six fencers qualified for 2016 NCAA National Championships. Men’s Fencing was crowned Mid-Atlantic Collegiate Fencing Association Champions, and there were three individual event winners – Greg Puccio, Simon Rizell and Eduardo Ezcurra.

Julia Garcia received the NCAA Elite 90 Award which honors those with the top GPA among all competitors at NCAA Fencing Championships. Julia also captured the foil title at the 2016 NCAA Regionals.

MEN’S SWIMMING & DIVING

NJIT captured its first-ever Eastern College Athletic Conference (ECAC) Championship in program history at the ECAC Winter Championships. Sophomore Scott Quirie was named Swimmer of Meet, and Head Coach Michael Lawson was named Coach of the Meet.

MEN’S SOCCER

Our win over #22 St. Francis marks the second consecutive season in which NJIT has scored an upset win over a nationally-ranked team. The first upset was on September 20, 2014, the Highlanders upset Navy, also ranked 22nd in the nation at the time. Mamadou Guirassy was called up to the Guinea U20 National Team.

NJIT student-athletes volunteered close to 3,000 hours this year.
Career Development Services (CDS) is guided by a set of strategic objectives that centers on enhancing the professional success of our graduates. In doing so, we have not only improved our students’ lives, we have contributed to several of the university’s key performance indicators including recruitment, retention, and success at graduation.

Career advisors provided quality career counseling for developing lifelong career strategies to 3,400 undergraduate and graduate students, assisting them with attaining their first choice destination upon degree completion. Over 5,500 unique students made 14,000 visits or contacts with CDS.

Credit-bearing cooperative education experiences and internship learning experiences provided hands-on real-world opportunities and exposure to business and industry for 647 undergraduate and graduate students, earning them $5,313,507. We facilitated 184 professional development workshops and company information sessions for over 3,500 students. In conjunction with the Office of Alumni Relations, we hosted the 7th Annual Speed Networking Event where alumni shared networking techniques and career advice with undergraduate and graduate students.

Our on-campus interview programs increased this year as well. Over 1,500 student interviews were held by 150 employers such as Johnson & Johnson, Turner Construction, Prudential, Schneider Electric, Tata Consultancy, Enterprise Rent-a-Car, Catalent Pharma Solutions, Mylan, and the CIA. Ninety-one percent of the employers rated NJIT students’ interview preparation as excellent or good.

CDS honored 17 organizations in its annual Recruitment Partner Recognition ceremony held on campus this April. Optum, AT&T, and Tata Consultancy Services received awards as Top Employers for hiring the most NJIT graduates. Those hiring the most co-op students were ADP, Prudential, and UPS. After-School All Stars was named the Best Community Partner. ExxonMobil was honored with the Continuous Engagement Partner award for its long standing association with NJIT, while Cisco was named Best Emerging Recruitment Partner for its stepped-up engagement with NJIT.

Student organizations recognized entities that contributed the most to them in fostering diversity and inclusion: Microsoft (Society of Hispanic Engineers), FM Global (Society of Women Engineers), and Enterprise Rent-A-Car, (National Society of Black Engineers).

The CDS Employer Advisory Board held three on-campus meetings this year. Representatives from companies such as PSEG, ADP, Enterprise, Verizon, AT&T, Merck, and Optum contributed.
Midyear, CDS offices moved from a two-floor environment in Campbell Hall to one floor in Fenster Hall. The new setting is more centrally located for ease of student traffic and adjacent to the Center for Student Success. With upgrades in technology and office layout, students, alumni, and employers enjoy added efficiencies and convenience.

Civic Engagement programs at NJIT are an integral part of the university’s mission and culture, harmonizing academic learning, personal development, and community benefit. Participation in major service programs, unique service days and multiple club projects allows students, alumni, faculty and staff to link directly to community service activities with non-profits located in and around Newark, the State of New Jersey, nationally and internationally. Civic Engagement soared during the 2015–2016 Academic Year with 3,146 students improving their leadership, professional and technical skills through active engagement in a diversity of civic and community projects. They contributed 52,408 hours of direct service to 268 non-profit organizations in the Greater Newark, New Jersey area and beyond.

NJIT’s First Year Service Day continues to be an NJIT tradition and one of the hallmark events for first year students during move-in weekend in August. Over 1,100 incoming freshmen participated in the First Year Service Day this year. Fifty teams ranging in size from 10 – 30 served local community agencies such as Newark Public Schools, Apostle House, Branch Brook Park Alliance, the Greater Newark Conservancy, South Mountain Reservation and the Urban League of Essex County. The Alternative Spring Break also saw a steady number of student volunteers.

NJIT STUDENTS GIVE BACK!

3,146 students volunteered
52,408 hours of service in the community
The various programs in the Center for Pre-College Programs (CPCP) cluster are ideally positioned to increase the diversity in the student body. These programs work with students and teachers to increase their awareness of their college opportunities, get them excited about Science, Technology, Engineering, and Mathematics (STEM), and ensure they have the skills to be successful once they reach NJIT.

Consortium for Pre-College Education in Greater Newark
Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) is a federally-funded program with a State-funded match, College Bound (CB). The program offers educational support and assistance to middle and high school students (grades 6-12) to help them prepare for and enroll in a college or university. Students participate in a six-week summer program and/or a twenty-week academic year program that includes Saturday instruction, field trips, college tours, and other support services. Participants are also offered in-school and after school tutoring during the school year at designated GEAR UP target schools. Last year, 518 students from Newark participated in GEAR UP/CB. 100% of the 2016 graduates (83) from the program completed the FAFSA, applied and were accepted to post-secondary institutions.

Early College Preparatory Programs (ECPP)
ECPP offers academic summer programs, college courses for high school students, test preparation, enrichment programs, and academic competitions to encourage high achieving students to pursue and succeed in the STEM fields. Our target population is high achieving students in post 4th - 12th grades. Funding for ECPP is through private funders, tuition from students, and tuition from school districts.

CPCP engages in Special Projects to enhance the learning experiences and support services offered to high school students in STEM through programs such as the Newark City of Learning Collaborative (NCLC) Scholars at NJIT and Experience STEM Through Engineering Design (ESTEMED). The students in the NCLC Scholars program participated in academic enhancement classes to foster college-readiness in STEM. The students in the ESTEMED program explored robotic design and programming using LEGO NXT Mindstorms. Funding for both projects was made possible through grants. Forty-three high school students (representing 8 districts) were served through special projects:

- 21 12th-grade students (representing 1 district) participated in the NCLC Scholars program during the fall 2015 and spring 2016.
- 22 9th-grade students (representing 7 districts) participated in the ESTEMED program during the spring 2016.
Upward Bound for English Language Learners

Upward Bound for English Language Learners (UBELLs) is funded by the United States Department of Education and is designed to address the needs of low-income and first generation college students in grades 9 through 12. UBELLs offers a twenty-week academic year and a six-week summer program of which three weeks are residential. Special emphasis is placed upon assisting students to achieve English competency while providing academic instruction in mathematics, science, communication skills, computer applications, and Spanish. Participants are recruited from Barringer High School — STEAM Academy, Barringer High School — Academy of Arts & Humanities, and East Side High School. Last year, UBELLs served 58 students.

Teacher Professional Development

The purpose of the Teacher Professional Development initiative is to enhance the professional development opportunities offered to secondary school teachers in STEM. Teachers are able to analyze their existing skills and knowledge in STEM and apply the workshop skills and knowledge to enhance learning experiences for students. Funding was made possible through both fees and grants.

Seventy-nine teachers representing 55 districts were served through Teacher Professional Development workshops:

- Thirteen high school teachers participated in the educational component of the Research Experience for Teachers during the summer of 2015.
- Thirty-seven high school teachers participated in the Panasonic Creative Design Challenge workshop during the fall of 2015.
- Fifteen middle school teachers from Elizabeth Public Schools participated in a hands-on workshop during the spring of 2016.
- Fourteen high school teachers participated in the Technology Student Association/Tests of Engineering Aptitude, Mathematics, and Science (TSA/TEAMS) workshop during the spring of 2016.

TRIO - (Classic Upward Bound and Talent Search)

The Federal TRIO Programs are outreach and student services programs designed to identify and provide academic preparation services for individuals from disadvantaged backgrounds. They are administered, funded, and implemented by the United States Department of Education. Talent Search and Upward Bound are the pre-college initiatives of TRIO, designed to identify and support low-income and potentially first generation college students, who have a need for academic support to progress through the academic pipeline from middle school through high school, college entry and college graduation.

Both Talent Search and Upward Bound provide services to students who are residents of Newark. Services are targeted to students who attend Barringer High School, Central High School, East Side High School, Newark Early College (West Side High School), Weequahic High School, Chancellor Middle School, Camden Street School and Luis Munoz Marin Middle School. Upward Bound serves 110 students annually.

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Last year, Talent Search served 728 students.
ADVISING SUCCESS CENTER

The Advising Success Center (ASC) recognizes advising to be a critical component of the educational experience of its diverse student population. Through meaningful, individual, collaborative relationships with advisors, students are able to effectively create and follow sound educational and career plans that are consistent with their personal values, interests, goals, and career paths. While advising occurs most visibly in these individual relationships, a broad network of professionals, faculty, staff and students exists in support of the institution’s overall advising mission.

This year, ASC effectively collaborated with a number of NJIT offices and departments to ensure that incoming and current students are getting consistent and efficient assistance across campus. Some of these collaborations were with the Admissions Office, Office of the Registrar, College of Science and Liberal Arts, and Newark College of Engineering.

The Professional Advisors within ASC along with the Peer Advisor Liaisons (PALs) and the Peer Advisor Tutors (PATs) take on a holistic, learning-centered approach to advisement of incoming first semester freshmen. The Professional Advisors and PALs instruct the first year seminar in order to assist students with navigating their new home. Having staff and upper-classmen support, new students begin to feel acclimated and a part of the NJIT family.

ASC assists in the transition of all transfer students as they are working to enter NJIT. In order to create a smoother transition for our transfer students, ASC visits and works closely with New Jersey Community Colleges from Bergen, Hudson, Middlesex, Ocean, and Passaic counties.

ASC has created a series of much needed workshops for transfer students which include: Adjusting to NJIT: Academic Success; Tips, Tricks & Resources for Commuter Students; and True Life: I Need a Job. Additionally, ASC has taken on assisting students who may need additional support and guidance. These students will get intentional advising by a supportive Professional Advisor and PAL, who will enable them to grow and give them the motivation they need to progress through and complete their desired degree program.

OVERALL STUDENT SATISFACTION WITH ASC:

3.89

(on a 5 point scale)
Disability Support Services

With a foundation built upon the tenets of self-advocacy, accessibility, diversity and collaboration, Disability Support Services (DSS) provides long term and temporary accommodations for undergraduate, graduate and visiting students. DSS helps students learn about services available to them and helps them develop their unique service plan. DSS also educates the family as to what their roles might be as their student begins a new journey at NJIT.

As a new office within the Center for Student Success, the DSS staff has been developing partnerships with both academic and student service departments so that together we can engage all students to be active members of the NJIT community. DSS meets with freshmen to discuss the differences between receiving accommodations in high school and requesting them in college. In college, students must self-identify to DSS staff to receive accommodations and provide supporting documentation from a health care provider. We also provide our students with internship and scholarship opportunities that connect them to organizations and companies to further develop their professional and networking skills in a safe and inclusive environment.

Placement testing was offered during NJIT’s Spring Break as well as throughout the month of April to deposit and non-deposit incoming freshmen for Fall 2016. An electronic form was created so that students could register on-line for the various placement test dates. Also electronically, students received their scores and course placements after testing.

New Student Orientation

A number of changes occurred with NJIT’s Orientation Program during the 2015-2016 academic year. Under its previous iteration (First Year Connections), the program oriented over 1,150 freshmen and 369 transfer students, as well as many of their parents by the start of Fall 2015. During the fall semester, the program became part of the newly-formed Center for Student Success and was re-branded as New Student Orientation (NSO). A number of new sessions were added:

- a performance-based session called SCREAM theater, addressing sexual violence prevention;
- student narratives from current upperclassmen discussing their transition experiences at NJIT;
- an introduction to students on study abroad, research, and internship opportunities; and,
- an introduction to Career Development Services.

In Spring 2016, NSO provided an orientation to an additional 46 incoming freshmen and 169 transfer students.
The Educational Opportunity Program (EOP) is a state funded program for New Jersey students who are educationally and economically challenged and who are greatly underrepresented in STEM fields.

It is a goal of EOP to graduate all admitted students within six years. We are confident that we will achieve the 60% graduation rate within the next three years. Toward achieving that goal, EOP strives to retain 90% of freshmen, 85% of sophomores, 70% of juniors, and 60% seniors to their graduation. Freshmen retention has been as high as 84%, and EOP is consistently working hard to improve that and meet the targeted goal of 90%.

In an effort to increase the diversity of our student population, we are recruiting EOP-eligible students with strong math, verbal and computer skills from Special Needs Districts.

EOP strives to maintain or increase the number of female students, and we did see an increase of 7% in the 2015-2016 Academic Year to bring the percentage of female students to 35%. EOP staff work to recruit about 44% female students per class. We bring together resources of the program (women counselors) and the university (Women’s Center, Society of Women Engineers-NJIT Student Chapter) to enhance the lifestyle of the women in our program and on campus.

EOP strives to increase the amount of external funds from industry, foundations and grants. We are focusing on getting funding from the National Science Foundation for Scholarships in Science, Technology, Engineering and Mathematics (S-STEM) and the Center for Science, Technology, Engineering and Mathematics (C-STEM) programs. In addition, NJIT was selected as the site for Cohort X of the LS-AMP Bridge to Doctorate grant – a two year award covering full tuition and fees and a stipend of $30K per year.

We were tasked with finding 12 baccalaureate STEM graduates who could be admitted into STEM doctoral programs at NJIT. To date, we have identified eight!

EOP has maintained overall external funding at nearly $175,000, and we are working to increase it to over $200,000 to keep up with student need.

EOP is working to increase the First Year Full Time Freshmen SAT scores. This year the average was 1024. EOP staff members are making strides in responding to the university’s strategic plan to increase its overall SAT profile to 1150 by year 2020, while maintaining our mandate to serve the students from Special Needs District schools.
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