

**Diversity, Opportunity, and Inclusion**  
**2025 Agency DOI Goals - Year end Accomplishments**  
**June 30, 2025**

**Agency: Christopher Newport University**  
**Year: 2025**

Instructions: Align agency specific goals and objectives with COVA DOI Plan goals and objectives.  
These goals will be the foundation for the 2025 agency report to the Governor.

	<p><b>COVA Plan Goal 1: Access and Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.</b></p> <p><i>CNU Goal 2: Recruit, retain and engage students, faculty and staff whose diverse backgrounds and perspectives demonstrate the University's commitment to inclusive excellence.</i></p> <p><u><i>CNU Plan Goal Progress Summary:</i></u></p> <p><i>CNU is now an approved DoD Skill Bridge Business Partner, which provides internship opportunities to transitioning service members. CNU successfully hosted one Skill Bridge participant and will host another starting August 18, 2025. CNU is looking to expand the SkillBridge program by increasing the number of participants in additional departments across campus.</i></p> <p><i>CNU has also partnered with the Hampton Workforce Development to assist refugees who are seeking employment opportunities. We have been successful with hiring individuals to work in housekeeping.</i></p> <p><i>In an effort to retain faculty and staff, we have implemented additional supervisory/civility training to include Managing Difficult Conversations, Adapting Your Leadership, Building Engagement and Motivation, Strategic/Big Picture Thinking, and Psychological Safety/Servant Leadership.</i></p> <p><i>Objective 1: Continue to improve hiring processes and increase access to potential applicants from diverse populations.</i></p> <ol style="list-style-type: none"><li><i>Apply for and obtain a DoD contract with Skillbridge to assist with placing veterans in the workforce.</i></li><li><i>Review the hiring process to allow for a more diverse applicant pool by using an application "review date" and "open until filled" model for Instructional and Administrative Professional faculty.</i></li><li><i>Utilize advertising sources that increase outreach to underrepresented candidates to attract a more diverse applicant pool.</i></li></ol> <p><i>Objective 2: Continue to retain and promote a diverse workforce.</i></p> <ol style="list-style-type: none"><li><i>Continue to make ongoing updates to the current recruitment/marketing plan in an effort to increase diverse applicant pools.</i></li><li><i>Establish faculty recruitment, retention, and promotion action steps based on the spring 2024 faculty experience survey.</i></li></ol>
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	<p>c. Examine the retention data and disaggregate the information to ensure we address opportunities across the workforce.</p>
	<p><b>COVA Plan Goal 2: Welcoming and Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.</b></p> <p><i>CNU Goal 1: Create and maintain a culture that is inclusive, welcoming and respectful of the various backgrounds and perspectives of the Christopher Newport community.</i></p> <p><u><b>CNU Plan Goal Progress Summary:</b></u></p> <p><i>The Captain of the Quarter program was established on campus in 2023. This program brings the CNU community together in an open forum to recognize employees for their outstanding work. It also allows for direct dialogue with the President and senior leadership regarding a range of meaningful topics to the faculty and staff.</i></p> <p><i>A Fireside Chat/Leadership Discussion was developed in an effort to bring mid-level supervisors with various backgrounds together to openly create dialogue around current topics pertaining to higher education directly with the President and Chief of Staff.</i></p> <p><i>New staff members are introduced to the University Statement on Free Speech and Expression and discuss how the statement reflects CNU's commitment to inclusion and community values. The discussion highlights their speech rights as well as their responsibilities to respect the rights of their fellow community members. Additionally, as a part of the University's Getting Started Week before the beginning of the Academic Year, new faculty members have a similar discussion as the staff. However, faculty are also presented with resources related to supporting students' speech and expression and facilitating healthy exchanges in the classroom.</i></p> <p><i>A series of Constructive and Inclusive Dialogue sessions are offered to employees each semester. Faculty and staff explore frameworks and resources that support productive exchanges of ideas and promote workplace community and collaboration. The series is a partnership with the Virginia Center for Inclusive Communities.</i></p> <p><i>Objective 1: Persist in creating and maintaining a supportive and respectful climate that values and integrates differing perspectives and experiences.</i></p> <ol style="list-style-type: none"> <li>Continue to acknowledge and expand history and heritage months along with other observances. Focus on expanding University sponsored events that run in conjunction with events sponsored by faculty and student service organizations.</li> <li>Continue and expand educational workshops and materials on the value of diversity and efforts to enhance inclusion, and freedom of speech and expression.</li> </ol> <p><i>Objective 2: Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.</i></p> <ol style="list-style-type: none"> <li>Initiate skill-based series around constructive and inclusive dialogue using the Constructive Dialogue Institute which centers on civil discourse.</li> </ol>

**COVA Plan Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.**

*CNU Goal 3: Provide comprehensive education, training, and professional development programs for faculty and staff, inclusive of curricular and co-curricular activities/programs/courses, in an effort to enrich skill sets, better educate our students, and work more effectively with one another.*

**CNU Plan Goal Progress Summary:**

*This past year, we implemented an extensive supervisor training program which includes monthly training throughout the year. This program includes content on workplace respect and civility, adapting leadership styles, building engagement and motivation, strategic thinking, and servant leadership. Additional supervisor training was provided to Instructional Faculty who supervise Classified staff.*

*Learning and development opportunities were offered related to constructive and inclusive dialogue, disability etiquette, and other skill-building areas. A webinar series focusing on disability accommodations and changing ADA guidelines was offered during the fall semester. The Constructive and Inclusive Dialogue Institute was launched and offered workshops focusing on interpersonal communication, conflict resolution, and workplace collaboration. These workshops were offered each semester. Additional sessions were provided during the fall that focused on civil discourse and positive engagement during election season.*

*CNU Goal 5: Effectively communicate the University's efforts to increase diversity and inclusion on our campus.*

**CNU Plan Goal Progress Summary:**

*The university's new strategic plan - Strategic Compass - was approved by the Board of Visitors in February 2025. One of the strategic priorities is to "Create a stronger culture of inclusion and belonging", and it is highlighted on the university's website and related publications. Town hall sessions have focused on the Inclusion and Belonging priority and its related goals. In addition, the priority has been introduced in orientation programs for employees and students.*

*Objective 1: Continue to amplify opportunities to advance the goals outlined in this framework.*

- a. Participate in the Virginia Department of Human Resources statewide employee engagement survey.
- b. Evaluate options related to exit, onboarding, and stay interviews to gather additional feedback.
- c. The university will communicate and implement Strategic Compass priorities, including a dedicated priority to "Create a stronger culture of inclusion".
- d. Partner with EAB to expand best practices in DOI.

*Objective 2: Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.*

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|  | <ul style="list-style-type: none"><li>a. Human Resources will continue to submit the annual workforce planning/succession plan report to the Board of Visitors and the Virginia Department of Human Resource Management.</li><li>b. The University Policy Committee will continue to review all policies for inclusive language.</li><li>c. Human Resources will provide supervisory training to instructional faculty who supervise Classified staff on Virginia's DHRM processes and procedures.</li></ul> |
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*Objective 3: Continue to provide training and educational workshops available to all employees.*

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|  | <ul style="list-style-type: none"><li>a. Continue and expand cultural competency development workshops offered to employees, including disability education and civil discourse using the Constructive Dialogue Institute.</li><li>b. Additional training for Human Resources professionals on EEOC and 2024 DEI workplace trends.</li><li>c. Update search chair training on diversity and inclusion and require all search committee members to complete the training.</li></ul> |
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