



Equity Hackathon

Sourcing Innovative Solutions from All Campus Leaders

Description:

A hallmark of innovative organizations is ensuring that an employee—no matter their role—can activate ideas of merit. To further Kean’s transformation as an innovative and equity-minded organization, we will implement a multi-phase hackathon culminating in formal pitches at the March 2025 Mid-Year convocation.

Background:

The Moon Shot for Equity is a transformational partnership to eliminate equity gaps and improve student outcomes. Anchored around 15 best practices, the Moon Shot offers a comprehensive approach to involve cross-campus leaders in driving meaningful change.

However, equity gap elimination in the Moon Shot necessitates that we activate a broader campus-wide transformation—one that engages all campus leaders and builds capacity for equity-minded change and innovation at every level of our organization. As a result, Mid-Year Convocation will take the form of an equity hackathon.

Key Benefits of Hackathon:

- Empowers all employees to contribute to institutional change.
- Promotes cross-functional collaboration and innovation across campus.
- Provides professional development and leadership opportunities.
- Expands institutional capacity for equity-minded data inquiry.



Who can participate? All faculty and staff, with a focus on engaging individuals and units less frequently involved in equity-focused projects.

What is the scope of idea submissions? Solutions should address equity gaps in outcomes and the student experience. While solutions should leverage existing resources or be resource-neutral, there may be some options for limited funding as appropriate.