PRESIDENT’S REPORT

1. CONGRATULATIONS DR. HASITHA MAHABUDUGE – USG FACULTY AWARD RECIPIENT
   Congratulations to Dr. Hasitha Mahabaduge, Assistant Professor of Physics, who was recently awarded the 2020 Felton Jenkins Jr. Hall of Fame Faculty Award for the University System of Georgia. Selected by a panel of faculty and administrators from across the University System, Dr. Mahabaduge was unanimously recommended as this year’s winner. The committee noted: “Dr. Mahabaduge has shown a commitment to mentoring his students while engaging them in every context from the classroom to applied, innovative research and community research. His college students carry their knowledge to area schools, for example, where they explain complex topics in such a way as to invite younger students to explore and learn.” Dr. Mahabaduge was recognized at the annual Regents’ Scholarship Gala on Friday, February 21, 2020, in Atlanta.

2. USG GENERAL EDUCATION PROJECT
   a. The USG General Education Implementation Group has completed its meetings. Dr. Tristan Denley presented at the February 11 meeting of the Board of Regents, and a link to his presentation can be found at https://youtu.be/8E0x64jk8OE. The USG Redesigned General Education feedback portal can be found at: https://www.usg.edu/redesigned_general_education/feedback. Currently, there are three major elements in the proposed General Education Curriculum.
      i. Core Elements (33 Credit Hours) - Arts & Humanities, Math, History & Government, Social Sciences, Science, Data & Digital Fluency, Written Communication, and Oral Communication. 21st Century skills have been incorporated into these Core Elements and includes: Critical Thinking + (Critical Thinking, Creative Thinking, Synthesis, Research, Problem Solving); Global Competencies (Culture & Diversity, Ethics, Global Perspectives, Citizenship); Information Literacy + (Information Literacy, Technology Skills, Data Literacy)
      ii. Field of Study (18 Credit Hours)
      iii. Exploratory Courses (9 Credit Hours)
   b. If you have comments regarding the redesign, please submit them to the General Education feedback portal. Prior to any redesign or reaction on our campus, we will await the finalization of project from Dr. Denley. We expect to hear more at the April or May Board of Regents meetings.

3. CORONAVIRUS UPDATE
   a. The Department of Public Health is working closely with the CDC and state partners to prepare for a potential outbreak of COVID-19. In a news release dated February 26, they stated, “It is important to note that at this time, the overall risk of COVID-19 to the general public remains low.” The DPH urges the same measures that are used to prevent the spread of any respiratory virus to all Georgians:
      i. Wash your hands often with soap and water for at least 20 seconds. If soap and water are not available, use an alcohol-based hand sanitizer.
      ii. Avoid touching your eyes, nose and mouth with unwashed hands.
      iii. Avoid close contact with people who are sick.
iv. Stay home when you are sick.

v. Cough or sneeze into your elbow or use a tissue to cover it, then throw the tissue in the trash.

vi. Clean and disinfect frequently touched objects and surfaces.

b. DPH will continue to update Georgians through the website: https://dph.georgia.gov/novelcoronavirus. It is important to remember that the most accurate and timely information regarding this outbreak is available through DPH or the CDC’s website at https://www.cdc.gov/coronavirus/2019-ncov/index.html.

c. Georgia College will continue to monitor guidance from the USG on this virus spread and will follow the lead of the USG on actions regarding any major decisions.

4. **Staff Salary Study** We are in the final stages of the staff salary study and focusing on three key areas: validation of the paygrades to be used; placement of existing positions within the paygrade structure; and the development of the philosophy standards and guidelines for application, to include an implementation strategy for future maintenance. We are hoping to implement the salary study changes in April 2020. The timing is governed by the need to receive salary guidelines from the system office and our internal budget development process.

5. **Traffic Crossings Update** We have had follow-up conversations with the Department of Transportation (DOT) regarding the status on two upcoming safety projects for GC, in addition to measures that we will take to improve safety on Montgomery Street. Specific details on each include:

a. Weather permitting, DOT will start West Campus entrance improvements in March. DOT will share details of what to expect, and GC will message via FrontPage as well as other venue opportunities for campus. The improvement is called a Reduced Conflict U-Turn, and an example is provided in the following link: http://www.dot.ga.gov/DriveSmart/SafetyOperation/Documents/RCut/RCUT%20Brochure.pdf.

b. Once the West Campus entrance is completed, DOT will immediately begin work on safety improvements on Hancock Street. This project will include a new red-light safety feature at the Hancock and Clarke intersection which allows for a four-way stop of traffic to permit pedestrians on all corners to cross at the same time. Another safety system will be placed at the crosswalk on Hancock Street near Ennis to work in tandem with the intersection stop.

c. We have been given permission by DOT to move forward with addressing safety measures on the state route at Montgomery Street institutionally. A study of the area is planned to ensure the proper improvements are put in place to address the traffic flow and pedestrian movement. This project will include improvements at the crosswalk on Montgomery Street between Beeson and Peabody as well as a safety measure for the intersection at Montgomery and Wilkinson Streets. GC will have oversight on these projects and continue to work through the process as quickly as possible to make the needed improvements.

6. **FY21 Budget Hearing**

a. Our annual Budget Hearing with Chancellor Wrigley and his staff will be held on Wednesday, March 25. Our approved agenda includes:
1. Momentum Year – GC Journeys
2. Budget Allocation Strategy
3. Recommendations for Alternative Funding Model
4. Potential nursing expansion
   1. Post-Baccalaureate Nursing Degree
   2. New Summer Nursing Cohort
5. Andalusia Interpretive Center
6. Old Courthouse Project

b. The first two items are requests from Chancellor Wrigley, and the other items have been tailored to address areas of importance to our institution.

7. **INSTRUCTIONAL FEE PHASE OUT** At the recent State of the University Address on February 7, I noted that I have asked Ms. Susan Allen to develop a phased-in plan that would lead to removal of all elective instructional fees by the start of the academic year 2021-2022. These are typically course fees that are charged to the student to “resupply” for course delivery. This is an effort to keep the cost of higher education lower for our students and their families. Ms. Allen has historical data of the fees charged in each course and will create a pool from institutional fees that will be used to provide for the needs currently supplied by these fees. No department or college will be financially disenfranchised by this new process. Rather, the fees for courses will be requested from a central pool. Rules governing collection and use of the fee money will be followed – as they currently should be followed.

8. **CAMPUS DISCUSSIONS** As a follow up to the State of the University Address, I will be visiting with faculty and staff across campus. I am hopeful to hear your feedback and clarify any concerns or questions you may have. I visited with with Staff Council on February 18 and with the College of Business faculty just prior to this meeting today. On March 4, I will visit with the Library faculty; and on March 23, I will visit with the College of Health Sciences. On April 3, I will visit with the College of Arts & Sciences and the College of Education. I am looking forward to the fruitful conversations and feedback regarding the future and the direction of the university.

9. **DR. ROBERT E. “BUZZ” LEE ROOM DEDICATION** On Saturday March 7, 2020, at 2:00, the family and friends of former Georgia College President Dr. Robert E. “Buzz” Lee will gather in the newly renovated Terrell Hall to celebrate his tenure at Georgia College (1956-1967.) Dr. Lee was a passionate educator, leader and skilled communicator who led Georgia College during a transformative time. A portrait will be hung along with a plaque detailing his many successes during his time at Georgia College – including leading the transition to becoming a coeducational institution; admitting the first African American student, Ms. Celestine Hill, and establishing what is now the Georgia College & State University Foundation. As the new communications hub on campus, Terrell Hall is the perfect location to honor Dr. Lee due to his passion for maintaining dialogue with those with whom he had fundamental disagreements and searching for common ground wherever possible. Thanks to a generous donation from Dr. John Sallstrom, whom Dr. Lee hired in 1967, The Dr. Buzz Lee Civil Discourse Fund was established in 2018 to support student debate programs on campus.

10. **RUSSELL AUDITORIUM UPGRADES** Russell Auditorium will be offline from May 20-August 5. The auditorium ceiling and balcony structures are being renovated to
accommodate an upgrade in state-of-the-art lighting. This will improve the esthetics of our historic Russell Auditorium. This project will also include renovating the ceiling access walkway to improve safety measures.

11. **Policy Approvals** There were several policy changes in the last few weeks. The Facility Use Policy, Delegation of Contract Signature Authority Policy, and the Contract Management Policy were approved by the Executive Cabinet on January 27. The policies can be found at:
   a. [Facility Use Policy](#)
   b. [Delegation of Contract Signature Authority Policy](#)
   c. [Contract Management Policy](#)

12. **Thomas/Liberty Street Lot Opened** The Thomas and Liberty Street parking lot is online. Once we have drier weather, the lot will be paved and permanently striped. Hopefully, this will occur during spring break or summer break. This lot will add 153 new parking spaces for the university.

13. **Groundbreaking/Ribbon Cutting** Last Friday, we had two exciting celebrations on campus. For the first time in ten years, Georgia College broke ground on a brand new campus academic facility. The groundbreaking ceremony for the new Integrated Science Complex took place at 11 a.m. in the future construction area on the corner of N. Wilkinson Street and W. Montgomery Street. Later that day, we officially cut the ribbon to the newly renovated Terrell Hall. Thanks to each of you who were able to join us for these ceremonies. These two projects are testaments to the progress Georgia College is making on the path to preeminence.

14. **Legislative Updated (Submitted by Johnny Grant, Director of Economic Development and External Relations)**
   a. Forty-five Georgia College students along with 12 GC faculty and staff visited the Georgia Capitol on Wednesday, February 26, for GC Day at the Capitol. The legislative activity featured a joint meeting of the House and Senate to hear the State of the Judiciary Address. At lunch, the students were able to hear from many GC alums about their jobs in state or federal government or with associations or businesses that interface with the Georgia General Assembly. They also learned more about internships available for those interested in pursuing public service.
   b. On February 25, six Georgia College students participated in the 2nd Annual GURC Posters at the Capitol exhibit. 43 posters representing 15 public and private colleges and universities were on exhibit for the legislators and general public present at the Capitol to view. Dr. Dee Sams and Robin Lewis, from our Office of Grants and Sponsored Projects, spearheaded the creation and continuation of this project showcasing undergraduate research in our state.
   c. The legislative session is at its half-way point, and the FY2020 Amended budget has been altered by the House and sent over to the Senate for their review. Work on the “big budget” for FY2021 is underway. While other legislation is being discussed, in the words of one legislator, “the budget is overshadowing everything else this year.”

15. **Save the Dates!**
   a. **International Dinner**
      i. Saturday, March 7, 2020
ii. 6:30 p.m. – Magnolia Ballroom

b. President’s Spring Fling Faculty and Staff Picnic  
   Faculty and Staff Appreciation Night at the Spring Jazz Band Concert  
   i. Thursday, April 2, 2020  
   ii. 5:00 p.m. – Picnic with location TBD  
   iii. 7:30 – Jazz Band Concert  

c. Celebration of Excellence  
   i. Friday, April 17, 2020  
   ii. 9:00 a.m. – Russell Auditorium  

d. Spring Graduate Commencement  
   i. Friday, May 1, 2020  
   ii. 7:00 p.m. – Centennial Center  

e. Spring Undergraduate Commencement  
   i. Saturday, May 2, 2020  
   ii. 9:00 a.m. and 2:00 p.m. – Centennial Center  

PROVOST’S REPORT  
1. GENERAL EDUCATION  
   a. We are currently in a holding pattern since policy language is under development  
      (i.e., framework for each element of the core must be drafted).  
   b. Regarding implementation date we are waiting for direction from the USG.  
   c. Informational Meetings: Two or three regional meetings by the USG are currently  
      under consideration.  
   d. We expect to have more specifics at the April/May 2020 BOR meeting.

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2019
May  Chancellor announced redesign
June  Chancellor’s Charge; Design Committee began work
September  Board Approved Design Principles
November  Implementation Committee Established
Winter  General Education Implementation Meetings

2020
February  Draft Curriculum outline released for review
April  General Education Curriculum submitted for Board Approval
       Institutional review and approval processes

2021
Fall  Target for Redesigned General Education Curriculum
2. **UPDATE – MOMENTUM SUMMIT-III**
   a. On January 28-29, the University System of Georgia held their 3rd annual Momentum Summit, asking representatives from each USG institution to participate. Georgia College’s Momentum Team included the President’s Cabinet, the Director of Advising, the Director of First Year Experience, the Director of...
GC Journeys, the Director of Residence Life, the Director of the Center for Teaching and Learning, and the Associate Provost for Transformative Learning Experiences.

b. On Day 1, Dr. Jordan Cofer presented on GC Journeys and the use of Co-Curricular High Impact Practices. On Day 2, Dr. Cynthia Alby gave a presentation on GC’s use of faculty support for GC Journeys.

c. During the two days, the GC team worked on issues to support GC’s Momentum Year plan, GC Journeys. The GC Team discussed ways to support faculty leading transformative learning experiences; creating advising touchpoints to support GC Journeys; ways to connect students with faculty during their first two years at GC; ways to help students choose experiences in GC Journeys; and finally, ways to document and track the experiences in GC Journeys.

d. The GC team left with plans to follow up and continue finding ways to support faculty, staff, and students participating in GC Journeys.

3. Inclusive Excellence Grants

a. The purpose of this Provost grant program is to provide funding for Georgia College faculty to conduct research on topics regarding inclusive excellence.

b. The 2019-2020 recipients are: Paulette Cross, PhD, Professional Learning and Innovation, College of Education, Capturing Family Backgrounds through the use of Oral Histories and Written Memoirs; Melanie Devore, PhD, Biological and Environmental Sciences, College of Arts and Sciences, Establishing and Researching the Impact of Traveling Trunks as a Tool for Earth Science Education of Edos (Georgia) and Tribal (Washington) in Rural Communities.

4. Guidelines from the USG on High Impact Practices

a. Earlier this month, the USG Academic Affairs Office provided insights and guidance about High Impact Practices. Specifically:

b. The guidelines now state that campuses are to enter the appropriate High Impact Practice Banner code for all course sections that meet the institutional criteria as a HIP. Previous drafts indicated that only course sections where all sections of the course met the criteria for a HIP should be entered into Banner as a HIP. The revised guideline now includes course sections that include HIPs, even if other course sections of the same course do not include the same HIP. As a result, institutions will need to approve individual course sections as HIPs, rather than only review courses where all sections include a HIP.

c. The institution specific codes have been eliminated from the documentation. Institutions have always had the ability and option of adding additional Banner codes for courses. As a result, it is unnecessary to specify system wide codes for institutionally specific attributes. Institutions that would like guidance on doing so are invited to contact System personnel to aid them in the process.

d. For relevant HIPs, contact hour codes must be entered. HIPs that include experiences outside the classroom (ex. work-based learning, service learning, etc.) will have contact hour codes that should be entered by the institution.

e. A meeting is scheduled during the week of March 9th to gain input and support for next steps in expanding the implementation and scale of HIPs throughout the entire USG system.

5. Novel Coronavirus

The USG provided information about the Novel Coronavirus on February 27, 2020 (available at https://www.usg.edu/coronavirus).

6. College Visits
a. Visited the College of Education (January 17) and University Library (February 10); College of Arts and Sciences (February 21)
b. Upcoming visits: College of Business (April 3), and College of Health Sciences (April 3).

7. **Honors College Dean Search Update**
The Search Committee completed Skype interviews and plans to bring the finalists to campus in early/middle part of March.

8. **Associate Provost and Director of the Graduate School Search Update**
The Search Committee brought finalists to campus (February 14).

9. **Dovetailing of Real-World Experiences into Higher Education**
   a. Colleges and universities are engaging in the development of embedded certificates and other micro academic experiences to connect students with real-world challenges.
   b. The USG is encouraging, and supporting such initiatives including the Nexus degree, the FinTech Academy, the Film Academy (University of Georgia-MFA in Film). All these emphasize the connections between industry, skilled knowledge and hands-on experience in high-demand career fields. Additional examples include USG Certificates in Blockchain with Machine Learning, Blockchain with Data Analytics, Cybersecurity, Film Production, etc.
   c. We are beginning to have more focused conversations about possible directions.
   d. What role can Continuing Education play in this process?

10. **Masters – 30 SH**
   a. Effective November 19, 2020, the BOR/USG passed the following policy: “Master degrees are comprised of 30 hours of a coherent program of study beyond the bachelor’s degree. Master degrees are subject to Board of Regents and USG policies on comprehensive program review and all relevant SACSCOC standards for a distinct program of study. Master degrees beyond 30 credit hours require the approval of the USG chief academic officer.”
   b. All current programs comprised of more than 30 cr. hrs. of degree requirements and were approved for the credit hour exception (i.e. 36, 45, 60 cr. hrs.) are “grandfathered” in under this new ruling. All new proposals for programs which exceed the 30-credit hour requirement, must also submit a request for an exception to 3.8.5 at the time of proposal consideration. Any program, that must undergo changes in credit hour requirements due to accreditation or professional certification/licensure standards, must submit these changes for notification (or in some cases re-approval) to the USG chief academic officer.

11. **USG Copyright Policy**
   a. Copyright: The University System of Georgia facilitates compliance with copyright law ([https://usg.edu/copyright](https://usg.edu/copyright)) and, where appropriate, the exercise in good faith of full fair use rights by faculty and staff. The main areas in which faculty come into contact with copyright decisions are using copyrighted materials in the classroom and on GaView, placing items on electronic reserve in the library, and within their own publishing endeavors. The first two areas are broadly covered under Fair Use.
   b. Fair Use: The determination of whether a use of a copyrighted work is within fair use depends upon making a reasoned and balanced application of the four fair use factors. Instructors are responsibly for determining whether the material they want to use falls under Fair Use. The Fair Use Checklist ([https://www.usg.edu/copyright/fair_use_checklist](https://www.usg.edu/copyright/fair_use_checklist)) is an important tool in making that decision. Complete and retain a copy of this checklist for each “fair use” of a
copyrighted work in order to establish a “reasonable and good faith” attempt at applying fair use should any dispute regarding such use arise.

c. Best Practices for Electronic Reserves and Using Copyrighted Items in GaView:
   i. When possible, use a link for materials available through Galileo instead of posting a PDF.
   ii. Complete and retain a copy of the fair use checklist for any items not found through Galileo or otherwise licensed by the University. (This is mandatory for placing an item on electronic reserve.)
   iii. Include a citation to the original source of publication and a form of copyright notice.
   iv. Materials must be lawfully obtained – use of materials, regardless of the source, without a clear statement providing permission to redistribute, violates fair use.

d. Contact: Jennifer Townes (jennifer.townes@gcsu.edu) works closely with the Center for Teaching and Learning and is available for workshops, consultation, and training. For more information, please see the faculty guide at https://libguides.gcsu.edu/authorservices.

12. Library Acquisitions Timeline for FY21
   a. Mid to Late March – Library liaisons will email departments with a list of current subscriptions.
   b. End of April – Departments will confirm subscriptions, new requests, and/or cancellations.
   c. May-June – Library will work with vendors to acquire resources, as needed.
   d. July 1 – New resources will be available for use.

13. Save the Dates!
   a. Provost Faculty Appreciation Reception
      i. Tuesday, April 21, 2020
      ii. 5:00-7:00 p.m. – Heritage Hall
   b. Celebration of Faculty Scholarship and Grants
      i. Tuesday, April 23, 2020