REPORTS FROM PRESIDENT COX AND PROVOST SPIROU
25 MARCH 2022 MEETING OF THE UNIVERSITY SENATE

PRESIDENT'S REPORT

1. **COST-OF-LIVING ADJUSTMENT**
    a. In April, eligible Georgia College employees will begin receiving a $5,000 Cost-of-Living Adjustment (COLA) recently approved by Governor Kemp and state legislators. The $5,000 salary increase is for all active, full-time, regular, benefits-eligible faculty and non-academic staff at Georgia College. The increase will be prorated based on full-time equivalency (FTE). Employees not receiving benefits, including temporary workers and those working less than 30 hours per week, are not eligible for the increase. There may be exceptions to the eligibility population based on unit structure and funding.
    b. Eligible employees will see the first portion of the pay increase in their April paychecks – and most of those employees will see a one-time supplemental payment of $3,750 in April. That amount will be prorated for employees who have not worked here fulltime since last July 1. Eligible employees will also see an increase to their base pay in April for the prorated amount of a $5,000 annual raise.
    c. For eligible employees who are paid biweekly, that one-time supplemental payment should show up in their April 22 paychecks. Eligible employees paid monthly will see the supplemental payment in their April 30 paychecks.
    d. The remaining $1,250 – or a prorated amount – will be paid out in May and June paychecks – along with the increases to your base pay.
    e. Now if that's as clear as mud to you – I understand! It's complicated, and our Human Resources Office is working on an official communication to the campus with additional details to come. This should be circulated to the campus next week.
2. **TEMPORARY ADMISSION CHANGE FOR FALL 2022**
    a. On Monday, March 18, the University System of Georgia announced a temporary, test-optional admissions change to all USG institutions, excluding Georgia College, Georgia Tech, and the University of Georgia, effective immediately for Fall 2022 and only for Fall 2022. The test-optional path is not available for dual enrollment. Students applying for dual enrollment must still meet existing admissions requirements.
    b. Nationally, some 80% of colleges and universities have gone to a test-optional admissions process, including all of our border states except Florida.
    c. Georgia College is a selective university and utilizes a holistic admission review process. However, being excluded from this temporary option is a challenge for Georgia College.
    d. Three-fourths of the incomplete applications we currently have are incomplete because of missing test scores – and we're hearing that many of them are applying to out-of-state schools that no longer require test scores, or they've simply been waiting this situation out, hoping for a decision like that made by the USG last week.
    e. We have worked diligently over the past week to create a one-page summary, along with some 5-year statistical data, to show the USG the financial impact this

decision has on Georgia College, and we've asked for some relief from this decision.

3. **NEW CHANCELLOR TAKES OFFICE ON APRIL 1**
    a. Former Governor and Former Agriculture Secretary Sonny Perdue takes office as Chancellor of the University System of Georgia on Friday, April 1. Acting Chancellor Teresa MacCartney will return to her former position as Executive Vice Chancellor for Administration.
    b. Acting Chancellor MacCartney told us that the new Chancellor has hit the ground running and has been coming into the System office several days every week since his appointment was announced on March 1. Dr. Stuart Rayfield, who is serving as the Interim Executive Vice Chancellor for Academic Affairs, told us at the recent Momentum V Summit that she has had several meetings with the new Chancellor, and she said that he is going to expect to see us do things differently. Regent Cade Joiner also visited our campus this past Tuesday and likewise said that he expects the new Chancellor and the board to look for innovation and efficiency in our operations, and in looking for a focus on operating in a way that best suits today's students and workforce needs.
    c. I am sure we will hear a great deal more about the vision of the new Chancellor and the new leadership of the Board of Regents in the weeks and months to come, but Provost Spirou and I are already discussing a campus task force to begin looking at our own operations through a new lens to find ways that we can deliver a world-class liberal arts education in innovative ways. We welcome your ideas.
    d. Meanwhile, we've been advised that Chancellor Perdue wants to get out and visit all the campuses and we're working with the System office on dates for him to visit our campus before the end of this semester.
4. **ANDALUSIA INTERPRETIVE CENTER** At long last, there is movement this week in the construction of the new Interpretive Center at Andalusia, the farm property and historic home of Flannery O'Connor on US 441 North of town. The construction trailer and portable potties are up at the entrance to the property now, and you'll begin to see the building construction in the very near future. Matt Davis posted a great video today to the Andalusia Facebook and Instagram pages explaining what the Interpretive Center will look like and what services and amenities it will offer, so I encourage you to take a look at it. There are exciting days to come for our newest National Historic Landmark!
5. **MAY COMMENCEMENT CEREMONIES** Our May Graduate Commencement ceremony will be held on Friday, May 6, at 7:00 p.m. Our two Undergraduate Ceremonies will take place on Saturday, May 7, at 9:00 and 2:00. All ceremonies will take place in the Centennial Center. Details about the weekend can be found on the Registrar's website at https://www.gcsu.edu/registrar/graduation-and-commencement.
6. **SAVE THE DATES**
    a. ***Spring Fling – Faculty/Staff Picnic***
    Wednesday, April 6, 2022
    4:30 – 6:30 p.m. - West Campus
    b. ***Celebration of Excellence***
    Friday, April 15, 2022
    9:00 a.m. – Russell Auditorium
    c. ***Spring Graduate Commencement***
    Friday, May 6, 2020
    Centennial Center
    d. ***Spring Undergraduate Commencement (2 ceremonies)***

Saturday, May 7, 2020
Centennial Center

PROVOST'S REPORT

1. **B.S. IN FINANCE** The Office of the Provost received feedback from the USG on the B.S. in Finance submission and is currently preparing a response. We expect that the program proposal will be reviewed by the BOR at the May 2022 meeting.
2. **BOARD POLICY 8.3 PROVOST TASK FORCE UPDATE** In response to changes made by the BOR to the post-tenure and annual review policies, a Provost Task Force was established at GC. The Office of the Provost received the document and sent the applicable documents to the university community for review on Monday, March 7, 2022. The Post-Tenure Review Task Force held two Open Faculty Forums on March 9, 2022 and received feedback on the proposed changes. FAPC also had an opportunity to provide feedback. Following a final review, the Provost submitted the GC document to the USG on March 16, 2022.
3. **COLLEGE OF ARTS & SCIENCES SEARCHES** In 2021-22, the College of Arts and Sciences has filled the following positions: Associate Dean, Public Administration, Psychology, Criminal Justice, Chair of Department of Chemistry, Physics, and Astronomy, Digital Media Production, and African-American Literature. Positions we still seek to fill this spring include the following: Physics lecturers (2), Journalism, Music Therapy (2), Rhetoric (2), Museum Studies/Galleries, STEM post-doc, Theatre, French, and Spanish.
4. **GC'S 25TH ANNIVERSARY OF THE LIBERAL ARTS MISSION**
    a. The College of Arts and Sciences will host its 25th Anniversary of the Liberal Arts Mission celebration with two panels. A recent Alumni Panel will be held Wednesday, April 6, in the A&S auditorium from 5-6pm. A Faculty Panel will be held Friday, April 8, in the A&S auditorium from 3:30-4:30, followed by a reception in the A&S courtyard. COAS will cap off the festivities with the Department of Music's Terry Endowed Concert Series event, "Songs and Sonnets," that evening, April 8, at 7:30 in Russell Auditorium.
    b. COPLAC and the College of Business hosted a virtual panel event on March 3rd in celebration of Georgia College's 25th anniversary as Georgia's designated public liberal arts university. Drs. Mary Ellen Zuckerman (SUNY Geneseo), Aimee Mellon (University of Montevallo), Susan Clark (UNC Asheville) and Brent Evans (Georgia College & State University) addressed the complexities inherent to the state and future of business education in the context of the public liberal arts. More than 20 universities were represented in attendance.
5. **FUTURE GEORGIA EDUCATORS DAY** On March 9th, the College of Education organized a Future Georgia Educators Day that brought close to 200 regional high school students to campus. They participated in sessions on attending Georgia College and the teaching profession. The event was co-sponsored by the Professional Association of Georgia Educators.
6. **COLLEGE OF BUSINESS 2022-2027 STRATEGIC PLAN** A draft 2022-2027 Strategic Plan for the College of Business has been shared with stakeholders; feedback will be considered as faculty will review and vote on April 29, 2022 to approve the priorities for the next five years.
7. **VISITING SCHOLAR DR. PETER CARDON** The College of Business hosted Visiting Scholar Dr. Peter Cardon March 21-24. Dr. Cardon is a business communication professor at the Marshall School of Business at the University of Southern California.

Much of his research is interdisciplinary in nature. His most recent research projects involve how artificial intelligence influences communication and how global virtual teams can function more effectively. Dr. Cardon presented a number workshops on publishing text books, publishing research with large collaborations, and AI and Global Mindset with students.

8. **INCLUSIVE LEADERSHIP** The Office of Inclusive Excellence, in collaboration with the College of Business and the Career Center, hosted a virtual Diversity 360 event called Inclusive Leadership on Wednesday, March 23 at 4p.m.
9. **COLLEGE OF BUSINESS SEARCHES** are ongoing in the College of Business with recent appointments of Dr. Dianna Akin (Lecturer in Marketing) and Dr. Adel Almasarwah (Assistant Professor of Accounting) beginning August 1, 2022. Out of the 14 searches this year, the College of Business has two remaining positions to fill – Assistant Professor of Computer Science and Chair of the Information Systems & Computer Science Department. These are ongoing with expected completion in April.
10. **THE COLLEGE OF BUSINESS** is exploring potential agreements with Dalton State College and Ft. Valley State University to provide pathways to our graduate and certificate programs of study.
11. **THE USG ASIA COUNCIL** is organizing an annual spring semester "Teaching Asia" faculty development workshop to help those who teach core curriculum/general education courses to better understand Asia and to incorporate Asian content and issues into their core courses. Georgia College will serve as host. Sessions connect with the social sciences, humanities, and STEM to address China, Japan, South Korea, India and South Asia, and Southeast Asia. The event is scheduled for April 1. For more information, please contact Eric Kendrick (ekendrick@gsu.edu, Georgia State University or Flor Culpa-Bondal & Tsu-Ming Chiang (both at Georgia College).
12. **QEP PROPOSAL SELECTION ROUND 1 VOTING** of 9 proposals ended on March 13, 2022. The university community advanced the following proposals which are now under review in Round 2:
    a. *Financial Literacy, Career Readiness, and Life Skills*
       Adulting 101: Bobcats RISE (Ready and Informed for Success and Excellence)
    b. *Mental Health*
       Bobcats FIRST (Focusing on Inner Resilience & Skills to Thrive)
    c. *Information Literacy*
       Empowering Bobcats: Digital Research and Information Literacy at Georgia College (Locate - Create - Evaluate - Communicate)
    d. *High Impact Practices*
       Learning Beyond the Campus: Creative Initiatives to Increase Student Engagement and Retention with Camp Bobcat and Maymester "Study Away" Courses
    e. *Mental Health*
       GC Be Well: Prioritizing Mental Health and Wellbeing

    The second and final round of voting will be held over the next two weeks, March 28th-April 8th. If you have any questions about the QEP, please contact Dr. Cara Smith (cara.smith@gcsu.edu). For more information please see https://irout.gcsu.edu/qep/index.html.
13. **VERTICALLY INTEGRATED PROJECTS (VIP)** Georgia College joined the Vertically Integrated Projects (VIP) consortium. The VIP program is a transformative approach to enhancing higher education by engaging undergraduate and graduate students in

ambitious, long-term, large-scale, multidisciplinary project teams that are led by faculty. The program has been rigorously evaluated and refined over more than two decades. In VIP, teams of undergraduate students – from various years, disciplines and backgrounds – work with faculty and graduate students in their areas of scholarship and exploration. Undergraduate students earn academic credit for their work and have direct experience with the innovation process, while faculty and graduate students benefit from the extended efforts of their teams. For more information, please see https://www.gcsu.edu/vip or contact VIP Program Director, Dr. Hasitha Mahabaduge.

14. **PROVOST'S FACULTY APPRECIATION RECEPTION** Save the Date: The Office of the Provost is organizing a Provost's Faculty Appreciation Reception, scheduled for Friday, April 15th from 3:30PM-5:00PM in MSU. Please look out for additional details.
15. **FACULTY RESEARCH GRANTS PROGRAM** The second round of the Faculty Research Grants program, funded by the Provost, awarded $45,586 to faculty across the institution. The first round in the Fall supported faculty by awarding $35,514 in research grants.
    a. **Faculty Research Grants**
        i. Ruben Yepes Muñoz, Art, *Art and Covid-19 Crisis in Latin America*, $5,000.
        ii. Sajad Amini, Art, *Intelligent UX in Graphic Design, Human-computer interaction using CV*, $4,977.
        iii. Arnab Sengupta, Biological and Environmental Sciences, *Regulation of mRNA translation in cancer genes,* $5,000.
        iv. Andrei Barkovskii, Biological and Environmental Sciences, *Emerging waterborne Vibrio pathogens: method development*, $4,947.
        v. Dominic DeSantis, Biological and Environmental Sciences, *Revisiting the energetics hypothesis: can accelerometer recording reveal hidden variation in the movement behavior of secretive species?* $5,000.
        vi. Sarah Myers, Health and Human Performance, *Athletic Training Student Perceptions of Standardized Patient Post Encounter Feedback*, $4,800.
        vii. Owen Lovell, Music, *Aaron Copland's 1930 'Piano Variations': a video reference recording*, $1,875.
        viii. Tina Holmes-Davis, Music, *Center for Music Education at Georgia College*, $3,600.
        ix. Andrea Christoff, Teacher Education, *Who are we? Exploring the civic possibilities of Washington DC*, $3,562.
        x. Kim Muschaweck, Teacher Education, *Special Education Teacher Mentoring, Instructional Coaching, & Professional Development Project*, $5,000.
    b. **Inclusive Excellence Faculty Research Grant**
        i. Mandy Jarriel, Health and Human Performance*, Integrating Cultural Humility Objective Structured Clinical Examinations (OSCE)s Through a Public Health Paradigm Lens*, $1,825.
16. **BALDWIN COUNTY SCHOOL DISTRICT/GEORGIA COLLEGE EARLY COLLEGE** As part of our effort to strengthen our engagement in the community, the Office of the Provost is working to develop a list of events from the colleges that may be of interest to BCSD/GCEC students, faculty, and administrators.
17. **TEMPORARY ADMISSION CHANGE FOR FALL 2022** Effective March 18, 2022, the USG announced that institutions (excluding Georgia College & State University, Georgia Institute of Technology, and University of Georgia) may employ a test-optional path to make admission decisions for applicants for fall 2022.

18. **ADMISSIONS** As of March 21, total freshmen applications for fall 2022 are at record levels when compared to last year (when GC was test-optional). However, completed applications and freshmen deposits are down slightly compared to 2021. The Office of Admissions continues to employ a robust recruitment strategy that utilizes email, text messaging, calling campaigns, paper mail, digital ads, etc. to assist with completing applications and generating deposits. Contacting prospective students is an important priority and I would like to encourage faculty to support the Admissions Office regarding outreach to prospective students.
19. **THE ADOPT AN ADMIT INITIATIVE** has recruited over 90 faculty and staff to call and email over 100 admitted students of color. The goal of the Adopt an Admit program is for faculty/staff mentors to build relationships with their assigned mentees (current admitted high school seniors) and provide insight into the value of a Georgia College education.
20. **SPRINGFEST** On March 5, the Office of Admissions hosted over 600 admitted students and guests on campus at our Springfest event. Many students took next steps towards enrollment after attending.
21. **JUNIOR DAY** will be held on Saturday, April 9th. This day is designed for current high school Juniors to explore the many aspects of the college search process. The goal is to assist students with making well-informed decisions throughout the process of college exploration. Students will get more information on the application process, academic programs, financial aid opportunities, and more!
22. **MULTICULTURAL STUDENT LEADERSHIP CONFERENCE** Georgia College's inaugural Multicultural Student Leadership Conference will be held the weekend of May 20-22. Invited high schools will nominate two students—one male and one female, who demonstrate leadership potential to spend the weekend on GC's campus. Students will hear from a keynote speaker, gain invaluable professional knowledge, and will work together in groups on a weekend-long project to be presented on Sunday, May 22nd.
23. **ADMISSIONS VIRTUAL ACADEMIC SESSIONS** Admissions hosted four virtual academic sessions for each college in late February. Over 40 students were in attendance. College Liaisons continue to meet with each college dean to provide insight and guidance on recruitment strategies for their prospective admitted majors.
24. **GC FINANCIAL AID OFFICE** completed administering all HEERF III Emergency Financial Aid Grant funds to eligible students. The amount of Student Grant Funding allocated to our institution was $5,453,527. An additional $300,000 in funds was allocated from the Institutional Grant Funds to assist students and families who have been impacted by the coronavirus. A total of 3,654 students were recipients of these funds.
25. **THE ACADEMIC ADVISING CENTER AND THE REGISTRAR'S OFFICE** have been engaged in a comprehensive campaign to encourage currently enrolled students who are not registered for Fall 2022 to register as soon as possible. This follows a campaign in February and early March encouraging students to be ready to register at their assigned registration time, which also included a mailing to parents. Students who did not register on their registration day received text messages and email reminders that afternoon, along with follow-up emails and phone calls. Several of our department chairs and deans have also assisted in reaching out to students.
26. **GRADUATE & PROFESSIONAL STUDENT APPRECIATION WEEK** The Graduate School will celebrate Graduate & Professional Student Appreciation Week, April 4 – 8, 2022. The celebratory week will include a number of activities and opportunities specifically for graduate students. These include the 5th Annual Graduate Research Poster Showcase, The Graduate School Annual Spring Reception (Thursday, April 7, 6PM, virtual), free

professional headshots (courtesy of the Ina Dillard Library), a virtual networking gathering, a professional development seminar, and a giveaway.

27. **THE 5TH ANNUAL GRADUATE RESEARCH POSTER SHOWCASE** hosted through the Ina Dillard Library Knowledge Box, will feature the research of 29 graduate students in the athletic training, biology, curriculum & instruction, English, music education, music therapy, and nursing programs. As of March 1, 2022, Graduate Research Posters in the Knowledge Box had 1,517 downloads from 63 countries.
28. **OUTSTANDING GRADUATE ASSISTANT AWARDS** The Graduate School received seven nominations for Outstanding Graduate Assistant Awards. Nominations reflect GAs enrolled in the accountancy, criminal justice, early childhood education, MMIS, nursing, and public administration programs. Recipients of the award will be formally announced at The Graduate School Annual Spring Reception.
29. **GRADUATE RECRUITMENT FAIRS** The Graduate School along with the colleges have hosted and attended a number of graduate recruitment fairs across the state in an effort to grow enrollment.
30. **THE LEARNING CENTER** On April 20th-22nd, several of the Learning Center student staff and full-time staff are presenting at the national Association of Colleges for Tutoring and Learning Assistance (ACTLA) conference held virtually. Six students who are also staff are presenting on topics like online SI program elements, engagement in learning center staff, and faculty partnerships in learning assistance.
31. **TUTOR RECRUITMENT** is currently underway for the fall semester, if you have students who you would like to recommend, please reach out to the Learning Center.
32. **EXCEL BOOTCAMPS** have concluded for the spring 2022 semester. A total of 329 students registered and of those, 88% successfully completed and received their Certificate of Completion. The Learning Center will be surveying faculty for Fall semester Excel Bootcamp interest next week.
33. **LEARNING CENTER STUDENT STAFF** On Friday, April 1st, a recognition event will take place for all current and new Learning Center student staff.
34. **RUSSELL LIBRARY EXHIBITS** will open two new exhibits in April.
    a. The "Celebrating 25 Years of Public Liberal Arts at Georgia College" exhibit is a visual expression of what makes Georgia College special. Spanning the 2nd floor balcony, the exhibit illustrates how our unique mission prepares the Georgia College student for global citizenship.
    b. The "Let There Be Thunder: An Origin Story" exhibit discloses the story behind the bobcat we have come to know and love, when Georgia College had to say goodbye to the Colonials and welcome a new mascot to campus. The original Thunder is on display, along with a host of Georgia College's old brown & gold artifacts, all located outside of Special Collections on the 2nd floor.
35. **AMERICAN RESCUE PLAN: HUMANITIES GRANTS FOR LIBRARIES** Russell Library was one of 200 recipients nationwide of the American Library Association's American Rescue Plan: Humanities Grants for Libraries. The $10,000 grant will support humanities activities that have been impacted by the pandemic by providing programming, staffing, and equipment.
36. **THE 2022 CELEBRATION OF FACULTY SCHOLARSHIP** will take place on Monday, April 18 from 3:30 p.m. to 5:00 p.m. in the Museum Education Room. Faculty scholarship, creative endeavors, and grantsmanship from calendar year 2021 will be recognized. Each college's nominee for the Excellence in Scholarship and Creative Endeavors Award will give a 15-minute presentation of their research.

37. **THE SIMULATION AND TRANSLATIONAL RESEARCH CENTER (SIM CENTER)** in the College of Health Sciences will have a virtual site visit tentatively scheduled for May 2022. This is the second step in seeking accreditation from the Society for Simulation in Healthcare (SSH).
38. **COHS DIVERSITY OFFICER** The College of Health Sciences identified a staff member to engage the college as a COHS Diversity Officer to provide focused leadership on the implementation of the COHS Diversity Action Plan, effective July 1, 2022. Toyia Barnes will serve in that role along with her duties as the Office Coordinator for the School of Health and Human Performance.
39. **NURSING B.S.N.** The College of Health Sciences officially accepted 40 students for the first summer cohort in the BSN program.
40. **THE ANDALUSIA INSTITUTE** received a federal grant for writing and literacy outreach in Baldwin County Schools. The grant of $385,000 will help promote writing and literacy skills for youth in Baldwin County schools. The funds will support a new Writing for Success program sponsored by Senator Warnock as part of the Labor-HHS-Education appropriations bill.
41. **POSTERS AT THE CAPITOL** 4 GC Students presenting (2nd most) at the State Capitol on March 30th. Those students are Cody Cox, Lauren Stone, Evan Dunnam, and Matthew Berry. Mentors include Dr. Hasitha Mahabaduge, and Dr. James Daria.
42. **THE STUDENT RESEARCH CONFERENCE** took place on Friday, March 25th. This was the 25th Annual Student Research Conference at GC. The conference was hybrid, allowing virtual and in-person presentation options. More participation than past virtual conferences.
43. **USG TEACHING AND LEARNING CONFERENCES** Georgia College is hosting one of the USG Teaching and Learning Conferences. The conference is on April 1st and Dr. Josh Eyler, Director of Faculty Development at the University of Mississippi and author of *How Humans Learn* is the featured speaker.
44. **THE 3RD ANNUAL SUMMER HIPS INSTITUTE** will take place in June. Sign up/registration information is forthcoming. Participants will receive $500 in faculty development funding to learn more about leading high-impact practices. It is co-sponsored by the Center for Teaching and Learning and GC Journeys.
45. **PROVOST SUMMER SCHOLARS LUNCH & LEARN** presentation will take place on April 25th from noon – 1:00pm. Drs. Julian Knox, Dana Gorzelany-Mostak, and Mariana Stoyanova will discuss their research.
46. **GC JOURNEYS DIVERSE SCHOLARS INITIATIVE: DINNER WITH THE DEANS** The Cultural Center and the Office of First Year Experience teamed up to host Dinner with the Deans with the LIFE Mentorship students on March 23rd. This is part of the GC Journeys Diverse Scholars Initiative.
47. ***UNDERGRADUATE RESEARCH*** The newest issue of *Undergraduate Research* is available both in print and online. It features cover art by Georgia College students, as well as research from students from Columbia University, Notre Dame, the College of William and Mary, and Texas A&M.
48. **MOMENTUM YEAR V** Georgia College completed its participation in Momentum Year V for the University System of Georgia. The GC Momentum Year Team met earlier in March, then a small team attended the Momentum Year Conference at Columbus State University. The Office of the Provost recently submitted our report and will continue to focus on engagement and high-impact practices.
49. **OFFICE OF GRANTS & SPONSORED PROJECTS WORKSHOP** On March 24th, the Office of Grants & Sponsored Projects held a workshop for faculty and staff who wish to

pursue external grant awards for their projects. Topics such as the application, submission, and post-award processes were discussed. Please plan to participate at future workshops organized by OGSP.

50. **THE GOLDWATER FOUNDATION** announce today their scholarship recipients. Wesley DeMontigny (Biology) received a scholarship which makes him the first student from GC to receive one: https://goldwaterscholarship.gov/2022-goldwater-scholars-listed-by-institution-state/.