

**REPORTS FROM PRESIDENT COX AND PROVOST SPIROU
20 JANUARY 2023 MEETING OF THE UNIVERSITY SENATE**

PRESIDENT’S REPORT

1. STATE OF THE UNIVERSITY

- a. The annual State of the University Address will be held on Friday, February 3, at 2:00 PM in Russell Auditorium.
- b. Immediately following the State of the University Address, we will have our annual faculty/staff Service Recognition Ceremony. I encourage you to attend and congratulate your colleagues being recognized for their years of service to the university. A reception will be held after the Service Recognition Ceremony on the lawn in front of Russell Auditorium.

2. MODIFIED SUMMER SCHEDULE

- a. Following an in-depth discussion about ways in which we can work to reduce the rising utility costs across campus, especially during the summer months, and exploring a way in which we could offer a little flexibility for work schedules during the summer, the Executive Cabinet approved a campus-wide modified summer schedule beginning Monday, May 8, 2023, as follows:
 - i. Monday-Thursday -- 8:00 a.m. to 5:30 p.m. with a mandatory half hour lunch.
 - ii. Fridays -- 8:00 a.m. to 12:00 p.m., campus offices closed on Friday afternoons.
 - iii. This schedule will remain in place through Friday, August 4, 2023.
 - iv. We will have three state holidays during this time period on May 29, June 19, and July 4. For the weeks Of May 29 & June 19 in which those holidays fall, we will work a four-day work week from 8:00 a.m. to 5:00 p.m. For the week of July 3rd, there will be a campus closure on Monday, July 3 (for which employees will need to take annual leave), and the observance of the holiday on Tuesday, July 4. We will work Wednesday through Friday 8:00 a.m. – 5:00 p.m.
 - v. This modified schedule will be in effect for all faculty and staff members during this summer period.

3. STATE BUDGET & USG UPDATE

- a. There’s good and not-so-good news in the FY24 state budget proposal released at the end of last week by Gov. Kemp. The good news: He is proposing a \$2,000 cost-of-living (COLA) pay increase for all state employees, on top of the \$5,000 COLA he proposed and the Legislature approved this past year.
- b. The not-so-good news: The Governor cut the design funds for Herty Hall, along with several other USG projects, from the USG’s requested budget. We have, however, been given approval to work with the General Assembly to see if we can get them to add Herty back to the budget when it goes through the House and Senate. So, we are already working on our strategies to try and get that accomplished.
- c. Chancellor Perdue shared the budget presentation he made to the House Appropriations Committee with the Board of Regents at their meeting on Wednesday of this week. He shared with the Legislators the funding challenges

the USG had under the 1984 funding formula along with data on how state funding had changed through the years. He suggested to the House members that the USG “would make things work” for the coming year, but would need help in the future.

- d. The Chancellor has created several task force groups among the USG presidents to study and discuss various issues that we have all raised to him. I have been appointed to two of those groups – one studying Athletics, and another studying USG policies (as in policies that are too bureaucratic, areas where institutions need more flexibility, etc. – dual appointments is one of my pet peeves) – so if you have any burning issues you’d like me to raise in these groups, please let me know.
- e. The Regents announced a shuffle of presidents this week, moving Dr. George Lewis, the president of Atlanta Metropolitan University, to become the president of Clayton State University, and Dr. Ingrid Sellers-Thompson, the president of South Georgia College, to be the new president of Atlanta Metropolitan University, both changes to be effective February 1. A transition plan for South Georgia College is to be announced soon.

4. SPRING COMMENCEMENT CEREMONIES

- a. This Spring we will hold four commencement ceremonies to honor our May and August 2023 graduates. An additional ceremony is being added to allow students the ability to invite more guests to their ceremony; this will be especially important over the next two years as the students who were unable to attend their high school graduations due to the COVID pandemic graduate with their bachelor’s degrees. Additionally, we were reaching near-capacity at Centennial Center for our two undergraduate ceremonies.
- b. These ceremonies will be divided by college, and each ceremony will be a combined graduate/undergraduate program.
- c. Ceremony dates and times are:
 - i. **College of Health Sciences:** Friday, May 5, 2023 at 2:00 PM
 - ii. **College of Education:** Friday, May 5, 2023 at 7:00 PM
 - iii. **College of Business and Technology:** Saturday, May 6, 2023 at 9:00 AM
 - iv. **College of Arts and Sciences:** Saturday, May 6, 2023 at 2:00 PM
- d. Faculty may attend any ceremony, but they are particularly encouraged to be present for the ceremony honoring their majors. We will also need additional faculty to serve as readers and marshals; please watch for an email from Ms. Kay Anderson, Registrar, about these opportunities.

5. CAMPUS UPDATES

- a. **Vice President for Student Life Search** – Provost Costas Spirou has agreed to chair this search. The search process will begin later this semester. We will have an internal search committee in collaboration with an external search firm. More details to follow.
- b. **Chief Diversity Officer Search** – Dr. Dan Nadler, Interim Vice President for Student Life, has agreed to chair this search. We are working now to create the search committee. More details to follow.
- c. Leadership from the **College of Arts & Sciences** and the **Department of Music** is working with our Facilities Department on the design of a new band practice

- building to be located on the corner of Wayne and Montgomery Streets, across from the Miller Gym.
- d. Conservation of the **Old Governor's Mansion's** exterior stucco is now complete, and work will begin soon on renovations of the modern Education and Gift Store Buildings.
 - e. The **Andalusia Interpretive Center's** exterior is nearing completion and we will be working on the remaining interior finishes in January. Work continues on the new permanent exhibition and the opening of the site's first temporary exhibit. The Ribbon Cutting for the center will be Friday, March 24.
 - f. The USG Office called on GCSU VP of Finance and Administration **Lee Fruitticher** to help our sister institution Gordon State College in a temporary job-sharing role for a six-month period while they conduct searches to fill the Chief Budget Officer, Controller, and other budget/accounting positions. **Susan Demmon**, our Director of Accounting, is also helping out. Both of them will be spending a day a week or more, as needed, in coming weeks and months to help Gordon State get a handle on its budget, accounting and financial statements.
6. **HOME COMING** Homecoming festivities are scheduled to begin on Monday, February 13, through Saturday, February 18. This year's theme "Homecoming Y2K" a celebration of Y2K iconography and media/culture. The annual concert will take place later in the spring on March 24. From cheering on the Bobcats in baseball, softball, and basketball during the week, to office decorating competition, announcing the Homecoming Court, and much more, there will be a lot of fun and exciting activities for all ages. For more information, please visit www.gcsu.edu/homecoming.
7. **SAVE THE DATES**
- a. ***State of the University Address***
Faculty and Staff Service Recognition Ceremony
Friday, February 3, 2023
2:00 p.m. – Russell Auditorium
 - b. ***Homecoming***
February 13 – 18, 2023
www.gcsu.edu/homecoming
 - c. ***I ♥ GCSU Day***
February 14, 2023
Front Campus
 - d. ***Employee Appreciation Day***
Friday, March 3, 2023
Library Patio
 - e. ***Andalusia Interpretive Center Ribbon Cutting***
Friday, March 24, 2023
Andalusia
 - f. ***GCSU Research Day***
March 29, 2023
 - g. ***Spring Faculty/Staff Picnic***
Monday, April 10, 2023
Front Campus
 - h. ***Celebration of Excellence***

- a. **THE GRADUATE SCHOOL**
 - i. **Administrative Graduate Assistants** The Graduate School is in the process of reviewing 30 requests for Administrative Graduate Assistant allocations for AY 2023-2024 and will be announcing the awards at the end of the month.
 - ii. **Recruitment Videos** The Graduate School commissioned the production of a series of program specific new recruitment videos to replace outdated content. The videos will reside on The Graduate School web site and be shared on GC social media pages.
 - b. **HONORS COLLEGE**
 - i. **Legends of Honors** This spring semester, the Honors College is again pleased to feature Legends of Honors Zoom presentations for alumni, students, and friends of the Honors College. Please [register](#) to hear from our distinguished alumni:
 - 1. January 25, 6:00p.m. Dorianna Dobson `18, Current 4th Year Medical Student at Mercer University School of Medicine, "Seeing the Future in Spit."
 - 2. February 22, 6:00p.m. Dr. Harold Mock, `06, Director of the GCSU Leadership Program and Assistant Professor of History, "Understanding the Troubled U.S.-Russia Relationship: Putin's Russia and the Return of Great-Power Competition."
 - c. **THE SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES**
 - i. **Study Tour** The School of Continuing and Professional Studies is organizing an inaugural Study Tour to Chile in June. This trip will be educational and fun, and is open to all faculty, staff, alumni, and community members. More information can be found here: <https://worldstrides.com/custom/explorechile-georgiacollegestateuni-2023-june/>
3. **OFFICES AND PROGRAMS**
- a. **GC JOURNEYS**
 - i. **The Career Planning Milestones Program** had an 85% completion rate for Fall 2022 graduates. At Georgia College, all undergraduate students are expected to complete a set of career planning benchmarks that follow a four-year career planning model. Known as the GC Career Planning Milestones, these benchmarks give students the opportunity to begin planning and preparing for their careers from their day at GC. The milestones provide high-impact, transformative opportunities to prepare students for life after graduation.
 - b. **THE LEADERSHIP PROGRAMS**
 - i. **Usery Forum** The Leadership Programs will host General Phillip Breedlove, the 17th Supreme Allied Commander of Europe for NATO, for the next Usery Forum on January 24th at 5:00-6:30 in Magnolia Ballroom.
 - c. **MURACE**
 - i. **Posters at the Georgia State Capitol** Organized by Georgia College in collaboration with the Georgia Undergraduate Research Collective, Posters at the Georgia State Capitol will be held in the Capitol rotunda on

February 27th. A record number of submissions from students around the state (85) was received.

d. **OFFICE OF ADMISSIONS**

- i. **Completed Applications** According to our most recent data (January 17, 2023), completed applications for Fall 2023 are up +54% when compared with last year (4,892 vs. 3,176). Completed applications from African American students are up +101% compared with last year (331 vs. 165) and completed applications from Latino/Hispanic students are up +67% compared with last year (353 vs. 211).
- ii. **Adopt an Admit Program** The Office of Admissions successfully launched the Adopt An Admit Program in December. The Office held 3 training sessions with a total of 40 mentor participants made up of faculty and staff. Over 60 admitted African American and Latino students have been assigned an admissions mentor thus far. If you would like to participate, please contact Javier Francisco in the Office of Admissions.
- iii. **President's Scholarship Competition** Georgia College hosted a successful President's Scholarship Competition on December 2, 2022. This event included the participation of 43 faculty members who served as our interviewers for the competition. Our faculty judges engaged with the attendees and did a fantastic job interviewing them. The Scholarship Committee was able to offer all attendees a scholarship which was 87 scholarship offers for 2023-2024 compared to 79 scholarship offers for 2022-2023. As of today, 43 of the 87 students have deposited which is a 49% yield rate thus far. For the 2022-2023 year, only 20 students had deposited by this date for a 25% yield rate. Scholarship recipients will have until May 1, 2023, to accept our scholarship offers.

e. **OFFICE OF GRANTS & SPONSORED PROJECTS**

- i. **GCSU Research Day 2023** The Office of Grants & Sponsored Projects (OGSP) will be hosting several events during the upcoming Research Day. Through these activities, the OGSP will emphasize the role that research plays in a robust undergraduate education while also conveying information about grant opportunities.

f. **OFFICE OF STUDENT SUCCESS & CAREER DEVELOPMENT**

- i. **Launch** The Office of Student Success & Career Development launched on January 1, 2023. It combines the Career Center, the Bridge Scholars program, the First Year Experience, and the Learning Center. The reconstituted unit reports to Enrollment Management and is aimed at developing synergies between various areas (Academic Advising, Registrar, Financial Aid, Testing Center, Admissions) to better serve the students and improve retention.

4. **CENTERS AND INSTITUTES**

a. **ANDALUSIA INSTITUTE**

- i. **Interpretive Center** The Andalusia Institute received a \$20K grant from the EJ Grassmann Trust in support of the new Interpretive Center. The Mansion also received a \$5K grant to support general operations from the Warren Foundation.

- b. **CENTER OF DESIGN AND E-COMMERCE**
 - i. **Merge** The Center of Design and E-Commerce will merge with the Center for Innovation and Entrepreneurship effective July 1, 2023.
- c. **CENTER FOR TEACHING AND LEARNING**
 - i. **ChatGPT** Led by the Center of Teaching and Learning, the university will be developing a number of faculty support programs to address concerns with AI (ChatGPT) and the potential use of this technology by students within their assignments. **On January 27, 2023 at 2:00pm the CTL will be organizing a panel on the subject that addresses the following:**
 - 1. What ChatGPT is and what it can do.
 - 2. How it can be used in higher education.
 - 3. Ways to modify or shift our instruction to improve our student’s learning and avoid misuse by our students.
 - ii. **Faculty Learning Communities** The Center of Teaching and Learning will be providing funding to support the development of faculty learning communities. Faculty Learning Communities are small groups of faculty and staff who meet several times during the academic year to discuss, and build community around, a particular issue or approach to teaching and student learning at Georgia College. The Faculty Learning Communities meet approximately every three weeks, either virtually or face-to-face. For more information, please visit the [Faculty Learning Communities webpage](#) or send an e-mail to ctl@gcsu.edu or call (478)445-2520.
 - iii. **Forum on Working with Post Pandemic Students** The Center for Teaching and Learning will host a Forum on Working with Post Pandemic Students—“Challenges and Surprises of Our Changing Student Body” (January 19th at 3:30 & January 20th at 1:00) in the Pat Peterson Museum Education Room.
- d. **EARLY LEARNING CENTER**
 - i. **The Montessori Academy** current enrollment is 94 with 62 children on the waitlist. The enrollment has increased by 50% over the last two years.
- e. **THE INTERNATIONAL EDUCATION CENTER**
 - i. **New Students** The International Education Center welcomed, unusually for Spring semester, eleven new students to campus this month. The students represent seven different nations.
 - ii. **Forty Under 40 Africa** A past international student, Michael Ncube, has been nominated for a “Forty Under 40 Africa” award in the Community Development category. After leaving Georgia College in 2021, Michael established a foundation that supports the educational needs of young girls in his home nation of Zimbabwe. Michael is being recognized for his efforts in this area. Ncube came to GC as a State department-sponsored student and has previously noted how valuable the knowledge and experience he gained at GC – including volunteering with Baldwin County Communities in Schools.
- f. **SANDRA DUNAGAN DEAL CENTER FOR EARLY LANGUAGE AND LITERACY**
 - i. **Research Grant Initiative for Implementation Research to Improve Early Language Literacy Outcomes** In early December, The Deal

Center funded four grant proposals as part of the center’s Research Grant Initiative for Implementation Research to Improve Early Language Literacy Outcomes. Awardees included primary researchers from Augusta University, Kennesaw State University, and Central Savannah River Area Regional Education Services Agency.

5. **INITIATIVES AND PROJECTS**

- a. **THE NACE FIRST-DESTINATION SURVEY** is currently underway. The survey captures information regarding how graduates fare in their careers within six months of graduation. The outcomes reported measure types of employment—full or part time, contract, freelance, and so forth; 2) additional education, e.g., accepted to graduate or professional school; 3) still seeking either employment or further education; 4) and starting salary for those employed full time. In addition to providing outcomes for individual classes, the First-Destination Survey is designed to provide trends data over time to inform the discussion about the value of higher education.
- b. **GC THRIVE** will be admitting its first cohort of students during Spring 2023. This Inclusive Post-Secondary Education (IPSE) program offers students with intellectual and developmental disabilities (I/DD) a variety of experiences and opportunities for growth as they prepare for the next chapter of their lives. The Department of Continuing and Professional Education is also working with the College of Education on this inclusive certificate program.
- c. **THE UNDERREPRESENTED MINORITY FACULTY MENTORING NETWORK** launched this semester with a kickoff meeting on January 6th. This new initiative connects underrepresented faculty members with faculty mentors to assist them in formulating a support system to become successfully integrated in the university community. The mentees and mentors hold regular meetings during the semester. This is a joint initiative between the Office of Inclusive Excellence, the Center for Teaching and Learning, and the Office of the Provost.

6. **CONFERENCES AND MEETINGS**

- a. **MOMENTUM SUMMIT VI** is scheduled for January 23-March 10, 2023. Institutions across the University System of Georgia connect every year to share experiences, learn new strategies, and plan their work for student Momentum for the year ahead. The Momentum Summit V is an opportunity to review and refine the work institutions have committed to, assess progress, and chart a path forward for building upon success. The centerpiece of the Summit is the dedicated time for structured planning on campus that leads to the development of a campus Momentum Plan.
- b. **DEAN AND DEPARTMENT CHAIR TRAINING** The USG will be offering training to Deans & Department Chairs (January 26 & 27) regarding the implementation of the new policies related to post-tenure review (PTR), annual evaluations, and the inclusion of student success as an element of faculty evaluation. The two-day training will cover some of the following topics:
 - i. Review of the new Board of Regents policy and the Academic Affairs Handbook
 - ii. Highlight and discuss the legal and human resource elements of the policies and its implementation

- iii. Discuss implicit bias and opportunities to build trust
- iv. Share best practices on faculty evaluations
- v. Engage in case studies and the practical implementation of policies

7. **FACULTY**

a. **FELLOWSHIPS AND GRANTS**

i. **2023 Provost's Summer Research Fellows** The Office of the Provost recently announced the recipients of the 2023 Provost's Summer Research Fellows program:

- 1. Hedy Fraunhofer, Professor, World Languages and Cultures
Title: *Translating Plants-Literature, Philosophy, and the Climate Crisis*
- 2. Juli Gittinger, Assistant Professor, Philosophy, Religion, and Liberal Studies
Title: *American Apocalyptic*
- 3. Matthew Milnes, Assistant Professor of Biology, Biological & Environmental Sciences
Title: *Elucidating the Role of Testosterone in Early Development of the Reproductive System of Eastern Fence Lizards.*

b. **ADMINISTRATOR AND FACULTY SEARCHES**

- i. **Academic Leadership Searches** The Office of the Provost recently launched two academic leadership searches: (1) Dean of the College of Education (Dr. Tenbus, Chair) and (2) Dean of the College of Health Sciences (Dr. Stratton, Chair).
- ii. **Chair Searches** Following national searches in the CoAS and CoBT, Eric Griffis, MFA, Professor of Theatre, was appointed as Chair for the Department of Theatre and Dance. Jeannie Pridmore, PhD will join the university as the next Chair of the Department of Information Systems and Computer Science. She currently serves as Professor of Management Information Systems and Director of the MIS Program at the Richards College of Business at the University of West Georgia.
- iii. **Director Search** The search for the next Executive Director for the Sandra Dunagan Deal Center for Early Language and Literacy is underway. The [posting](#) closes on February 4, 2023.

c. **APPLICATION DEADLINES**

- i. **Academic Affairs Small Grants Program** – Application period is February 1 to February 16, 2023 at 5:00 p.m. For more information, please see the [Program Call for Submissions](#).
 - 1. Grant amount: Up to \$5,000.00.
 - 2. Recipients announced: March 7, 2023.
 - 3. Award Lasts Until: November 1, 2023.
 All funds must be expended by November 1, 2022. For assistance, contact the Center for Teaching and Learning at ctl@gcsu.edu, or call (478) 445-2520.
- ii. **Affordable Learning Georgia Grants** – Deadline January 31, 2023. Affordable Learning Georgia, an initiative of the University System of Georgia focused on providing affordable course materials, recently

released a Request for Proposals for Affordable Materials Grants. Applications are due by January 31, 2023. Two types of grants are available. More information can be found at:

<https://frontpage.gcsu.edu/node/12772>.

- iii. **Community-Based Engaged Learning Grants** – Application period is February 1 to February 16, 2023 at 5:00 p.m. Once the applicant has their materials ready to submit, please log into GeorgiaVIEW, click on the Self-Registration menu option, find the CbEL Grants Program course. Be sure to complete the self-registration for the course. Submission instructions and forms to upload your materials are in the course announcements. For more information, please see the [Program Call for Submissions](#).

1. Grant amount: Up to \$1,000.00
2. Winners Announced: March 7, 2023
3. Award Lasts Until: November 1, 2023

All funds must be expended by November 1, 2023. For assistance, contact the Center for Teaching and Learning at ctl@gcsu.edu, or call (478) 445-2520.

- iv. **Inclusive Excellence Research Grants** – Application Period is February 1- February 16, 2023. The purpose of this grant program is to provide funding for Georgia College faculty to conduct research on topics regarding inclusive excellence in the discipline and beyond. For more information, please [see the Program Announcement](#). For assistance, contact the Center for Teaching and Learning at ctl@gcsu.edu, or call (478) 445-2520.

1. Grant amount: Up to \$4,000.00.
2. Winners Announced: March 7, 2023.
3. Award Lasts Until: November 1, 2023.

All funds must be expended by November 1, 2023. Please direct any and all questions to the Center for Teaching and Learning at ctl@gcsu.edu.

8. **CALENDAR**

- a. **GCSU RESEARCH DAY 2023** As Georgia College continues to focus on engaging the university community in various research activities, the GCSU Research Day is scheduled for March 29, 2023. This event will showcase the excellent scholarship and creative works being done by graduate and undergraduate students, as well as faculty, across the campus. The Graduate Research Showcase will also be a part of the GCSU Research Day. Please encourage your students to attend one of the presentations in support of their peers.
- b. **THE RELIGIOUS OBSERVANCE** policy was updated last semester. Students are required to complete and submit a Notification Form to each instructor, within the first week of class of the semester in which the observance occurs. You can find the form [here](#).
- c. **SUMMER ORIENTATION** The Office of Admission plans to host Summer Orientations on the following Tuesdays and Thursdays in June and July:
- i. June 6 & June 8
 - ii. June 13 & June 15
 - iii. July 18 & July 20