

Women's Leadership Faculty Fellows Program

Call for Applications

Georgia College has established the Women's Leadership Fellows Program to provide a selected group of current faculty and faculty in administrative positions with dedicated time to develop and hone leadership skills and gain a deeper understanding of the challenges and opportunities confronting higher education. The program will specifically focus on issues women face in academic administration.

This year's program begins in November 2021 and runs through May 2022. Fellows will attend monthly virtual and/or face-to-face meetings where they will learn from senior administrators on campus as well as visiting speakers from academia, business and other fields. The program also features a concluding retreat for more in-depth learning.

Participants will be GC faculty who have been awarded *tenure* and hold the rank of *associate or full professor* who represent all colleges and the library and/or academic administrators. A selection committee will review the submissions and make recommendations to the Provost.

Applicants should submit materials to Rhonda Griffin, Administrative Assistant for the Office of the Provost (rhonda.griffin@gcsu.edu) by **Friday, October 8, 2021**. The application materials should include:

- (a) A letter not to exceed two pages presenting evidence of interest in academic leadership, experience in academic governance or administration to date, and what the nominee hopes to accomplish with the support of the program;
- (b) Two letters of recommendation; one of which needs to be from an immediate supervisor. Each recommendation letter is limited to one page in length;
- (c) A current C.V. or résumé.

The Women's Leadership Fellows Program is administered by the Office of the Provost. More information about the program can be found at the website: <https://www.gcsu.edu/womens-leadership-faculty-fellows-program-provost>

Questions about the program may be directed to Dr. Holley Roberts, holley.roberts@gcsu.edu or Dr. Mandy Jarriel, mandy.jarriel@gcsu.edu.

Congratulations!

Eric Griffis, Theatre & Dance, Promotion of the Arts, National Endowment for the Arts, \$10,000

Emmanuel Little, College of Education, African- American Male Initiative, University System of Georgia, \$15,000

Chris Ferland, Institutional Research; Jordan Cofer, Office of the Provost; Cara Smith, Institutional Research; Costas Spirou, Office of the Provost, The Post-Graduation Effects of High-Impact Practices: A Longitudinal Study, University of Michigan and The Andrew W. Mellon Foundation, \$45,687

USG HIPs Implementation Team

Georgia College nominated the following faculty to be part of the second year of High Impact Practices (HIPs) Implementation Teams at scale for USG:

- Damian Francis, College of Health Sciences
- Joy Godin, College of Business
- Angela Criscoe, College of Arts and Sciences
- Olha Osobov, College of Education

COVID-19 testing and flu shot clinics

The College of Health Sciences and GC Medical Reserve Corp (MRC) will offer COVID-19 testing and flu vaccines. Testing is free for all. The flu vaccine is free for students and \$20 for faculty/staff.

• Sept. 14	1:00-3:00 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Sept. 15	10:30 am–2:30 pm	HSB – Skills Lab	Flu shot
• Sept. 16	9:00 am–12 pm & 1:00-4 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Sept. 21	1:00-3:00 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Sept. 22	10:30 am–2:30 pm	HSB – Skills Lab	Flu shot
• Sept. 23	9:00 am–12:00pm & 1:00-4 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Sept. 28	8:00 am–12:00 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Sept. 30	9:00 am–12 pm & 1:00-4 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Oct. 19	8:00 am.–12 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot
• Nov. 30	9:00 am–12 pm	Parks Memorial Sidewalk	COVID-19 tests and flu shot

Aquatics Science Center

The Georgia College Aquatic Sciences Center is a new initiative at the university. Over 20 faculty and staff are involved in research or teaching courses that cover water-related topics. The Center will leverage existing strengths, collaborations, and equipment in the Department of Biological and Environmental Sciences, where the Center will be housed, to provide a platform and structure for collaborative research, grant writing, student training, and community engagement. Pooling resources and equipment under the umbrella of the center will enhance our competitiveness for external funding opportunities, elevate the visibility of the work that we already do, and provide administrative support that will enable faculty to spend more time training and mentoring students in water-related research.

Pathways to GC

On August 23, 2021 Georgia College signed the *Pathways to Georgia College* agreement with the College of Coastal Georgia. The agreement is aimed at supporting students who did not gain admission to GC as first year applicants by providing them with an opportunity to join a USG institution and then transfer to GC. All students must meet the university admissions requirements. In 2020 Georgia College signed similar agreements with Georgia Highlands College and Gordon State College.

Grant Funding Opportunities Available at Georgia College

2022 Faculty Research Grants Round I. The call for research grant proposals for Fall 2022 Round I opened September 1, 2021 with a deadline of *September 17, 2021* 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 2022 (Round I) Faculty Research Grant Applications course. Grant amounts of up to \$5000.

2022 Inclusive Excellence Faculty Research Grant – Application Period Opened September 1. 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. The submission deadline is *September 17, 2021*. Grant amounts of up to \$4000.

For assistance, contact the Center for Teaching and Learning at ctl@gcsu.edu, or call (478) 445-2520.

The [Provost Summer Research Fellows](#) (formerly Faculty Scholarship Support Program) provides additional support for faculty to disseminate their research, artistic work and/or teaching and learning scholarship in a peer-reviewed publication and/or juried context. Time is awarded to be used to write your scholarship or prepare your performance or exhibition. The goal is to increase the scholarly productivity of Georgia College faculty by making additional resources (i.e., time) available. By increasing our dissemination of scholarship through these outlets, we will enhance our national reputation; and the higher education learning community will have an opportunity to learn about all the great research, creative work, teaching and learning that is occurring at Georgia College.

2021-2022 Academic Affairs Unit Goals

This issue of the *Provost Notes* includes goals from units in the Office of Academic Affairs and the University Senate.

College of Arts and Sciences

- Explore further opportunities for inter- and multidisciplinary partnerships across the colleges, to include:
 - Completing the Professional and Technical Writing certificate in the Department of English
 - Pursuing Arts Management and Legal Studies certificates with the College of Business
 - Pursuing participation in a healthcare management and communications certificate with the College of Health Science and the College of Business
 - Reengaging with the College of Education on 4+1 program opportunities
- Launch the Aquatic Sciences Center to be housed within the Department of Biological and Environmental Sciences
- Successfully launch the Digital Humanities Collaborative in partnership with the Ida Russell Library and begin training opportunities for interested faculty with the Center for Teaching and Learning
- Successfully hire an Associate Dean and a Chair of the Department of Chemistry, Physics, and Astronomy
- Achieve reaffirmation of NASM accreditation for the Music program
- Reevaluate the COAS Alumni Advisory Board structure in an effort to maximize its effectiveness
- Examine COAS summer scheduling guidelines in order to provide both summer teaching opportunities and to maximize summer revenue for professional development funding
- Continue efforts to increase the COAS Excellence Scholarship program as a recruitment initiative for underrepresented students, including developing a four-year disbursement plan for funds

College of Health Sciences

- Establish an appropriate and equitable workload policy that promotes excellence in teaching, scholarship, and service
- Expand the Center for Health and Social Issues within the COHS to become a community engagement hub for GC and the surrounding communities
- Increase fundraising activities to provide scholarships to underrepresented student populations within the COHS
- Explore the opportunities for inter- and multidisciplinary partnerships within COHS and across the colleges
- Continue to offer, refine, and improve Transformative Experiences in the COHS
- Recruit and retain a diverse student body within the COHS as evidenced by a 1% increase of underrepresented student enrollment
- Build employee and college-level capacity through training for new skills and competencies while also building internal infrastructure to advance racial equity

College of Education

- Continue the COE's efforts to increase diversity in our undergraduate programs through transfer partnerships with Baldwin County School District, Central Georgia Technical College, and Georgia Military College
- Develop an online teaching endorsement/certificate and provide the initial offering in Fall 2022 Semester
- Realign Early Childhood Education, Middle Grades Education and Special Education undergraduate programs to meet the USG 120-hour rule
- Continue the CAEP Phase In Plans for Advanced Level Program Assessment

College of Business

- Achieve Reaffirmation of AACSB and ABET Accreditations
- Review and Revise Faculty Qualifications, Workload, and Tenure/Promotion Policies: Changes to faculty qualifications and workload to be considered by AACSB team with revisions presented to CoB faculty for vote and followed by related changes to the tenure and promotion criteria and policy
- Enhance and Expand CoB Participation in GC Journeys: Institute a CoB GC Journeys Fellow program; develop and fund HIPs course innovation grants for CoB faculty; and explore requiring a minimum number of HIPs for CoB students)
- Explore Curricula Innovation & Enrollment Growth: examine the opportunities for inter- and multi-disciplinary partnerships across the Colleges; study capacity and market potential for a degree in Finance and a NEXUS Degree in Supply Chain Technology
- Investigate the Development of a Center for Innovation: work with faculty, staff, and business stakeholders on proposing and standing up a Center for Innovation that will be a space for student experiential learning across disciplines; this Center will support both entrepreneurial activities and student consulting to benefit local and regional organizations

The Honors College

- Position Honors admissions recruiting earlier in the annual cycle to compete more effectively in new/emerging markets, particularly out-of-state markets.
- Develop a regular mix of face-to-face and virtual events for Honors admissions recruiting.
- Facilitate regular utilization of the Doris C. Moody seminar room for Honors courses, faculty presentation/book discussion/film discussion sessions, and Eta Sigma Alpha events.
- Open the anatomical model learning lab in the Humber-White House.
- Launch an Honors alumni mentoring program.
- Utilize technologies like Zoom to engage alumni in Honors programming on a regular basis.

Ina Dillard Russell Library

- Redesign the library's website to improve user experience.
- Research, develop and implement a plan to create a Universal Accessible study room for the library.
- Develop at least two programs to promote virtual reality (VR) and alternative reality (AR) services.
- Develop and implement new library workshop options that focus on information literacy and other valuable library resources and services.
- Implement a software integration and relocation of materials to improve wayfinding and access to library resources.
- Implement enhancements in the library management system to improve budget tracking, reporting, and turnaround time for library materials requests.
- Process and create finding aids for the following collections: GC Department of Theatre and Dance, Flannery O'Connor Review files, Seventh Circles Project's initial interviews, Dr. Thomas F. Armstrong book donation, and Dr. James W. Mimbs book collection.
- Review and update the Paul D. Coverdell Peace Corps papers finding aid for publication.

The Graduate School

Goal 1: Student Success

- Coordinate with academic deans, graduate coordinators, chairs, faculty and administration to examine growth potential and capacity related to professional career trends and alignment with program and certificate offerings and potential offerings of The Graduate School.
- Improve the efficiency of the admissions process from application to enrollment.
- Provide support to students as they navigate the graduate experience from admissions to graduation.
- Encourage research experiences through providing Graduate Research Grants for student travel to conferences and participation in the annual Graduate Research Poster Exhibit and Competition.
- Collaborate with Georgia College's Leadership Program to offer leadership programming to graduate students.

Goal 2: Cultivate an engaged graduate community

- Develop a coordinated communications strategy that builds the exposure and identity of The Graduate School.
- In collaboration with the Office of Inclusive Excellence, establish a Graduate Student Organization to provide support to all graduate students, with an emphasis on students' voices who are traditionally underrepresented.
- Create online networking experiences for graduate students.

Goal 3: Recruitment

- Utilize University Communications to provide targeted recruitment strategies for The Graduate School and across specific graduate programs.
- Create and implement recruitment experiences targeting current Georgia College undergraduate students.
- Host virtual graduate admissions recruitment events where prospective students can learn more about the graduate admission process and programs offered.
- Collaborate with the School of Continuing and Professional Studies to match graduate offerings with local, regional, and state needs.

International Education Center

- Continue to leverage Georgia College’s quality, distinctive features, and unique setting to market the university internationally.
- Better conceptualize “Study Away” to make it more a domestic equivalent of Study Abroad.
- Create additional “Border-Free” collaborative opportunities beneficial to Georgia College, its students, faculty, and staff.
- Continue expansion of locations and disciplines available for faculty-led and other Study Abroad programs.
- Build heightened awareness of exchange opportunities available to Georgia College students.
- Further leverage technology and emerging relationships to maintain and increase a diversity of international student enrollments.
- Increase opportunities for faculty professional development and research.

Grants and Sponsored Projects

- Increase the number of members in the GC community engaged in grant activity and amount of award dollars received
- Support the recruitment and retention of faculty by meeting with interested faculty to offer support for external grant proposals
- Procure and implement a new Grants Management System

School of Continuing and Professional Studies

- Communities In Schools Milledgeville Baldwin County will continue to support Wraparound Baldwin “Bee Well” Federally Qualified Health Clinic and telehealth services available to the students, staff, and families of Baldwin County Schools. CISMBC is partnering with the COHS in placing his Community Health students as service-learning volunteers in Baldwin County Schools.
- Continuing and Professional Education will develop a marketing strategy to roll out the institution’s Online Graduate Certificate initiative. In collaboration with the College Deans, Graduate School, Graduate Coordinators, and the Office of the Provost, CPE is expected to increase enrollment for the online graduate certificates.
- The Department of Historic Museums will begin construction of the visitor’s center at Andalusia and strive to acquire Andalusia’s National Historic Landmark designation. The Sallie Ellis Davis brand building initiative will be implemented to further awareness and opportunities to the patrons who already visit this historic site.
- Afterschool Achievement will continue to foster highly intentional engagement by maintaining funding that creates opportunities for students and k-12 families. Contributions include service, leadership, & collaborative learning; diversity and inclusive excellence; and parent engagement opportunities to support student achievements.
- Academic Outreach will continue to provide quality programs to youth and adults through continued discovery of new and innovative programming and by strengthening our Georgia Adopt-a-Stream programming through monitoring events, increased AAS training opportunities, and developing a GC Journeys semester-long program.
- Production Services will continue to provide innovative audio and video solutions to the University.

Institutional Research and Effectiveness

- Through transparency, equity, and inclusivity, choose and approve a new topic for GC’s 2024-2029 Quality Enhancement Plan (QEP).
- Fully implement the new core curriculum interactive website.
- Conduct a needs assessment with units across campus to determine what additional resources from IR would assist in decision making.
- Add content to the *Fact Book* for the newer units at GC.

University Senate

- Continue to advise the university administration, review, and recommend policy, and provide representatives to various university-wide committees, task forces, and search committees.
- Continue to review and assess the scope, size, and structure of university Senate standing committees.
- Improve communication and connections to the greater campus community through transparency, building trust, and encouraging participation.
- Find opportunities to help promote campus safety and internet security.
- Support any effort to mitigate the COVID pandemic.
- Advocate for faculty, staff, and students
- Unify the collective senate voice

Transformative Learning Experiences

- The Office of First Year Experience will support the First Year Academic Seminar Redesign Pilot program.
- Both the Andalusia Institute and Rural Studies Institute will seek grant funding, while continuing to expand their sponsored programming to grow an external audience.
- *GC Journeys*, as part of a grant, will use High-Impact Practice champions to support CbEL, Capstones, and Internships.
- The Office of Transformative Learning Experiences will work to support underrepresented student success.
- The Center for Teaching and Learning will work with faculty to create rubrics as a resource for faculty leading transformative experiences.
- The Leadership Office will start the process of applying for external designations while deepening its affiliate programs.
- Continue work with Leadership, MURACE, Center for Teaching and Learning, Office of First Year Experience, the Writing Center and other offices to deepen partnerships within *GC Journeys*.

Enrollment Management

Admissions

- Recruit and enroll a diverse and academically talented class of 1,500 students including traditional fall entry freshmen and 300 transfer students. This will be accomplished with the implementation of the Ruffalo Noel Levitz (RNL) predictive model and through sophisticated application generation communication flows.
- Improve the processing of application items and decisions in the Slate CRM. This will be accomplished by building a three-way bridge communication between Slate CRM, Axiom, and Banner SIS.

Financial Aid

- Administer \$5.4 million in HEERF III funds to students by May 2022 who have been impacted by COVID-19.
- Implement the Banner delivered process of monitoring Course Program of Study electronically. This initiative will ensure that Georgia College is in compliance with the federal regulation that require federal funds be allocated only for courses that apply to the student's major.

Registrar's Office

- Convert all existing forms (including petitions, graduation applications, and transient approvals) to online forms in GC Signatures.
- Provide faculty with active learning classroom options during semester room scheduling.

Academic Advising

- Launch *Civitas* student success software within the academic advising center, and prepare for campus-wide implementation.
- Open a new drop-in service that provides students with immediate assistance to review major plans, select coursework, integrate existing technology, and complete pre-advisement activities.
- Continue collaboration with the Office of Transformative Experiences to help students plan and complete *GC Journeys*.

Testing Center

- Conduct a needs assessment survey in Fall 2021, analyze the results, and implement any necessary changes in Spring 2022.
- Increase SAT administrations on the GC campus.