



Provost Notes

May 2023

Tenure and Promotion Recipients

Georgia College recently approved the promotion of 21 faculty members for their excellence in teaching, scholarship/creative activities, and service to the university, community and/or profession. The Office of the Provost would also like to announce that 10 faculty members earned tenure. All promotions and tenured statuses become effective with the start of the 2023-2024 contract year. Congratulations!

College of Arts and Sciences

Andrew Allen – tenure and promotion to associate professor
Kelley Ditzel – tenure and promotion to associate professor
Daniel Holcombe – tenure and promotion to associate professor
Julian Knox – tenure and promotion to associate professor
Whitney Heppner – promotion to full
Min Kim – promotion to full
Jebessa Mijena – promotion to full
Daniel Burt – promotion to senior lecturer

College of Business and Technology

Paige Rutner – tenure and promotion to associate professor
Stephen Rutner – tenure and promotion to associate professor
Eddie Thomas – tenure and promotion to associate professor
Jessie Folk – promotion to senior lecturer
Brad Fowler – promotion to senior lecturer
Meg Geddy – promotion to senior lecturer
Susan Manrodt – promotion to senior lecturer

College of Health Sciences

Ernest Kaninjing – tenure and promotion to associate professor
Sterling Roberts – tenure and promotion to associate professor
Josie Doss - promotion to full
Sheryl Winn – promotion to full

Ina Dillard Russell Library

Lamonica Sanford – tenure and promotion to associate professor
Edward Whatley – promotion to full

Congratulations!

Damian Francis, PhD, School of Health and Human Performance, *Diversity in Cancer Summer Undergraduate Research Internship Program*, Morehouse School of Medicine, \$66,000.

Sequena Stanton, Afterschool Achievement, *YES Program at Oak Hill Middle School (Summer Funding)*, Georgia Department of Education, \$25,512.

GCSU's 4th Annual High Impact Practices Summer Institute

GC Journeys and the Center for Teaching and Learning present the *4th Annual High Impact Practices (HIPs) Summer Institute*. The program offers a professional development opportunity to faculty for Summer 2023. This institute takes a HyFlex approach to assist faculty in incorporating one Transformative Experience as a cornerstone of their course during the fall of '23 or spring of 24'. Past participants contributed to the development of GC Journeys.

GCSU Summer Operations

As a reminder, GCSU will run on a modified schedule from Monday, May 08, 2023 through Friday, August 4, 2023. Offices will be open Monday-Thursday from 8:00am-5:30pm and 8:00am-12:00pm on Fridays.

2022-2023 Academic Affairs Unit Updates

The May 2022 issue of the *Provost Notes* includes end-of-year updates from numerous units in the Office of Academic Affairs. The reports below focus on accomplishments and progress on key projects during the 2022-2023 academic year.

College of Arts and Sciences

- The College of Arts and Sciences, in partnership with the College of Business and Technology, has created a new Legal Studies minor.
- Created Double Bobcat Pathways in Biology (approved) and Political Science to MPA, BA English to MFA Creative Writing or MA English, and BS Criminal Justice to MS Criminal Justice (awaiting final approval).
- The Aquatic Sciences Center, under the leadership of Dr. Sam Mutiti, continues to establish its footprint on campus with the opening of the new Marine Lab.
- The Department of Music was reapproved for accreditation through the National Association of Schools of Music, and the Music Therapy program is in the process of applying for re-approval through the American Music Therapy Association.
- Successfully restructured the College of Arts and Sciences Alumni Advisory board to include its own leadership team.
- Worked with donors to increase support for under-represented students through the CoAS Excellence Fund.
- Student participation in the Digital Humanities Collective special sessions on *Research Day* doubled in comparison to last year; faculty submissions for DHC fellowships have also doubled; and our DHC dedicated server—now in its first year—hosts three large faculty-led DH projects.

College of Health Sciences (COHS)

- COHS grants and contracts for FY23 totaled \$1.47million!
- The college developed a strategic enrollment management plan to identify strategies for increasing enrollment in FY24 and beyond.
- The college developed a Health Sciences Club for Georgia College Early College.
- COHS conducted its first Community Action Poverty Simulation, which helps students to better understand those living in poverty.
- The Simulation and Translational Research Center (STRC) achieved provisional accreditation the Society of Simulation Healthcare. GCSU is one of only two institutions in the state with this designation.
- The Center for Health and Social Issues (CHSI) has obtained contracts with the Georgia Department of Public Health and has worked with all 18 health districts in Georgia regarding chronic disease management. These contracts have led to an additional contract with district 8-2 which includes Albany focusing on smoking cessation. Several public health students have benefited from these excellent educational opportunities.
- The Nurse Midwifery program successfully passed its accreditation site visit in February 2023.

Office of Institutional Research and Effectiveness (OIRE)

- Programming for the QEP is outlined and a design and implementation team has been established with various members of the campus community including faculty, counselors, student life staff, and OIRE staff.
- OIRE is working on the compliance certificate for the SACSCOC reaffirmation. This includes faculty credentials, SMART reports, and approximately 40 other standards.
- The *GCSU Fact Book* won 1st place for the 7th time from the Southern Association of Institutional Research.

J Whitney Bunting College of Business and Technology (COBT)

- **Implement BS in Finance:** The COBT far exceeded the initial goal of 18 students as we approach 140 enrolled!
- **Expand and Enrich HIPs:** The college awarded an inaugural teaching innovation grant; had a successful crowd thunder campaign and other donor funds to support HIPs; and has a proposal in the development stages to ensure broader student participation in HIPs.
- **Technology Currency Assessment:** Initial analysis and findings will inform decisions in the fall 2023 semester related to curriculum proposals.
- **Further Develop Employer Partnerships:** A partnership with Warner Robins Airforce Base was established and additional larger employers are being considered for formalized relationships.
- **Launch Center for Innovation and Entrepreneurship:** A successful inaugural year with multiple clients for student consulting and the implementation of entrepreneurial and scaling student competitions.
- **Drive Growth in DEI Efforts:** COBT was awarded the *Insight into Diversity* magazine's Inspiring Programs in Business Award for 2023; identified funding for students to attend Grace Hopper conference; hosted GCSU's inaugural "Women in Technology Day"; redirected funds for faculty to participate in the AACSB Diversity Workshop; a proposal is in development to identify DEI as the focus area for our upcoming Societal Impact Plan.
- **Invest in Graduate Recruitment:** Now part of the CoBT Strategic Plan, considerable resources were diverted in technology, human capital, and more to move the needle. Numerous MOUs with partner universities have created pathways for their students to enroll in COBT's programs. The first "Double Bobcat" pathway is helping grow MMIS enrollments. The college is also the feasibility of a spring cohort for the MLSCM, which would be a Double Bobcat pathway.
- **Curriculum Review and Modernization:** A task force continues its work as we prepare for an August 2023 retreat to review and possibly revise the BBA Core.

John H. Lounsbury College of Education (COE)

- **Provide technology professional development for faculty and students; especially as it relates to the maker space technology in the Georgia College Center for Innovation and Entrepreneurship.**
 - Several sessions were scheduled including opportunities for faculty, staff, and students. We will continue this goal next year and have hired a doctoral student with expertise in maker spaces.
- **Complete the program approval governance on the Paraprofessional to Teacher Pathway Nexus Degree and certification add on coursework and plan for Fall 2023 implementation.**
 - The program is approved through Georgia College governance and is awaiting approval by the USG/BOR. The Professional Standards Commission approved the online delivery.
- **Work with the Professional Standards Commission and University System of Georgia to receive full approval on a stackable master's degree in education that incorporates endorsement programs.**
 - The Professional Standards Commission approved stackable master's degree options, noting that there needs to be a minimum of 18 hours of the three core areas (elementary, secondary, or special education).
- **Begin the program and course development for a Master of Arts in Teaching in Elementary Education (grades preK-5) with an anticipated start date of fall 2024.**
 - As part of the graduate enrollment strategy, this goal is ahead of schedule. Specifically, it is approved through Georgia College governance, and is awaiting approval by the USG/BOR.
- **Update the COE strategic plan to be in alignment with the pillars of the new GCSU strategic plan.**
 - This goal has been delayed but will be accomplished in the fall of 2023 as the *Imagine 2030* strategic plan is implemented.

John E. Sallstrom Honors College

- Streamlined the Honors admissions process, in collaboration with the Honors Selection Committee and colleagues in the Office of Admissions, by creating a new opportunity for automatic review for early action applicants and by reducing the number of essays for regular applicants.
- Tailored a number of co-curricular events—such as a city-as-text program with GCSU Museums, multiple Food Pantry service opportunities with the Collins P. Lee Community Center, and an exploration of Ocmulgee Mounds National Historical Park—to helping incoming Honors students find their place in the Milledgeville community and the Middle Georgia region.
- Took delegations of student presenters to the National Collegiate Honors Conference in Dallas, TX, the Southern Regional Honors Conference in Charlotte, NC, and the Georgia Collegiate Honors Conference in Morrow, GA. Two students, Kiama Karanja and Amy Newman, won paper prizes at GCHC.
- Collaborated with MURACE and GC Journeys to position the Saladin Scholars Awards Ceremony and Keynote Address as a kick-off event for *Research Day*.

Ina Dillard Russell Library

- The new letterpress studio is making significant progress; a location in the library has been secured and most of the items for the letterpress studio have been purchased. During Spring 2023, the studio hosted its first class of students from INFO 3010, History of Information, and an Art independent study student with a research interest in the history of printing in America. Currently, the library is investigating how to safely transport a larger press more cost efficiently. The letterpress studio, when fully operational, will provide learning opportunities for additional classes, workshops, and demonstrations.
- A dashboard for general library data was created. It contains usage and collection data for databases, online journals, and ebooks. The dashboard aids library liaisons in assessing library collections and usage to make informed decisions about how to effectively and efficiently allocate resources to meet the needs of the university's academic department and students. The information derived from the dashboard will also assist liaison librarians in providing library related information for colleges and departments seeking or renewing accreditation.

Office of Grants and Sponsored Projects

- In FY23 Georgia College and State University has been awarded \$4,216,433 in federal, state and private grant funds through OGSP, the largest in GCSU history.
- OGSP has met with various department Chairs and Deans to determine the direction for future grant funding as well as ways to collaborate across campus to strength our local regional and statewide funding network.
- OGSP has met with new and incoming faculty to discuss areas of interest, carryout targeted proposal searches, and conduct proposal development sessions to promote and increase proposal submission.
- OGSP brought together the following faculty: Dr. Angela Criscoe (Director, School of Continuing and Professional Education), Dr. Sayo Fakayode (Chair, Department of Chemistry, Physics and Astronomy), Dr. Hasitha Mahabaduge (Associate Professor, Department of Chemistry, Physics, and Astronomy), Dr. Libby Murphy (Chair, Department of World Languages and Cultures), Dr. Matthew Pangborn (Chair, Department of English) and Dr. Veronica Womack (Executive Director, Rural Studies Institute) to discuss "Research as Effective Pedagogy" as a part of the annual Research Day event to promote research at a predominantly undergraduate institution.
- OGSP has successfully implemented our new grants management system Amplifund as well as implemented our new Financial Conflict of Interest policies and procedures.

International Education Center

- 42 new international students came to Georgia College, representing 24 separate nations, several for the first time. GCSU continues to be a preferred partner of the US State Department, sending a half dozen students to Milledgeville.
- Susie Ramage and Jason Wynn again received several “Caught You Caring” awards for their outstanding service to GCSU students.
- IEC staff once more mentored GCSU internationals to successful U.S. graduate school placements that included full-ride scholarships and solid graduate assistantships, including one prestigious full-ride doctoral Distinguished Fellowship - plus a large stipend - awarded to the unit’s graduate assistant. Additionally, one former student was assisted to a full-time Student Life position at Stanford. With IEC support, a former State Dept-sponsored student is in line to land a coveted US/Pakistan Fulbright scholarship for studies at McGill after recently passing her Bar exam. That student credits GCSU for giving her the skills to succeed and to advocate for the marginalized.
- By summer’s end, International will surpass last year’s Study Abroad numbers and have restored Study Abroad numbers to pre-pandemic levels. The number of students opting for semester and academic year studies is up, and students are increasingly desiring immersive programs abroad, plus internships and service-learning opportunities.

School of Continuing and Professional Studies (SCPS)

- **Academic Outreach (AO)**
 - Ruth Eilers won Georgia’s *Adopt-A-Stream Trainer of the Year* award! AO is offering summer camps.
- **Afterschool Achievement (AA)**
 - In partnership with the BCBOE, the SCPS will host a “summer of Steamy Adventures”. The YES Program LVA will provide accelerated learning for 100 LVA students and OHMS 130 students. The High Achievers Program will provide apprenticeship-based learning opportunities to 30 high school youth. AA will employ approximately 60 part-time staff and offer summer program support positions for approximately 10 GCSU college students.
- **Communities in Schools (CIS)**
 - CIS was awarded a \$50,000 grant to partner with the Baldwin County Schools to ensure students are reading on grade level by the 3rd grade. Grant funds will enable K-2nd grade students to build a home library and offer parent engagement literacy events. CIS is sponsoring a student group called “Strong Daughters” for girls whose mother has passed away. This group provides social and emotional support to these young girls and their guardians (often the grandmothers) through a community in their common struggles.
- **Continuing and Professional Education**
 - Continuing and Professional Education is storming into summer with camp options for all ages, including Kids U, athletic camps, creature camp, theatre camp and songwriting camp.
- **Historic Museums**
 - Andalusia was designated as a National Historic Landmark and the new Interpretive Center is complete. Georgia’s Old Governor’s Mansion received a full exterior conservation. The museums welcomed thousands of visitors, provided programming, exhibitions, and special events. Matt Davis won an Outstanding Leadership award.
- **Production Services (PS)**
 - PS is working with departments to train staff on streaming equipment. The staff of PS won the Team Service Excellence award.

Enrollment Management

- As of April 17, 2023, the Office of Admissions had received a record number of freshman applications for Fall 2023. There was an increase in freshmen student applications by 39%, admits by 64%, deposits by 49%, deposited Latino/a students by 95%, and deposited African American students by 180%, as compared to fall 2022.
- Implemented the full integration of processing admissions applications and decisions in Slate. Developed a comprehensive student portal to act as a hub for applicants within Slate. Implemented an improved communication flow for admitted students, including a digital acceptance letter and enrollment checklist within their student portal.
- Delivered branding email campaigns to 122,000+ students to generate interest in the university for students entering in fall 2024, 2025, and 2026.
- Produced and distributed an award-winning Viewbook for prospective students.
- More than 260 high school students registered for our Junior Day event on April 22. This is an increase of over 60 registrations compared to last year's Junior Day.
- The Registrar's Office developed the necessary support for the Double Bobcats program implementation.
- The Academic Advising Center made progress in improving advisor retention and registered a record number of entering freshmen through POUNCE.
- The Testing Center streamlined the process of uploading major field test scores.
- During the month of March 2023, the GCSU Financial Aid Office collaborated with three local high schools (Baldwin, Putnam, and Hancock County High Schools) to aid with FAFSA completion, share financial aid resources, and discuss scholarship opportunities.
- The Office of Student Success and Career Development executed three sessions and hosted over 50 campus stakeholders as part of the office's Student Success and Retention Series.
- The Career Center facilitated seven Career Fair and Professional Development events this semester with representation from over 180 employer and graduate school partners.

Transformative Learning Experiences

- GCSU received a grant to participate in the Student Success Equity Intensive, which will support underrepresented students. This year, the team collected data, conducted the ITA (Institutional Transformation Assessment) designed by the Gates Foundation, had monthly check-ins, and will participate in the Summer Institute.
- The Center for Teaching and Learning (CTL) lead the Postdoctoral Scholars initiative, meeting and overseeing Scholarship of Teaching & Learning (SoTL) projects for both Postdoctoral Scholars, while also offering 4 sessions specifically for graduate students (plus an on-boarding for graduate teaching assistants). The CTL also made a concerted communication effort to reach out to graduate teaching assistants to invite them to programming.
- MURACE redesigned its application structure, which allowed for more funding requests from all majors across campus, including six summer research students, took a group of 22 to NCUR, and hosted five presentations at Posters at the Capitol.
- *GC Journeys* sponsored and/or co-sponsored a variety of events, including the reorganized GCSU *Research Day*, which included 401 student presenters, as well as offered more project-based awards than ever, including awards for Community-based Engaged Learning (CbEL).
- The Leadership Office successfully ran Leadership GC with a staff cohort, and also hosted GCSU's premiere TedXGC, securing the TED license, and hosting the event. TEDxGC sold out tickets, and has been uploaded to YouTube, broadcasting to TED's subscribers (over 37 million).
- Andalusia Institute received three Federal grants over the past year with the Department of Education and National Endowment for the Humanities. The Rural Studies Institute secured funding from the Health Resources and Services Administration (HRSA), as part of the American Rescue Plan Act (ARPA) through a subgrant with Emory University and Johns Hopkins University for a Vaccine Access and Training (VAT) program, that ran across seven states and targeted vaccine hesitancy in rural areas.

The Graduate School

Goal 1: Student Success

- Regularly met with Graduate Coordinators and college administrators to explore growth potential and capacity in graduate programs and the needs of a changing professional market for graduate education.
- Explored additional graduate programming related to professional career trends which led to a proposal by the College of Education for a MAT in Elementary Education.
- Awarded a total of \$2,000 in graduate research grants to seven graduate students. Funding for these grants was increased by 50%.
- Fifty-three graduate students participated in Research Day 2023 through poster and in-person or pre-recorded oral presentations. The research has been uploaded to the library's repository, the Knowledge Box, which has seen increased activity with over 6,000 downloads from nearly 500 institutions over 100 countries.
- In a partnership with the Writing Center, graduate writing groups, led by a graduate assistant, were organized for the MA in English and the MFA Creative Writing. The weekly groups provided academic writing support, encouragement, and accountability.
- Infrastructure for the Double Bobcat Pathways has been built, including a website, proposal form, interest form and application. The first Double Bobcat Pathway students (14 total) were enrolled in the Management Information Systems BBS to Management Information Systems MMIS Program during Spring 2023. Additional Double Bobcat Pathways under review include: BA to MA in English or MFA in Creative Writing, BS to MS in Biology, BA in Political Science to MPA, BS to MS in Criminal Justice, and MAT in Secondary Education.

Goal 2: Cultivating an engaged graduate community

- Highlighted student achievements and alumni experiences in the workforce by collaborating with University Communications to create and disseminate videos of professionals who are employed at the GBI, STAT Wellness, University of Georgia, and U.S Secret Services.
- Graduate & Professional Student Appreciation Week 2023 activities included "Networking at Noon on Zoom," professional headshots for current graduate students and awarding 5 students with Outstanding Graduate Assistant Awards.
- Collaborated with current graduate students to create an orientation and welcome module in GeorgiaView.

Goal 3: Recruitment and Enrollment

- Developed a framework for a coordinated communications and marketing strategy for programs through developing strategic marketing and recruitment plans.
- Implemented the Employer Education Partnerships program in collaboration with the School of Continuing and Professional Studies to match graduate offerings with local, regional, and state employers, which has yielded 44 applications, 27 admitted, and 22 enrolled students.
- Partnered with GC Information Technology to begin building graduate functions in SLATE.
- As a result of evaluating the efficiency of the graduate admissions process, launched a survey to gather data to determine ways to decrease the number of applications that are labeled "Incomplete."
- Graduate application fee waivers in both fall and spring semesters yielded 222 applications with 66 admittances.
- Due to a lack of interest, virtual graduate admissions recruitment sessions were suspended; however, prospective students can schedule one-on-one virtual and telephone appointments with an office team member or use the added text feature to seek support in the application process.
- In collaboration with College of Business and Technology, formalized pipeline programs with undergraduate institutions that align with graduate programs and certificates.