

# Academic Affairs Excellence Awards

## Application Form



Name:

Rank:

Department:

Award applying for:

(Check one)

<input type="checkbox"/>	Excellence in Teaching Award*
<input type="checkbox"/>	Excellence in Online Teaching Award*
<input type="checkbox"/>	Excellence in Scholarship & Creative Endeavors Award*
<input type="checkbox"/>	Excellence in University Service*
<input type="checkbox"/>	Excellence in Scholarship of Teaching & Learning Award*
<input type="checkbox"/>	Department/Program Excellence Award^
<input type="checkbox"/>	Irene Rose Community Service Award^
<input type="checkbox"/>	Laurie Hendrickson McMillian Faculty Award^

\*college selection required before being forwarded to university

^university awards

College nominees' final applications received by Center for Teaching and Learning ([ctl@gcsu.edu](mailto:ctl@gcsu.edu)) by March 1.

Please insert the required documentation in the pages below for the award category you have noted above. Detailed information associated with each award is available online at the [Center for Teaching and Learning website](#).



February 16, 2025

Dear Madam/Sir:

I am honored to nominate Dr. Jennifer Morgan Flory, Professor of Music and Director of Choral Activities, for the Craig M. Turner Excellence in University Service Award. During her twenty years on the Georgia College faculty, many different entities across our campus have sought out Dr. Flory for leadership positions, committee roles, mentorship, and musical performances, as her institutional knowledge and her unwavering commitment to Georgia College, our liberal arts mission, and the students who live and learn within our walls is both commendable and unparalleled.

Dr. Flory is a compassionate and engaged pedagogue who consistently models leadership to the students enrolled in her courses and choral ensembles. In addition to her teaching duties, responsibilities as Director of Choral Activities, and performances in the regular Fall, Spring, and Holiday concerts, she skillfully prepares the Max Noah Singers for performances at the OGM Candlelight Tours, the 9/11 Remembrance Ceremony, the Martin Luther King Day Breakfast, Alumni Weekend festivities, annual Choral Days, and various other events around campus and out in the community. Through these activities, Dr. Flory emphasizes the importance of civic engagement and community service to her students. She is innovative and forward thinking in her concert programing, always seeking opportunities to amplify the works of underrepresented composers and to explore themes relevant to GCSU's liberal arts mission. A regular fixture at state-level gatherings of educators, including GMEA and All-State, Dr. Flory actively and effectively recruits singers and ensures a steady pipeline of vocal talent. This is the area where Dr. Flory's service has most benefitted the Department of Music, and indeed the faculty have appreciated Dr. Flory's comprehensive and innovative approach to recruitment.

Dr. Flory is a mentor to students, staff, and colleagues, all of which regularly benefit from her wisdom and institutional knowledge. She demonstrates a collaborative spirit and a willingness to take on leadership roles whenever needed, including her work on the NASM accreditation document. She regularly serves the Department and institution through her work on various committees, but also makes time for service to her profession. In a given year, Dr. Flory will sit on the panels for multiple state literary competitions. Equally a scholar and performer, she has published several articles in the flagship journals of the field of choral music, most recently a bibliography centered around works for treble choirs by American composers. She has expanded this project and created an open-access database on the subject which serves as an invaluable resource for directors of middle school, high school, college, community, and professional choirs.

Dr. Flory consistently works to hone her craft and sets high expectations for herself and those around her. She is not only committed to student success, but also to student wellbeing, and she always goes the extra mile when it comes to mentoring, advising, and supporting students in their academic and professional endeavors. One student who works closely with Dr. Flory praised her as "an incredible role model" who has "shown [her] that leaders are supposed to help people and be respectful to every person that they work with." These relationships extend far beyond the students'

time at Georgia College. In 2018, her efforts were acknowledged by the Council of Public Liberal Arts Colleges (COPLAC) who bestowed on her the Charles Dunn Award for service to her students and the institution. More recently, her excellence in the area of academic achievement was noted by Phi Kappa Phi, who inducted her as a member among their ranks in September 2022. In 2023, the provost selected Dr. Flory as Georgia College's representative for the Higher Education Resource Services (HERS) Leadership Institute. And, in 2024, Dr. Flory was awarded the Bobcat Award for Service to Students in recognition of her many years of dedicated service to our student body.

As a long-time member of the University Senate and former Presiding Officer, Dr. Flory has left a huge imprint on the policy making of the institution. As a member of the Post Tenure Review Task Force, Dr. Flory worked alongside institution stakeholders to review and revise GCSU policies related to faculty evaluation, pre-tenure, promotion, tenure, and post-tenure. The language developed by the committee was implemented into the BOR Academic Affairs Handbook in 2022. She also has served on the University System of Georgia Faculty Council.

But perhaps Dr. Flory's most impactful service is the type of activity for which there is no box in Digital Measures. Dr. Flory is a regular fixture at all Department of Music events, and so is her camera. As unofficial department documentarian, Dr. Flory has captured our department's musical highlights. These photographs not only capture students performing on stage, mid-song, but also capture students after the concert has concluded, when they are surrounded by friends, family, and community members. For each student, these images become a lasting reminder of Georgia College, its community, and all they have learned within its walls.

Indeed, one of the most remarkable things about Dr. Flory is that she is always seeking out opportunities to serve, whether as choral director, pedagogue, musician, mentor, leader, or even photographer. I am honored to nominate her for the CoAS Excellence in University Service Award and look forward to the next twenty years where I know her service will continue to have a transformative impact on the campus, the community, and her profession.

Sincerely,



Dana C. Gorzelany-Mostak, PhD  
Associate Professor of Music  
Faculty Success Coordinator  
Georgia College & State University



February 22, 2025

Holley M. Roberts, Ed.D.  
Interim Provost and Vice President for Academic Affairs  
Georgia College and State University

Interim Provost Roberts Ed.D.,

I would like to support the nomination of Dr. Jennifer Flory for the Academic Affairs Craig M. Turner Excellence in University Service for 2025 at Georgia College and State University. As a tenured Full Professor and member of the Georgia College Music Department since 2005, Dr. Flory has provided outstanding service that is focused on a strong outreach component that serves the campus and the region, and represents the types of experiences we provide our students at Georgia College & State University.

Dr. Flory's service to the department is deeply student-focused. She has served as an adjudicator for GMEA conferences, a judge for LGPE, and has led the Max Noah Singers on numerous performance and recruiting tours, including a national performance at Carnegie Hall in 2018. The group is also scheduled to tour Prague and Berlin in 2025. Recently, the Max Noah Singers were invited to perform at the 2023 GMEA Composition Contest Winners Recital in Athens.

In addition to these performances, Dr. Flory has been integral to several ceremonial events with the Max Noah Singers, including Constitution Day, the MLK Breakfast, and Hanging of the Greens. For over 20 years, she has also organized High School Choral Day, an annual event held each September, which has hosted more than 1,200 students and their directors for clinics, masterclasses, and performances. It has been rewarding to see many of these students return as directors with their own groups, a testament to Dr. Flory's lasting impact on students beyond their degree. A recent highlight for Dr. Flory and the department was the hiring of one of our graduates, who returned to teach after completing his Master of Music degree and before obtaining his Doctor of Musical Arts degree. We are proud to have hired him once again for a limited-term lecturer position in Fall 2024.

Dr. Flory's service to the department has played a key role in advancing both curriculum and program initiatives, which have significantly enhanced our visibility. She currently serves on several important committees, including the Music Education Committee, the Terry Endowed Concert Series Committee, the Departmental Strategic Planning Committee, and the Departmental Tenure and Promotion Committee. In previous years, she contributed to the Music Department Scholarship Committee, and for the past two years, she has taken on the role of Publicity and Program Producer for the Department's Holiday Concert. Dr. Flory also chaired a Lecturer Search Committee during the 2021-2022 academic year. In addition to these leadership roles, she mentors undergraduate Bachelor of Arts music majors and Choral Music Precertification minors, and supervises and mentors student directors for the two choral ensembles she directs. In recognition of her outstanding service to both her students and the institution, Dr. Flory was honored with the Charles Dunn Award by the Council of Public Liberal Arts Colleges (COPLAC) in 2018.

There were three significant service initiatives to the department that demonstrated her exemplary work. Her service on the departmental National Association of Schools of Music Accreditation Writing Team was critical for her focus on the Section II with curriculum tables and her overall editing and formatting of the document. With a review process that lasted for 2.5 years due to COVID-19 pandemic, we had a successful NASM re-accreditation in December 2022 with her assistance. Second, Dr. Flory demonstrated leadership in the choral area by researching and implementing guidelines that enabled safe instruction during the pandemic. Her proactive approach ensured the continued success of choral activities under challenging circumstances. Lastly her work on the departmental newsletter Keynotes with Dr. Dana Gorzelany-Mostak has been an integral part of increasing the visibility of the music department to our alumni, patrons and friends of music. It should be noted that many of Jennifer's photos can be seen throughout many of our public facing materials further showcasing her dedication to the department's outreach and presence.

Dr. Flory's service to the college and university has been centered on shared governance. In 2021, she began her tenure as a faculty senator, later advancing to Presiding Officer-Elect and, in 2022–2023, serving as Presiding Officer. In 2024, she was elected to an at-large senate seat. During a period of resignation, Dr. Flory played a key role on the Presiding Officer-Elect Replacement Team and oversaw the selection of members for all standing senate and university committees for the 2024–2025 academic year.

As Chair of the Faculty Affairs Policy Committee, Dr. Flory led the successful revisions of the Faculty Emeritus Policy and the SRIS policy. Additionally, she represented the university on the USG Faculty Council from 2021–2023, collaborating with colleagues across various USG institutions. Dr. Flory also contributed to the Academic Innovation Task Force and the Provost's Post-Tenure Review Task Force during 2021–2022, where she played a key role in consolidating and formatting the final report, which was later updated in 2023 after USG revisions to the Post-Tenure Review policies. Dr. Flory also served on the Presidential Inauguration Committee for President Cathy Cox and has been a dedicated marshal at first-year convocations and commencement exercises for many years, proudly witnessing students as they complete their journey at GCSU.

Based upon her evaluations since her recent Post-Tenure Review in Fall 2020, Jennifer's outstanding service is focused on a strong outreach component that serves the campus and the region. The music department and Georgia College & State University are fortunate to have a committed faculty member such as Jennifer. Without hesitation, I support Dr. Jennifer Flory's application for the Academic Affairs Craig M. Turner Excellence in University Service for 2025 at Georgia College and State University. Her application deserves the highest consideration.

Sincerely,



Dr. Don N. Parker  
Chair, Department of Music  
Professor  
Georgia College & State University  
[don.parker@gcsu.edu](mailto:don.parker@gcsu.edu)  
478-445-8289



19 February 2025

Dear Members of the Craig M. Turner Excellence in University Service Award Selection Committee:

Please accept this letter as my enthusiastic endorsement of Dr. Jennifer Flory for the Craig M. Turner Excellence in University Service Award. For the past four years I have had the pleasure of working closely with Dr. Flory in leadership of the University Senate, first as her Presiding Officer-Elect and later in my capacity as Presiding Officer. She is an outstanding professor and a passionate advocate for shared governance, uplifting students, fellow faculty and staff, and supporting all things related to our university. One look at her CV will confirm Dr. Flory's outstanding professional accomplishments in teaching, recruiting, conducting, across her field, and through academic achievement. Dr. Flory is highly competent and credible, has a deep respect for all people regardless of background, and practices what she preaches. She views herself as a facilitator of instruction, and she is not afraid to re-examine her own viewpoints as new information becomes available.

In composing this letter, I asked myself what traits set Dr. Flory apart from others in the all-important area of university service. Several come to mind. Dr. Flory has served on every University Senate leadership committee that exists, particularly excelling in her roles as Presiding-Officer, chair of the Senate's Executive Committee (ECUS), and chair of the Faculty Affairs Policy Committee. But what about impact? Dr. Flory is a consensus-builder, listening to often opposing viewpoints and then helping to develop a synthesis of the common threads among those varying viewpoints so that committees ultimately find common ground upon which all parties are willing to stand as one. This is no small task. It requires knowing the players at the table, their constituencies, holding credibility with each, and then finding a way to honor differing viewpoints for the good of the Senate. In addition, I watched Dr. Flory almost single-handedly author the final report of the recent *Academic Innovation Task Force*, a document that heavily informed the creation of the pillars of the *2030 Strategic Plan*. This was one thankless task, but the result of her work was an extremely well-written report with significant and lasting university-wide impact.

In addition, Dr. Flory's service extends our university's outreach into the surrounding community. I witnessed this when a faculty member's dying mother entered a nursing home during the holidays. Dr. Flory went out of her way to create a special concert, brightening the holidays not only for the terminal patient, but for 150 other elderly patients. It turned out to be the last musical performance the dying woman would ever experience. There was no fanfare, no press, and nobody really noticed. But it impacted 150 human lives as well as every GCSU student involved in the performance, each of whom learned a valuable lesson in the importance of serving others. This is what Dr. Flory is all about. Her service transcends committees and academia. It truly matters. She quietly serves others. If that doesn't speak to the impact of Dr. Flory's service, I don't know what does. She is humble, reasonable, flexible, tenacious when advocating for students, and is a pleasant person with whom to work. She cares. She is tireless. She is unpretentious. And her impact is wide-reaching. Students and faculty love and appreciate her because of her servant's heart. I offer my most hearty endorsement of Dr. Flory for this award. Please don't hesitate to contact me should you have any questions.

Sincerely,

Rob Sumowski, Ed. D.  
Associate Professor





**Department of Music**  
College of Arts and Sciences  
Campus Box 66  
Milledgeville, Georgia 31061-0490  
Phone 478-445-4839

February 23, 2025

To whom it may concern,

I am writing to enthusiastically recommend Dr. Jennifer Flory for the Craig M. Turner Excellence in University Service Award. I have the unique privilege of working with her as a colleague and learning from her as an undergraduate student. In both cases, she has committed her time as an invaluable mentor that has set me on the path to success.

I attended Georgia College & State University where I received a Bachelor of Music Education with an emphasis in Choral Music. Dr. Flory was my advisor, and I was immediately captivated by her organization and heart. She individually met with every choral music education major at the beginning of their first semester. In these meetings, she laid out our degree plans and offered suggestions as to the timeline of events to complete a degree in three and a half years—a feat with most music degrees, as our credit hours tend to go beyond the standard 120. Additionally, she asked us about our backgrounds and futures. She wanted to understand us as students, but she also wanted to understand us as people. She was often the first professor we would tell our successes and failures to because she opened the line of communication from the first day. She was our cheerleader when we found success and our listening ear when we needed advice.

Beyond the care she demonstrated, she has been a model of experiential learning for decades. I was asked to work for her as a choral librarian during my undergraduate studies. I was able to learn to maintain a vast choral library, how to program a choral concert, and how to purchase music. I use each of these skills in my work currently. As a voice teacher, I have amassed a substantial library of songbooks. Through the hands-on experience working in the choral library, I have found a way to catalog my own library. I watched her comb through the stacks of choral music to find the perfect song to fit a concert theme. Seeing how she looks at the text, instrumentation, and voicings have inspired me in my own recital work. I work through my voice books to find connecting themes, which lends itself to a more cohesive and enjoyable concert. Another key experiential learning opportunity is serving as a student conductor. Each semester, Dr. Flory asks her upper-level choral music education students to lead warm-ups in University Chorus and/or Max Noah Singers. She also tasks them with selecting, rehearsing, and conducting a song that will be performed on a choral concert. I was one of those student conductors. I received invaluable training that, I came to find out later, was not normal for most undergraduate students across the country. I was able to participate in the entire process of choral music making with guidance from Dr. Flory. This experience is invaluable, because it means that students pursuing a career as a middle or high school choral director will have already had the experience prior to student teaching, which makes their student teaching experience even more fruitful.

Dr. Flory helped me when I applied to graduate school in 2015 and in 2020. First, she was willing to write a letter of recommendation. Second, she would look at the music faculty of each school I was applying to and personally email someone she knew to let them about me. She was generous in her time and help. She repeated this same process when I began applying for jobs. She was always happy to write a letter of recommendation, and she would write colleagues at those institutions to let them know about my application. Her greatest joy is watching students (present and former) succeed.

In my fourteen years of knowing Dr. Flory, she has remained my mentor. As a newcomer to teaching in higher education, she has always taken the time to answer my questions about policy,

procedure, completing a form, etc. She shares her teaching experience when I am trying to find engaging, creative activities to do with students. She asks questions that lead you rather than tell you. I have used her as a model for my own teaching. I look for ways to include my students as leaders, I work with my office door open to encourage students and colleagues to talk to me, and I try to engage with my students as people first. I try to model her professionalism and ask her advice as to handle situations that arise. Fourteen years later, she is still the first professor with whom I share my successes and failures.

There are few professors who show as strong a commitment to the discipline, department, and students as Dr. Flory does. She has tirelessly and selflessly given herself to her students and the program to make them the best they can be. If you have any questions or would like further information about Dr. Jennifer Flory, please do not hesitate to email me at [bradley.sowell@gcsu.edu](mailto:bradley.sowell@gcsu.edu) or call me at (706) 551-2714.

Sincerely,

A handwritten signature in cursive script that reads "Bradley Sowell".

Bradley Sowell



**JENNIFER M. FLORY, D.M.A., NARRATIVE**  
**2025 CRAIG M. TURNER EXCELLENCE IN UNIVERSITY SERVICE AWARD**

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When reflecting on my almost 20 years at GCSU, the overarching theme that comes to mind is building relationships with people. I was hired as Director of Choral Activities, and the central purpose of my job was to develop and maintain a program of choral ensembles which serves as a musicianship building experience for voice, piano, and guitar music majors and minors and acts as an artistic outlet for non-music majors. In this job, I have the awesome opportunity to interact with students, faculty, staff, community members, parents, and K-12 music educators, among others. In framing my service narrative, I will discuss my accomplishments in terms of those human connections.

**Sustained Service to Discipline/Profession and Community**

One of the most important parts of my job is to recruit singers—not just music major singers—but singers in general. I have been very successful in this area in some part due to my service to the profession of choral music. Several examples of significant professional service include guest conducting, presentations, and judging. Whether I am a guest conductor at [Carnegie Hall](#), a presenter at GMEA, or a judge for LGPE or Literary, I make it a point to introduce myself to students, teachers, colleagues, and community members, and then talk to them about GCSU. I have been able to recruit both undergraduate and graduate students, music majors and minors, and choral ensemble members.

Another method of recruiting is bringing prospective students and their directors to campus. I have done this in 21 [high school choral days](#) since 2006, serving almost 1,250 students and their choir directors from 100 high schools. High school choir directors sign up for a group of their students to come to GCSU for a day. During the day, the singers build community within their school group, with other high school singers, and with Max Noah Singers (MNS). They can perform more adventurous repertoire than they would be able to in their own choirs. Students are given the opportunity to sing in a master class with a professional pianist and be evaluated by GCSU voice faculty and given things to work on in their solo singing. The combined group has lunch at the Max and a tour of the campus in the afternoon. The day culminates in a performance of the repertoire that has been rehearsed and polished during the day. A number of these students over the years have ended up applying to and enrolling at GCSU, sometimes as music majors and often as choral ensemble members. Allison Ryder came to choral day as a high school student with her director, who is also an alumna. She then came to GCSU, completed her BA, and is now in the MAT: music education (Double Bobcat) degree program and is the middle school choir director at the school that feeds into the high school from which she graduated.

In addition to representing my department and the GCSU Choral Ensembles at GMEA All-State Chorus and new/prospective student events, I have the pleasure of directing our auditioned choral ensemble, MNS, and taking them on [tour](#) throughout the state of Georgia, regionally, nationally, and internationally. There are many benefits that spring from these trips, however, one of the most impactful is performing for high school choirs, showing them that college students don't have to major in music to be in choir, and talking to them about both the liberal arts mission and our favorite aspects of GCSU. This past December, over three days MNS and I visited nine high schools, passing out admissions and music department materials, meeting countless students and their directors, and sharing with them some highlights from our tour concert. Not only do these visits help with the recruiting strategy of our department, they also bring a level of musicianship to some classrooms that they might not otherwise experience in person. Our students develop close bonds over the few days and come back to school with a newfound sense of camaraderie and musical closeness. Our next tour will take us to Berlin and Prague in June 2025, where we will sing solo concerts and participate in a combined gala concert at Gedächtniskirche on Kurfürstendamm.

Another joy of being a musician is sharing my talents with others in my community. In my role as director, I have endeavored to create opportunities for my choral ensembles to do just that through performances on and off campus. MNS was an invited ensemble in the 2023 GMEA Composition Contest Winners Recital in Athens where they performed a composition by a high school student from Warner Robins. MNS is often asked to perform on campus, and we have served the institution at such events as President's Cox's investiture ceremony, the Martin Luther King, Jr. Breakfast/Brunch, candlelight tours at the Old Governor's Mansion, Veterans Day Moment of Reflection, and 9-11 Memorial and Remembrance Celebrations, among others. After MNS performed at the investiture ceremony, I was astounded at the number of people who came up to me and told me that they had no idea that GCSU had such a fine music program. Some even said that they did not know that we had a music program. MNS acts as an ambassador for GCSU and for the department, prominently displaying our musical excellence and gaining increasing recognition.

In December 2022, I had the unique opportunity to bring a couple of small ensembles from MNS to the Payton Cook Building Forensics Facility at Central State Hospital. The treble trio and bass quartet carpooled out with me to the building where we signed a confidentiality pledge, rode in a van through a security checkpoint inside a barbed wire fence, and arrived to find a gymnasium full of forensic inpatients who had assembled for a holiday program. With outreach performances such as these, I strive to bring music to the most vulnerable and underserved members of our community. Additionally, MNS has enjoyed performing at retirement homes and lifting spirits around middle Georgia; in 2023, we visited seven facilities, bringing the sounds of the season to elderly and infirm individuals. As a solo performer, I occasionally have the honor of singing for special events such as the 2023 Robert E. "Buzz" Lee First-Year Convocation where I sang the National Anthem and Alma Mater, and [PurpleStride](#) Atlanta where I sang the national anthem at the 2024 opening ceremony and will again this year.

### **Sustained Service to the University and the University System of Georgia**

In addition to forming musical and professional connections with students, I love collaborating with coworkers in my department, college, university, and across the USG. One of the ways I serve our institution is through participation in shared governance. In 2021, I was nominated by a peer and then elected by my department as a faculty senator. That year, I became Presiding Officer-Elect and served as Presiding Officer in 2022–2023. I was honored to be elected to that position and have appreciated collaborating with my partners on the Executive Committee (ECUS) and other leaders in University Senate. That was the year of substantial budget cuts, and I worked with Academic Affairs to limit the impact of the crisis on GCSU students and employees. At the end of my term in 2024, I was nominated for and elected to an At-large University Senate seat. In the spring of 2024, when the current Presiding Officer-Elect resigned, I worked with the University Senate Presiding Officer and Secretary on a Presiding Officer-Elect Replacement Team and was responsible for populating all standing senate committees and university committees for 2024–2025.

At the organizational meeting in April 2024, I was elected chair of the Faculty Affairs Policy Committee (FAPC) and continue to serve in that capacity. In my role as chair, I also meet monthly with the ECUS and the other standing committee chairs in ECUS-SCC. Important FAPC contributions include a revision to the Faculty Emeritus Policy, mitigation of unintended consequences of the revised SRIS policy, and a discussion of the Professional Leave policy and procedures. Moreover, FAPC is working with academic affairs on a study into faculty compensation policies for part-time faculty, program coordinators, faculty teaching overload, and summer teaching. It is my hope that by reviewing these policies for equity and parity across departments and colleges, GCSU faculty will be in a better position personally and professionally.

Furthermore, I have had the chance to join forces with colleagues from various USG institutions in my service on the USG Faculty Council from 2021–2023 and again beginning in spring 2024. My leadership in shared governance has also provided other service opportunities which have allowed me to share some of my non-musical talents such as data management and graphic design. In 2022–2023, I served as co-chair of the Academic Innovation Task Force and designed our final presentation to the President’s Executive Cabinet. I served on the Provost’s Post-Tenure Review Task Force in 2021–2022, consolidating and formatting the final document. In 2023, after the USG made further revisions to the Post-Tenure Review policies and at the request of the Associate Provost for Academic Affairs, I reviewed and edited GCSU policies to make sure they were in alignment. In 2022, as a member of the Presidential Inauguration Committee, I was able to be a liaison with music faculty and students to coordinate various musical performances at the celebratory luncheon, investiture ceremony, and reception for President Cox, a music aficionada. Speaking of special ceremonies, I have been a marshal at first year convocation and commencement for many years. It is very fulfilling to assist with the bookends of students’ lives at GCSU: their first and last official ceremonies. And, as Dr. A. Kay Anderson says, I can follow a fanfare and walk to the beat!

### **Sustained Service to the Department**

At the department level, I continue to design all the posters for GCSU choral ensemble events and assist office staff with proofing and editing programs, our season brochure, recruiting material, and audio/visual presentations. Also, since the spring of 2020, I have been co-editor with Dr. Gorzelany-Mostak and layout/design coordinator for [GCSU Keynotes...notes and musings](#), our departmental online newsletter. Working on the newsletter has given me an opportunity to build connections with donors and alumni, some with whom I had yet to interact. I love discovering and sharing the academic and professional achievements of our faculty, students, and alumni.

I also serve my department on several standing committees: Music Education Committee, Terry Endowed Concert Series Committee, Strategic Planning Committee, and Tenure and Promotion Committee. I also recently completed three years on the Scholarship Committee. I have served as the Holiday Concert Publicity/Program Producer for the past two years. I also chaired a lecturer search committee during the 2021–2022 academic year. Maybe my most recent impactful service to my department includes being on the departmental National Association of Schools of Music Accreditation Writing Team. I authored *Section II, the Instructional Programs Portfolio* (ca. 100 pages) and edited and formatted the complete document (ca. 368 pages) between the summer of 2020 and the summer of 2021.

Returning to the topic of relationships with people, my favorite departmental service aspects are interacting with students as a mentor for the undergraduate Bachelor of Arts music majors/Choral Music Precertification minors and supervising/mentoring student directors of the two choral ensembles that I direct. I have a great passion for helping students plot a course toward their academic and career goals. My relationship with these mentees does not end with their graduation from GCSU. I stay in touch with our alumni and remain a part of their personal and professional lives, attending weddings, baby showers, and sometimes, funerals of their family members. I had a similar experience with my mentor from undergrad and I strive to be that kind of mentor with my students and alumni.

Of all the awards I have received since teaching in higher education, the one of which I am most proud is the COPLAC Charles Dunn Award for Faculty which “recognizes a faculty member whose commitment to student success goes ‘above and beyond’ the classroom and office, the traditional roles of teacher, academic advisor, and mentor.” When students thank me for mentoring them, I ask them to continue the circle of mentoring with their own students. Recent mentee Jacob McDonald summarized the impact of my mentoring as follows:

In reflecting on Dr. Jennifer Flory's impact on my life as a musician, as an academic, and as a person, it proves difficult to begin due to the breadth and depth of her effect on me. I first met Dr. Flory at a District Honor Chorus in my senior year of high school. From that first meeting, I would never have known that I was meeting the woman who would shape my perspectives on the choral art and what should be truly important to the modern choral music educator.

In my time at GCSU, I had the pleasure of working with Dr. Flory every semester and in every course and at every moment that I could learn from her. For my entire collegiate career at GCSU, I was a member of the University Chorus as well as the school's auditioned chamber choir, MNS, and every semester I would be revitalized by Dr. Flory's community-first approach to her choirs. In a world of hyper-individualism and self-centered natures, the choirs at GCSU are chiefly communities before anything else; a person from any walk of life would be welcomed into the fold with open arms and, without fail the first person to open their arms would be Dr. Flory. This focus on welcoming community is the backbone of the choral program at GCSU and Dr. Flory's kind heart and open-door policy make her ensembles a joy to be in. Her philosophy is what guides my interactions and policies in my own choral classroom today.

Beyond the choral classroom at GCSU, I have Dr. Flory to thank for my existing professional career as a musician and music educator. As a 2020 graduate with a performance-focused BA in music, I felt adrift in the year following my graduation. And so, in summer 2021, I met with Dr. Flory to discuss a purely hypothetical road map of how someone might go about obtaining a career in collegiate music education. In that meeting, many plans were discussed and introductory steps to obtain my next degree were laid out, with the idea of planning to audition/apply for and start graduate school in fall 2022. Imagine my surprise when no more than a week later, I get a message from Dr. Flory with a very recent posting from the Director of Choral Activities at my top school looking to fill a graduate assistantship, complete with tuition waiver and monthly stipend. Thanks to Dr. Flory, I was able to pursue graduate school a full year earlier. And that assistantship and degree have led to so many doors, all opened thanks to the watchful eye and heart for student success of Dr. Jennifer Flory. Now, not only am I a high school choir teacher myself, I also am a professional musician in the Atlanta area, working with such prestigious organizations as Atlanta Opera and Atlanta Baroque Orchestra, among many others in Atlanta and the southeast.

In my many years in academia, I have never had the pleasure to meet a soul as wonderful and focused on the long-term success and livelihoods of students as Dr. Jennifer Flory. To say I owe her my career is a gross understatement, but it is the closest I can come to an accurate statement. Nowhere else in collegiate music or perhaps even the world would you find someone as deserving of recognition as Dr. Flory.

Finally, one of the most enjoyable ways I serve the university community showcases another of my non-musical talents: photography. I have been taking photographs at various departmental events since 2017. My photographs have been used in our newsletter, our departmental season brochure, recruiting materials, and our website. I consider my role in documenting students' experiences to be significant. People say a picture is worth a thousand words. One of my favorite facets of photography is getting a fine shot of a student performing and then sharing that with them. Each student leaves a bit of themselves behind when they exit the institution, yet with the photograph they carry a memento that becomes part of their Georgia College experience. My photographs tell a story of who a student was when they were at GCSU. As the student carries that photograph outside the institution's walls, they will be reminded of where they came from as they begin the journey toward the person they will become. That brings me back to relationships and getting to know and work with people. It is these things that bring me absolute delight and keep me here at GCSU.

**JENNIFER M. FLORY, D.M.A., CONDENSED CV**  
**2025 CRAIG M. TURNER EXCELLENCE IN UNIVERSITY SERVICE AWARD**

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**Education**

University of Cincinnati, College-Conservatory of Music (CCM), Cincinnati, Ohio  
Doctor of Musical Arts in Choral Conducting. Cognate: Vocal Performance (2003–2005)  
Master of Music in Choral Conducting (2000–2003)  
Otterbein College (University), Westerville, Ohio (1991–1995)  
Bachelor of Arts in Vocal Performance, Bachelor of Music Education, *magna cum laude*

**Current Role:** Director of Choral Activities, Professor of Music, GCSU

**Awards, Grants, and Recognitions since 2014**

GCSU College of Arts & Sciences Excellence in Service Award (2024)  
[GCSU Bobcat Award for Service to Students](#) (2024).  
[Thank-a-Teacher @ GCSU](#) Recognition, CTL (2023).  
[Hampson Education Fellowship in American Song](#) with Dana Gorzelany-Mostak. Society for American Music (2023).  
[Higher Education Resource Services \(HERS\) Leadership Institute](#) Institutional Representative, Denver HLI Cohort (2023).  
[GCSU Women's Leadership Faculty Fellows Program](#) (2022–2023).  
GCSU Academic Affairs Small Grant, co-investigator with Dana Gorzelany-Mostak (2022).  
Phi Kappa Phi (2022).  
Noteworthy Performance Post-Tenure Review. Excellence in Service to the Community, Mentorship, Leadership, and Research (2021).  
GC Journeys/MURACE Undergraduate Research Department Mini-Grant. Center for Teaching and Learning, Funded (2019).  
[Charles Dunn Award](#), Council of Public Liberal Arts Colleges (2018).  
[Governor's Teaching Fellow](#), Summer (Institute of Higher Education at UGA, 2014).  
Omicron Delta Kappa (2014).

**Sustained Service to Discipline/Profession since 2018**

[GCSU High School Choral Day](#): in five events held since 2018, 296 students from 22 high schools have participated, averaging 59 students from 4 high schools.

Guest Conducting

Guest Conductor, Newton County Fifth Grade Honors Choir, Covington, GA (2012; 2025).  
Conductor, Max Noah Singers, GMEA Composition Contest Winners Recital, Athens, GA (2023).  
Guest Conductor, Otterbein University Alumni Choir, Westerville, OH (2022).  
Guest Conductor, MidAmerica Productions, Carnegie Hall, New York City, NY (2018).  
Guest Conductor, GMEA Elementary School Glynn County Honor Chorus, Brunswick, GA (2018).

Presentations

Conductor, Max Noah Singers, “Hearing Music on the 19th-Century Campaign Trail.” Research Day, GCSU, March 29, 2023.  
“Introduction to Choral Programming.” Center for Music Education, GCSU, Virtual, September 24, 2022.  
Flory, Jennifer Morgan, and Sarah Clegg (undergraduate), and Meagan W. McAninch (alumni BME, MME). “American Treble Choral Index: A Concert Building and Reading Session.” Georgia Music Educators Association Conference, Virtual, January 28, 2021.  
“Program Growth -- Working with Your Admissions, Marketing, and Advancement Offices.” Presented at the COPLAC Virtual Summer Institute for Faculty in Music, online, June 18, 2020.



### Judging

Georgia Music Educators Association Choral Large Group Performance Evaluation: Eleven performance events, three sight-reading events, six pre-LGPE clinics/events, two LGPE Adjudicator training sessions.

Georgia Literary Competition: Four GHSA Regional events, six GHSA State events, one pre-Literary clinic, Literary Adjudicator training.

### Collaborations with Living Composers

#### Commissions with World Premieres

David Hamilton, “Whakarongo Mai,” Milledgeville, GA (2023).

Carnegie Hall, MidAmerica Productions, New York City, NY (2018).

Carrie Magin, “Heart-Fire”

David Hamilton, “On My Songs”

Premiere: Gwyneth Walker, “A Bridge of Peace,” 2<sup>nd</sup> performance, Southern U.S. premiere, Milledgeville, GA (2018).

### Websites

Gorzelay-Mostak, Dana and Jennifer Flory. (2023). *Songs of Political Persuasion*.

<https://www.songsopoliticalpersuasion.com/>

Flory, Jennifer Morgan, Meagan W. Johnson, and Sarah Clegg. (2020). *American Treble Choral Index*. <https://americantreblechoral.org/>

Publication: Flory, Jennifer Morgan, and Meagan W. Johnson. “[Choral Music by American Composers for Treble Voices since 1988](#).” *Research Memorandum Series* No. 211 (Fall 2018): 1–87.

Hosting: Hosted [Goshen College Vox Profundi](#) (low voice choir), First Presbyterian Church (2025)

## **Sustained Service to the Community since 2019**

### Performances

Sang National Anthem at PurpleStride Atlanta (2024, 2025)

*Max Noah Singers*: Autumn Lane Health & Rehabilitation; Lynn Haven Health & Rehabilitation; Fellowship Home at Meriwether; Savannah Court; Green Acres; The Cottages at Woodland Terrace; The Glen at Lake Oconee Village (2023); Stone Brooke Suites; Fellowship Home at Meriwether (2019)

### Invited Speaking

Invited Speaker, Mary Persons High School Tri-M Induction Ceremony, Forsyth, GA (2022).

Media: Max Noah Singers, “Hayes Is the Man!,” CBS Sunday Morning segment, “[Voter Fraud, Suppression and Partisanship: A Look at the 1876 Election](#).” (2020).

Volunteer, donor, advocate, and participant in PurpleStride 5K fundraiser for Pancreatic Cancer Action Network Pancreatic Cancer Action Network (2010–present)

## **Service to the University System of Georgia and the University since 2019**

USG Faculty Council Representative (2021–2023, 2024–present)

External Relations Officer Advisory Board (2022–present)

### University Senate and Standing Committee Service

Elected Faculty Senator: At-Large (2024–present); Department (2009–2012; 2021–2024)

Presiding Officer-Elect Replacement Team (Spring 2024)

Past Presiding Officer (2023–2024)

Presiding Officer (2022–2023)

Presiding Officer-Elect (2021–2022)

Faculty Affairs Policy Committee (2024–present): Chair, Teaching Effectiveness Ad Hoc Committee member

Sub-Committee on Nominations (2021–present): Chair (2021–2022)

Executive Committee of University Senate: Chair Emerita (2023–2024), Chair (2022–2023), Vice-Chair (2021–2022)

University Initiatives, Task Forces, Committees, and Council Service

Academic Affairs Leadership Council, Academic Leadership Team, President's Committee on Diversity, University Master Plan (2022–2023)

Academic Innovation Task Force, co-chair (2022–2023): designed final presentation

Presidential Inauguration Committee (2022)

Provost's Post-Tenure Review Task Force (2021–2022): formatted final document

Special Ceremony Service

Platform Speaker, President Cox's Inauguration (2022)

Commencement Marshal (2011–2017, 2019–present)

First Year Convocation Marshal (2015–2019, 2023–present)

Service through Performance

National Anthem and Alma Mater singer at New Student Convocation (2023)

Max Noah Singers or subgroup: Hanging of the Greens (2022–2024); Old Governor's Mansion (2021–2024); Peabody Alumni Luncheon (2022, 2024); Martin Luther King, Jr. Breakfast (2020, 2023); Veterans Day Moment of Reflection (2023); Presidential Investiture Ceremony (2022).

**Service to the College of Arts & Sciences (CoAS) since 2020**

Dean's Advisory Council (2020–2022)

**Service to the Department since 2020**

Committee Service

Music Education Committee (2005–present)

Terry Endowed Concert Series Committee (2018–present)

Departmental Strategic Planning Committee (2024–present)

Departmental Tenure and Promotion Committee (2019–2021; 2023–2024)

Music Department Scholarship Committee (2021–2024)

Music Therapy Lecturer/Clinical Coordinator Search Committee, Chair (2021–2022)

Departmental Pre-Tenure Review Committee (2020, 2022)

Departmental Schedule Revision Committee (2022)

Recruiting Committee (2021–2022)

Miscellaneous Departmental Service

Co-editor, layout and design coordinator for [GCSU Keynotes...notes and musings](#), an online departmental newsletter (2020–present)

Mentor for undergraduate Bachelor of Arts music majors/Choral Music Precertification minors (2018–present)

Photographer at various departmental events and vocal student recitals (2017–present)

Supervising/mentoring Assistant Directors of choral ensembles (2006–present)

Various recruiting activities both on and off campus (2005–present)

Department Holiday Concert Publicity and Program Producer (2023–2024)

Video recorded and live streamed vocal student recitals (2022)

Departmental Social Media Manager (2017–2022)

NASM Accreditation Writing Team: authored Section II (Curriculum), edited and formatted complete document (2020–2021)

Department Holiday Concert Logistics (2021)

Mentored three junior faculty members (2018–2020)

Mentored undergraduate Choral Music Education Majors (2014–2020)

Produced audio and video podcasts and/or archive recordings of all choral events; video recorded vocal student recitals and produced DVDs or shared digital videos (2006–2020)

Planned and executed Choral Alumni Virtual Reunion during GC Virtual Alumni Week, featuring various past choral directors and alumni singers in Zoom (2020)