



UNIVERSITY SENATE

GEORGIA COLLEGE & STATE UNIVERSITY



Cathy Cox

UNIVERSITY PRESIDENT



AGENDA

- **UNIVERSITY UPDATE**

 - CABINET LEADERSHIP

 - NEW LEADERSHIP

 - FACILITY UPDATE

 - MASTER PLAN

- **BOR POLICY REVIEW**

 - 6.5 ACADEMIC EXPRESSION/FREEDOM

 - EMPLOYEE RECRUITMENT POLICY



RECORD FIRST-YEAR ENROLLMENT

FALL 2023

1834

FALL 2022

1359



IMPROVING FIRST-YEAR RETENTION

FALL 2021

77.98%

ENTERED FALL 2020

FALL 2022

80.89%

ENTERED FALL 2021

FALL 2023

82.78%

ENTERED FALL 2022 (PROJECTED)



OVERALL ENROLLMENT REBOUNDED

FALL 2019

7,031

FALL 2022

6,315

FALL 2023

6,754

UP 439 FROM 2022 (PROJECTED)



EXECUTIVE CABINET



DR. COSTAS SPIROU
PROVOST



DR. DAN NADLER
VP OF STUDENT LIFE



MS. MONICA STARLEY
SPECIAL ASSISTANT TO PRESIDENT



MR. LEE FRUITTICHER
VP OF FINANCE & ADMINISTRATION



MR. DAVE FRABONI
VP OF UNIVERSITY ADVANCEMENT



NEW INSTITUTIONAL LEADERSHIP



Dr. Dan Nadler
INTERIM VP FOR STUDENT LIFE
SERVING UNTIL JUNE 2024



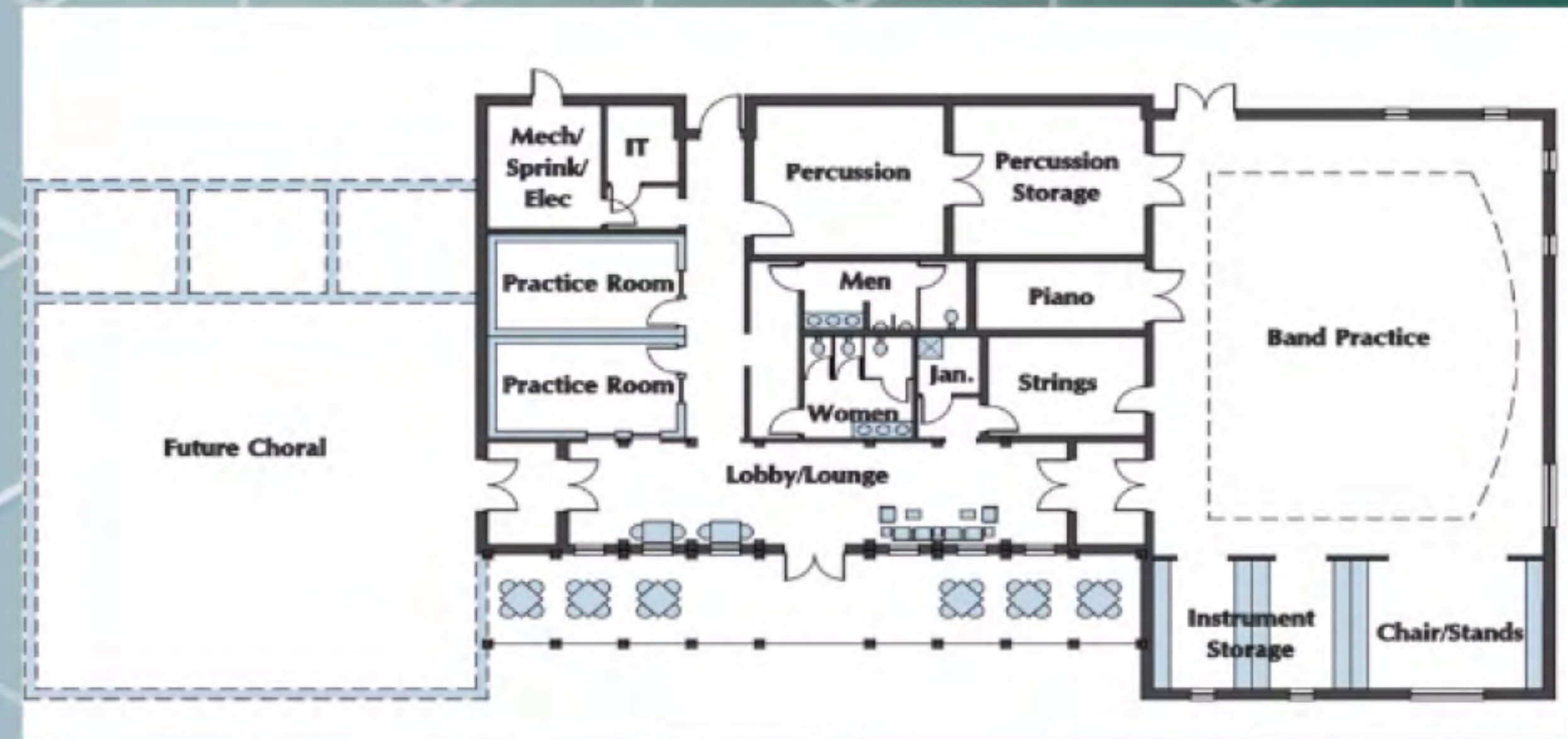
Dave Fraboni
INTERIM VP FOR
UNIVERSITY ADVANCEMENT
SERVING UNTIL DECEMBER 2023



Dr. Michael Snowden
CHIEF DIVERSITY OFFICER



MUSIC PRACTICE FACILITY



FLYNN · FINDERUP
ARCHITECTS

KOONS
ENVIRONMENTAL
DESIGN inc.

Music Building
January 13, 2023

GEORGIA
COLLEGE
GEORGIA'S PUBLIC LIBERAL ARTS UNIVERSITY

1

CORNER OF MONTGOMERY & WAYNE STREETS

MUSIC PRACTICE FACILITY



Aerial View from West



Sidewalk view looking North



Approach to Front Porch



Entry



View from Wayne and Montgomery



View from North on Wayne Street

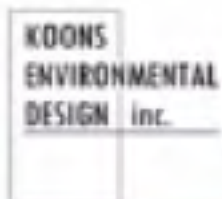
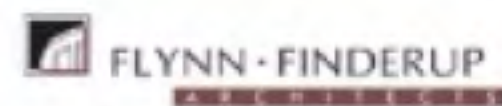


View Across North Wayne Street



Front Porch

BRICK OPTION
Phase 1

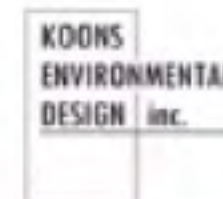
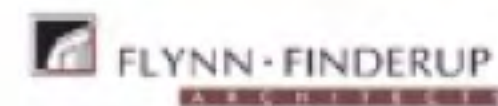


Music Building
January 13, 2023



7

BRICK OPTION
Phase 1



Music Building
January 13, 2023



8

THE MAX DINING UPGRADE



GEORGIA COLLEGE



NEW "U-COOK" STATION



GEORGIA COLLEGE

sodexo

CAMPUS MASTER PLAN

COMING
SOON



HERTY HALL RENOVATION



\$19.8M
TOTAL PROJECT
BUDGET

FY2024
DESIGN

FY2025
CONSTRUCT

FY2026
FF&E

GCSU BRANDING CAMPAIGN



- **CAMPUS BANNERS**
- **NEW LETTERHEAD/BUSINESS CARDS**
- **NEW LAPEL PINS & NAMETAGS**
- **NEW BOOKSTORE MERCHANDISE**

STRATEGIC PLAN ADOPTION, IMPLEMENTATION EXPECTED THIS FALL



UPDATED BOARD OF REGENTS POLICIES

POLICY 6.5

FREEDOM OF EXPRESSION & ACADEMIC FREEDOM



SCAN QR TO
VIEW FULL POLICY

"USG AND ITS INSTITUTIONS SHALL FOSTER AN ENVIRONMENT WHERE ALL MEMBERS OF THE USG COMMUNITY ARE FREE TO SHARE IDEAS AND OPINIONS, EVEN THOSE THAT SOME MAY FIND OFFENSIVE. IDEAS AND OPINIONS SHOULD BE OPENLY AND FREELY DEBATED AND DISCUSSED, BOTH INSIDE AND OUTSIDE OF THE CLASSROOM, WITHOUT FEAR OF SUPPRESSION OR REPRISAL. THE USG COMMUNITY SHOULD PROMOTE INTELLECTUAL DEBATES, NOT CLOSE THEM OFF, AND MUST UPHOLD THE VALUES OF CIVILITY AND MUTUAL RESPECT WHILE DOING SO."

UPDATED BOARD OF REGENTS POLICIES

HUMAN RESOURCES POLICY ON EMPLOYEE RECRUITMENT



SCAN QR TO
VIEW FULL POLICY

"THE BASIS AND DETERMINING FACTOR FOR HIRING, PROMOTION, AND TENURE SHOULD BE THAT THE INDIVIDUAL POSSESSES THE REQUISITE KNOWLEDGE, SKILLS, AND ABILITIES ASSOCIATED WITH THE ROLE, AND IS BELIEVED TO HAVE THE ABILITY TO SUCCESSFULLY PERFORM THE ESSENTIAL FUNCTIONS, RESPONSIBILITIES, AND DUTIES ASSOCIATED WITH THE POSITION FOR WHICH THEY ARE BEING CONSIDERED.

AT THE CORE OF ANY HIRING, PROMOTION, OR TENURE DECISION IS ENSURING THE INSTITUTION'S ABILITY TO ACHIEVE ITS MISSION AND STRATEGIC PRIORITIES IN SUPPORT OF STUDENT SUCCESS."

LEGAL AFFAIRS



BRETT MONTROY
GENERAL COUNSEL



GEORGIA
COLLEGE
& STATE UNIVERSITY

Thank You

**FOR YOUR SERVICE TO THE
UNIVERSITY SENATE FOR THE 2023-
2024 ACADEMIC YEAR!**



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GEORGIA COLLEGE & STATE UNIVERSITY

ACADEMIC AFFAIRS

(1 OF 2)

- SACSCOC & QEP
- USG General Education & CORExplore
- Aquatic Science Center & Digital Humanities Collaborative
- 2023 National Council on Teacher Quality
- Center for Innovation and Entrepreneurship
- Simulation and Translational Research Center
- "Finding Your Place"
- Information Studies
- National Scholarship Office



ACADEMIC AFFAIRS

(2 OF 2)

- Office of Student Success and Career Development
- University Research Day
- 2023 AASCU Excellence & Innovation Award
- Record External Funds
- USG Regent's Felton Jenkins Jr. Hall of Fame Award
- Program Accreditations & New Curricular Opportunities
- Sustainability Task Force & Andalusia Task Force
- Teacher/Scholar Model and Collaborative Research Faculty Grant Program
- Graduate Enrollment & School of Continuing and Professional Studies
- Student Retention
- Fall 2023 First-Year Class



SACSCOC 2024 REAFFIRMATION

FALL 2023

- SUBMIT SELF-STUDY
- PILOT QEP PROGRAMMING
- OFFSITE COMMITTEE REVIEW, 10/31-11-3
- PREPARE CAMPUS-WIDE QEP PRESENTATION
- COMPLETE QEP PROPOSAL

SPRING 2024

- ANALYZE FALL QEP DATA
- CONTINUE QEP PILOT
- QEP "SPIRIT DAY"
- SUBMIT FINALIZED QEP PROPOSAL
- CAMPUS PREPARATION FOR ONSITE REVIEW COMMITTEE VISIT (ALL FACULTY, STAFF, STUDENTS)
- ONSITE VISIT, 2/26-2/29



FALL 2023 FIRST-YEAR CLASS PROFILE

96%

INCREASE IN
African-American

STUDENTS

216%

INCREASE IN
High Achieving

STUDENTS

57%

INCREASE IN
Latina/Latino

STUDENTS

85%

INCREASE IN
Multiracial

STUDENTS

3.62

AVERAGE GPA OF OUR
DEPOSITED STUDENTS

7,852

RECORD BREAKING NUMBER
OF APPLICATIONS



PROJECTING 1,800+ FIRST-YEAR STUDENTS:
THIS FALL WE WILL WELCOME THE LARGEST,
MOST ACADEMICALLY PREPARED,
AND MOST DIVERSE FIRST-YEAR CLASS IN
GCSU HISTORY!



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Student Life Updates

GOVERNANCE RETREAT
AUGUST 14, 2023





Office of the Vice President for Student Life

- Vice President
- Special Assistant
- Parent and Family Program Coordinator

Student Health & Wellbeing

- Counseling Services
- Student Health Services
- Student Care & Outreach
- Wellness & Recreation
- Fraternity & Sorority Life

University Housing

Residence Life

The Outdoor Center

Office of the Dean of Students

- Chief Conduct Officer
- CARE Team
- Student Crisis Management

Student Inclusion & Belonging

- Cultural Center
- Women's Center & LGBTQ+ Programs
- Student Disability Resource Center

Student Engagement

- Student Involvement
- Community Engagement & Service

Areas of Focus

**Realignment of Student Life
to Imagine 2030**



**Inclusion
and
Belonging**



**QEP
&
Health & Wellbeing**



**Housing and
Residence Life**



CARE Team



**Engagement
(Student & Community)**



CARE *Team*

CRISIS • ASSESSMENT • RESPONSE • EDUCATION



CARE TEAM MEMBERS:

- **DESAREE MURDEN**
Interim Chief Conduct Officer, Co-Chair
- **AMY WHATLEY**
Director of Student Care and Outreach, Co-Chair
- **DR. STEVE WILSON**
Director of Counseling Services
- **NIKKI SIMPSON**
Assistant Director of Academic Advising
- **DAVID ANDERSON**
Director of Disability Services
- **LORI BURNS**
Director of Residence Life
- **DR. ANGIE CHILDRE**
Director of Student Health Services
- **NIKKI RENFROE**
Interim Director of Public Safety

Upcoming Events

AUG
16

WEST CAMPUS MOVE-IN
BID DAY

AUG
16-25

WEEK OF WELCOME

AUG
17

CENTRAL CAMPUS MOVE-IN

SEPT
16-22

IFC RECRUITMENT

SEPT
29

FAMILY WEEKEND BEGINS





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FINANCE & ADMINISTRATION UPDATE



Lee Fruitticher

VICE PRESIDENT FOR
FINANCE & ADMINISTRATION



BUDGET UPDATE

TIGHT BUDGET IN 2023

BUT FUNDED MANY DEPARTMENTAL REQUESTS AT YEAR END:

- GOLF CARTS
- LOCKS FOR COMPUTER LAB IN TERRELL HALL
- SIMULATION "PATIENT" THAT BIRTHS BABIES
- A/V UPGRADES FOR OUR CLASSROOMS & FOR EARLY COLLEGE
- NEW IT SOFTWARE/HARDWARE
- NEW CHAIRS FOR ART STUDIO IN ENNIS
- NEW SPECTROPHOTOMETER FOR SCIENCE
- CENTENNIAL REFRESH & NEW FLOOR
- PAINTING IN ATKINSON & KILPATRICK
- REMODELING DRESSING ROOM IN LANIER HALL
- LOTS MORE



FY24 BUDGET

- **CUT/FREEZE MANY FACULTY & STAFF POSITIONS TO BALANCE BUDGET**
- **ANTICIPATED CUT OF \$3.2M IN STATE APPROPRIATIONS - WAS ONLY \$1.3M**
- **LARGER FIRST-YEAR CLASS & RETENTION INCREASE - BRINGS IN EXTRA TUITION AND FEES**



FY24 BUDGET - NEW FLEXIBILITY

- **CREATED 8 FACULTY, 10 STAFF IN ACADEMIC AFFAIRS**
- **ADDED NEW MENTAL HEALTH COUNSELOR**
- **INCREASED UTILITY BUDGET BY \$750,000**
- **RESTORED \$500,000 TO RESERVES (\$0 IN FY23)**



FY25 STILL ON THE HORIZON

- 2 YEAR LAG IN BUDGET CYCLE GOES BACK TO FY23
- SAT/ACT REQUIREMENT REINSTATED FOR ADMISSIONS
- BUT...STATE ALLOWING US TO PROPOSE MODEST INCREASES





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University Advancement



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University Advancement

Provide resources to support the students, programs, and strategic initiatives of the University

Promoting – The university, our programs, faculty, staff, and students

Engaging – Alumni, parents, friends, and community in the life of the university as partners

Soliciting – Time, talents and treasure of our alumni, parents, friends, and community in support of our programs and students

Stewarding – Relationships between the university and all constituents

How did we do last year...

<u>Total Raised</u>	
Operating Unrestricted	155,537.07
Operating Restricted	1,310,040.50
Capital	5,000.00
Endowed	1,398,924.63
Gifts in Kind	23,700.42
Total Cash Received	2,893,202.62

Total Endowment - \$55,642,365 – 4.3% return CYTD

<u>Total Donors</u>	
Alumni	663
Alumni Board Member	19
Business	131
Current Faculty/Staff	128
Current Parent	92
Current Student	17
Donor Advised Fund	5
Foundation	24
Foundation Trustee	34
Friend	617
Organization	35
Total	1765

Other Accomplishments...

- Hired 5 new staff members including Director of Alumni Relations
- Increased the Endowment level from \$10,000 to \$25,000
- Updated our Endowment Spending policy
- Created the Bobcat Athletic Association as part of the Foundation

The Year Ahead...

Alumni Relations

- Re-ignite our alumni outreach to begin growing overall alumni engagement
- Increase overall student and young alumni awareness

Development

- Raise \$200,000 in Unrestricted support
- Raise \$1.5 million in scholarship support for endowed scholarships and current-use scholarships to support Presidential Scholarships and Dean's Awards
- Raise \$750,000 to support athletics through our new Bobcat Athletic Association

Advancement Services

- Data Integrity – Maintain constituent and financial databases
- Reporting – Report timely, accurate and useful constituent, financial and institutionally-related information
- Compliance – Comply with all federal, state and local regulations and filing requirements



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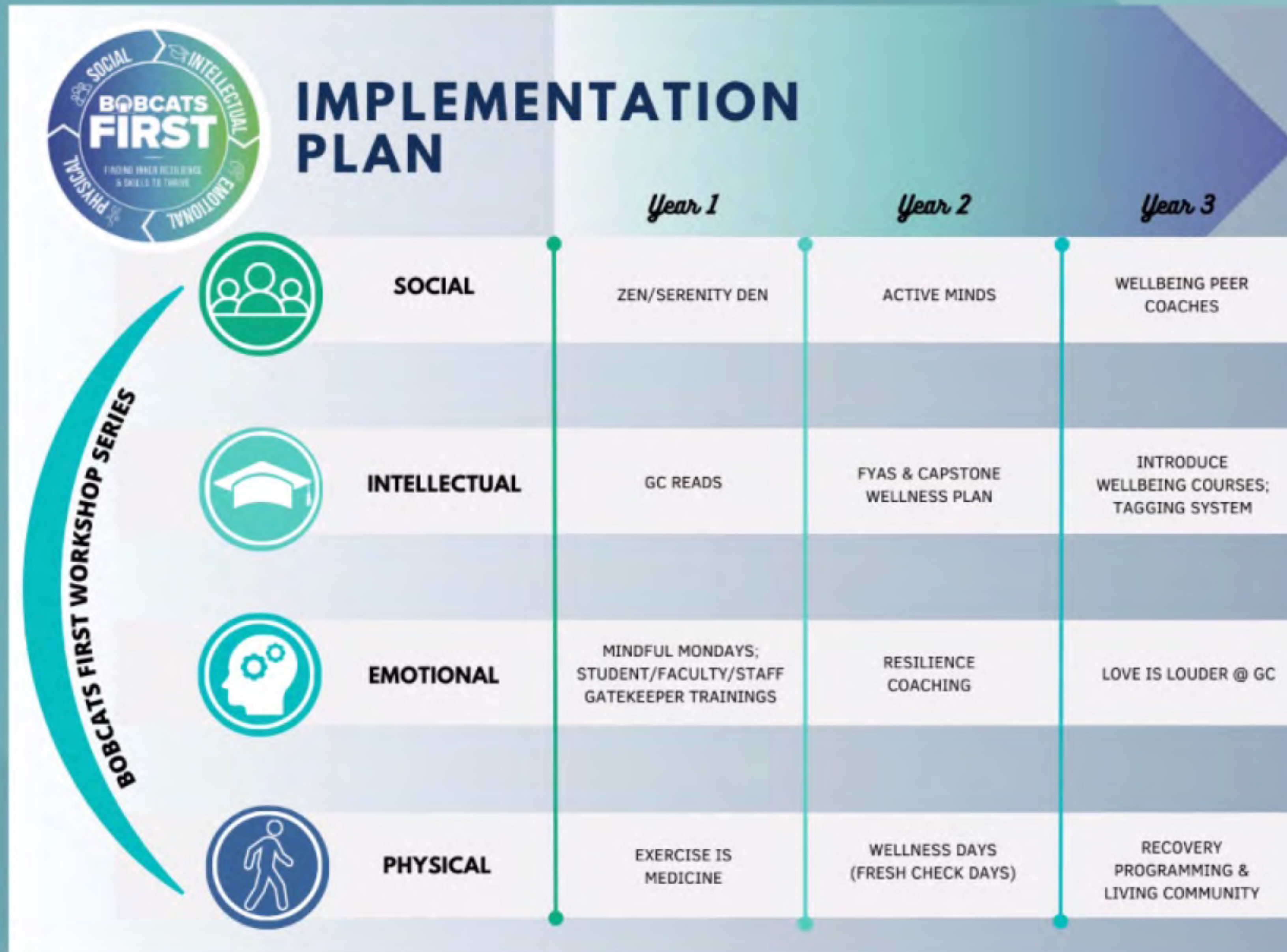
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QEP 2024

**Bobcats FIRST:
Finding Inner Resilience
and Skills to Thrive**



3-Year Phased Implementation



SOCIAL Year 1:

The Serenity Den

- ❖ Light therapy
- ❖ Relaxation sounds/music
- ❖ Guided movement area
- ❖ Wellness/mindfulness resources
- ❖ Meditation cards and cushions
- ❖ Reading lounge chairs
- ❖ Yoga area
- ❖ Journaling
- ❖ Affirmation wall
- ❖ Puzzles, coloring books, tactile materials
- ❖ Buddha Boards
- ❖ Herbal tea station

INTELLECTUAL Year 1: GC Reads



Quick Access to Articles

- [Article 1: Fear Not](#)
- [Article 2: How to Be Resilient](#)
- [Article 3: How to Know What You Really Want](#)
- [Article 4: How to Make the Most of University](#)
- [Article 5: Secrets Hurt Their Holders](#)
- [Article 6: The Happiness Ruse](#)
- [Article 7: We Heal One Another](#)
- [Article 8: Why We Crave](#)

EMOTIONAL Year 1: Mindful Mondays Gatekeeper Training Programs

- Student, Faculty, and Staff
Gatekeeper Trainings

- ❖ Kognito

- ❖ QPR

- ❖ Mental Health First Aid

- ❖ You Can Help a Student

- ❖ You Can Help a Friend

- ❖ Seize the Awkward

No Wrong Door Campaign

- Mindful Mondays

- ❖ Tips and resources for
mindfulness

- ❖ Monday affirmations from
Thunder

- ❖ You Belong Here

- ❖ We believe in you/You can do
it

PHYSICAL Year 1: Exercise is Medicine



- ❖ Making movement a part of the daily campus culture
- ❖ Assessing physical activity at every student health visit
- ❖ Providing students with the tools necessary to strengthen healthy physical activity habits that can last a lifetime
- ❖ Connecting university health care providers with university health fitness specialists to provide a referral system for exercise prescription.

ALL DOMAINS Years 1-5: Bobcats FIRST Workshop Series

- ❖ Transition to College
- ❖ Belonging and Coping with Loneliness
- ❖ Networking and Community Building
- ❖ Conflict Resolution and Effective Communication
- ❖ Procrastination
- ❖ Academic Persistence
- ❖ Campus Resources
- ❖ Sleeping and Eating for Better Health
- ❖ Resilience
- ❖ Relationship Skills
- ❖ Emotional Intelligence
- ❖ General Coping skills for Worry and Depression
- ❖ Growth Mindset
- ❖ Developing Study Skills
- ❖ Time Management
- ❖ Building Academic Confidence
- ❖ Life skills Training
- ❖ Managing Financial Aid
- ❖ Personal Finance
- ❖ Future Planning
- ❖ Customized for your department/program/class



UNIVERSITY SENATE

GEORGIA COLLEGE & STATE UNIVERSITY

IMAGINE 2030 Update

University Senate Retreat
Monday, August 14, 2023

Dr. Holley Roberts

Dr. Diana Young

Co-Chairs, Strategic Planning Steering
Committee



Strategic Planning Steering Committee

Co-Chairs, Dr. Holley Roberts and Dr. Diana Young
College of Arts & Sciences – Dr. Hedwig Fraunhofer
College of Business & Technology – TBD
College of Education – Dr. Nicole DeClouette
College of Health Sciences – Dr. Liz Speelman
Honors College – Dr. Brian Newsome
Library – TBD
Enrollment Management – Joel Robinson
AVP for Institutional Research – Dr. Chris Ferland
Associate Provost for Transformative Learning Experiences – Dr. Jordan Cofer
Associate Provost for Academic Affairs, Director of The Graduate School – Dr. Holley Roberts
Interim VP for Student Life – Dr. Dan Nadler
Finance & Administration – Lee Fruitticher
University Advancement – *TBD*
University Senate – Lamonica Sanford
Staff Council – John Jackson
Watermark/Assessment/Institutional Effectiveness – Dr. Cara Smith
Chief Diversity Officer – Dr. Michael Snowden
Director of the Women's Center – Dr. Jennifer Graham
Information Technology – Susan Kerr
University Communications – Omar Odeh
GCSU Athletics – Wendell Staton
SGA President – Kaitley Congdon



Strategic Planning Process Timeline

- Spring & Summer 2022
 - President Cox challenges the university to engage in strategic planning process
 - Steering Committee identifies aspirant universities and stakeholder engagement approaches
- Fall 2022
 - *Imagine 2030* kick-off
 - Comprehensive data gathering and stakeholder feedback
 - Aspirant university visits
 - Data analysis and strategic pillars identified
- Spring 2023
 - Strategic pillars announced at 2023 University Address by President Cox
 - Pillar definitions, goals, and objectives drafted
 - Town Hall Meetings – 3/8 – updated and gathered feedback
 - Focused Pillar Discussions – 4/10 - 4/14 – gathered feedback on goals and objectives
- Summer 2023
 - Completed Imagine 2030 Executive Report (history, timeline, pillars, assessment plan)
 - Presented proposed pillars, goals, and objectives to President Cox and Provost Spirou in feedback meeting
 - Presented President Cox and Provost Spirou the Imagine 2030 executive report for Executive Cabinet consideration



Strategic Pillars for Imagine 2030

IDEEA (like IDEA)



INNOVATE

DISTINGUISH

ENGAGE

EMPOWER

ADVANCE

Pillar:

INNOVATE

(verb): 1. To make changes in something established, especially by introducing new methods, ideas, or products

PILLAR DESCRIPTOR:

We will encourage and support innovation and creativity, enhance our leadership in transformative learning experiences, and expand and deepen student engagement to enrich the student experience and prepare students to excel in an everchanging global society.

GOAL One:

Become a national leader in transformative curricular and co-curricular experiences.

OBJECTIVES:

- Sustain, grow, and deepen GC Journeys as a vehicle to promote essential skills and experiential learning opportunities.
- Support innovative pedagogies, and transdisciplinary and transcultural relationships.
- Continue developing innovative and flexible curricular and co-curricular opportunities to increase student engagement.
- Develop programs and initiatives to foster ethical, reflective, and engaged leaders and professionals who are dedicated to excellence.



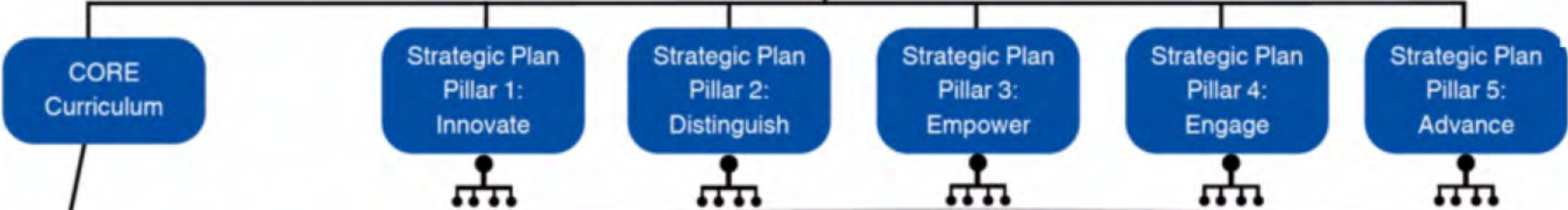
Next Steps

- Approval by Executive Cabinet
- Share *Imagine 2030* descriptors, goals, and objectives with the university and external communities
- Implement Goals and Action items in all departments/units.
 - Identify 5 strategic planning objectives from at least 3 pillars annually.
 - Each unit/department will be expected to assess each of the five pillars across the 7-year plan.
 - Summative annual reports will provide accountability of pillars, goals, and objectives being assessed each year (Progress and Planning Report)
 - Mid-Year Checkpoints in January to supervisor which includes greatest hits/most notable accomplishments in the area.
 - Meeting with advisory group on details of assessment plan for academic departments.
- Strategic Planning Steering Committee in collaboration with Institutional Research will create a dashboard of accomplishments from the reports above.

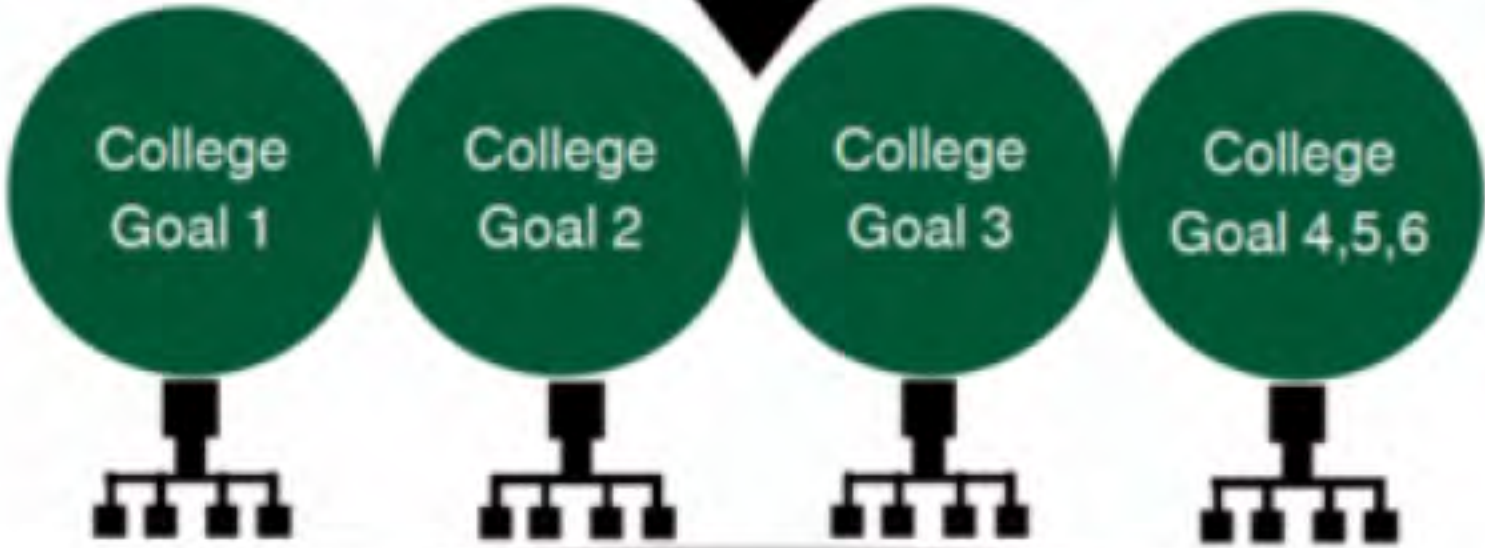




Georgia College & State University Mission and Values



University Strategic Plan Objectives



Department Annual Goals and Academic Program Goals and Outcomes

Administrative Unit/Program Goals



 **Progress and Planning and Comprehensive Program Review**

 **SMART Assessment**

 **Administrative Planning Report**

The *Imagine 2030* website
<https://gcsu.edu/imagine2030>





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