

CATALYST FOR INCLUSIVE EXCELLENCE: LEADING THE TRANSFORMATION

FIRST REPORT

FALL 2015:

THE FIRST YEAR OF DIVERSITY ACTION PLAN (DAP) 2014-2019

The academic year 2014 –2015 was the first year of implementation for the 2014-2019 Diversity Action Plan. The Diversity Action Plan (DAP) was developed during the 2013-2014 academic year with broad participation from internal and external Georgia College communities. Building on previous efforts by former taskforces and other efforts, the Diversity Action Plan addresses four specific goals established by the Diversity Action Plan Planning Committee. The four goals are:

1. Student Access and Success
2. Curriculum, Creative Learning and Scholarship
3. Campus Climate
4. Faculty and Staff Vitality and Viability

The DAP provides a detailed , campus-wide initiative that incorporates equity, diversity, and inclusion into all aspects of our institution, including both educational goals and objectives and institutional practices and activities. As part of the goals of DAP, each unit of the institution has developed Diversity Leadership Teams and they will be key in changing practices and processes within their respective units. In addition, a student diversity leadership team and a community advisory board has also been created. These efforts are necessary to broaden the scope of diversity work at Georgia College and build an infrastructure of inclusive excellence.

This Report

We hope you share this report with students and colleagues as well as the broader Georgia College community. We hope that you will use the information when making decisions that will influence the entire university. Your questions and feedback are encouraged: oiie@gcsu.edu or (478) 445-4233. Please visit us at www.gcsu.edu/oiie to view the plan.



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DIVERSITY ACTION PLAN PLANNING COMMITTEE MEMBERS

The Diversity Action Plan: DAP

The spring semester 2013 marked the beginning of the Diversity Action Planning process as Dr. Dorman charged the planning committee in the Spring of 2013 to develop a five-year strategic plan to transform Georgia College into an institution of inclusive excellence. The Diversity Action Planning Committee, a very diverse group representing a cross section of Georgia College, developed a strategic plan for diversity and inclusion at Georgia College.

The committee is shown below.



TIMELINE FOR PLAN DEVELOPMENT

Spring 2013

State of the University Address of 2013

Dr. Dorman charged Georgia College to strive for inclusive excellence and asked the Director of Institutional Equity and Diversity to chair a planning committee to develop a five-year diversity action plan

Organization of the Diversity Action Planning Committee

A diverse group of faculty, staff, administrators, students and community leaders were assembled to develop the 5-year plan

Dr. Dorman gives Charge to the Diversity Action Planning Committee

Dr. Dorman meets with committee and gives his vision for the work which includes a plan to promote inclusive excellence at Georgia College in student recruitment and retention, faculty and staff retention, inclusive learning and campus climate.

Planning Committee organizes

The Planning committee organizes around the themes: Student recruitment and retention, Faculty and Staff vitality and viability, campus climate, and curriculum

Summer 2013

Planning committee developed potential strategies of success
Worked with QEP planners for collaboration

Fall 2013

Website and survey developed and launched

Diversity Action Plan website launched and open ended survey added to website

Report on plan to Faculty senate committee RPIPC

Month of September Public Deliberations

Three public deliberative sessions were held on campus and off campus with over 200 participants discusses the needs of Georgia College around issues of diversity and inclusion (September 10, 18, 26)
Collaborative effort with Greg Kaufman and Jan Clark and American Democracy Project

October

Strategies of Success are due to planning committee from subgroups

November

Week 1-8 A report was provided to the Campus community
Feedback from Campus report out was due on 22nd

December

December 1-6 Subgroup chairs submit final report to Chair
December 6 Campus report out
December 13 final deadline for draft revision

Spring 2014

January 2014 Media Attention: Union Recorder, Macon 13, and Baldwin Bulletin

February 25 Report out to President's Executive Cabinet

February 26 Report out to Students (Times Talk)

February 26 Faculty Senate SOCC

February 28 President meets Diversity Action Planning Committee

Met with PCOD for feedback and report out

March 28 Report out to University Senate

March 31 Report out to Extended Cabinet

April 8 Report out to Chairs, College of Arts and Sciences

April 11 Report to Dean and Faculty, College of Education

April 16 Report to Dean and Chairs, College of Business

Summer 2014

University of Communications printed hardcopy document

Fall 2014

Developed the DAP link on OIED website

University Leadership Team (introductory meeting)

Implementation of the plan

Goal Advisory team introductory meetings

Received endorsement of goals from Senate

Spring 2015

University Leadership Teams/VP, Dean, Students (asked for 3 profile diversity entities and possible diversity summit participants)

Received first round of Diversity annual reports

Fall 2015

Training for campus on Transformative Talks with Susan O'Halloran

Training and Strategic Planning of Inclusive Excellence with Dr. Alma Clayton Pedersen

The creation of the Office of Inclusive Excellence (OIE) to implement DAP

A Diversity Action Plan university forum facilitated by a student is shown below.



Diversity Leadership Team members 2014-2015:

The Diversity Action Plan (DAP) calls for each Vice President and Dean to develop and support Diversity Leadership Teams within each of the units. These teams will be used to promote diversity and inclusion within their area and to carry out the goals of the Diversity Action Plan. In addition, each Vice President and Dean will write an annual report that addresses and highlights the next steps the unit will take to support the plan. Each team is listed below.

College of Health Sciences Diversity Leadership Team: (Chair, Dean Sandra Gangstead)

Toyia Barnes
Debbie Grier
Laura Childs
Patrick Varallo
Kevin Hunt
Michelle Marks

University Advancement Diversity Leadership Team: (Chair, Vice President Monica Delisa)

Bill Doerr
Angelle Rozier
Libby Carter

Student Affairs Diversity Leadership Team: (Chair, Vice President Bruce Harshbarger)

Maurice Smith
Lori Burns
Kelly Schomber
Wilbert Bryant
Drew Bruton
Dixie Turner

Campus Finance and Administration Diversity Leadership Team:

Anthony Miller
Ryan Greene
Scott Beckner
Michael Rickenbaker
Mark Duclos

College of Business Diversity Leadership

Team:

Matt Roessing

Gita Phelps

Brooke Conaway

Dean James Payne, Chair

Library Diversity Leadership Team:

Shaundra Walker

Jennifer Price

Ben Davis

Shannon Morris

Director Joe Mocnik, Chair

College of Arts & Sciences Diversity Leadership Team:

Sandra Trujillo

Melanie Devore

Chavonda Mills

Claudia Yaghoobi

Sandra Godwin

Samiparna Samanta

Jim Schiffman

Simplice Tchamna

Aurora Castillo

David Johnson

Ashley Taylor

Dana Wood

Karen Berman

Sunita Manian

Dean Ken Procter, Chair

College of Education Diversity Leadership

Team:

Rebecca McMullen

Lyndall Muschell

Rob Sumowski

Chrispen Matsika

Yeprem Mehranian

Nicole Declouette

Dean Joseph Peters, Chair

Student Advisory Diversity Leadership Team

Terrell Davis

Luis Jimenez

Deaje Taylor

Tiras Barrett

Oscar Licon

Angela Webber

Jordan Williams

Katherine Ward

Elizabeth Rary

Chuck Cherry

Netta Ben-Hashal

Juawn Jackson, Chair

Diversity Action Plan Advisory Board

Dr. Tsu-Ming Chiang ex officio

Dr. Chavonda Mills ex officio

Joe Windish ex officio

Dr. Hayward Cordy

Dr. Noris Price

Debbie Harshbarger

Gregory Barnes

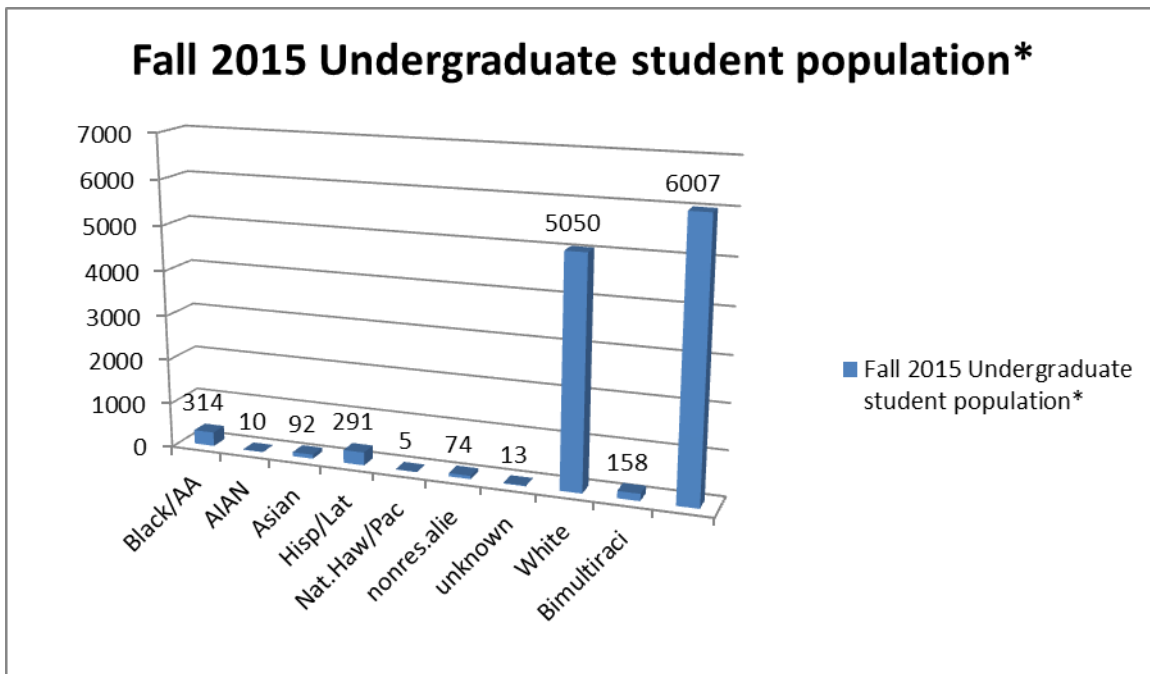
Rev. Tony Fraley

Juawn Jackson

Suzanne Pittman ex officio

The Student Body: A look at Access to Excellence

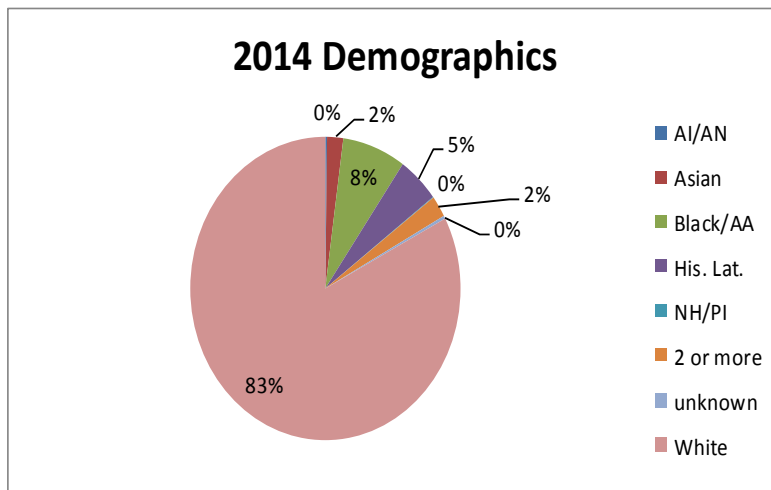
Race/Ethnicity	Freshmen (2014)	Race/Ethnicity	Freshmen (2015)*
American Indian/Alaska Native	2	American Indian/Alaska Native	2
Asian	25	Asian	30
Black or African American	67	Black or African American	59
Hispanic or Latino	81	Hispanic or Latino	67
Native Hawaiian or Other Pacific Islander	0	Native Hawaiian or Other Pacific Islander	0
Two or More Races	38	Two or More Races	50
Unknown	1	Unknown	2
White	1249	White	1260
TOTAL	1706	TOTAL	1357

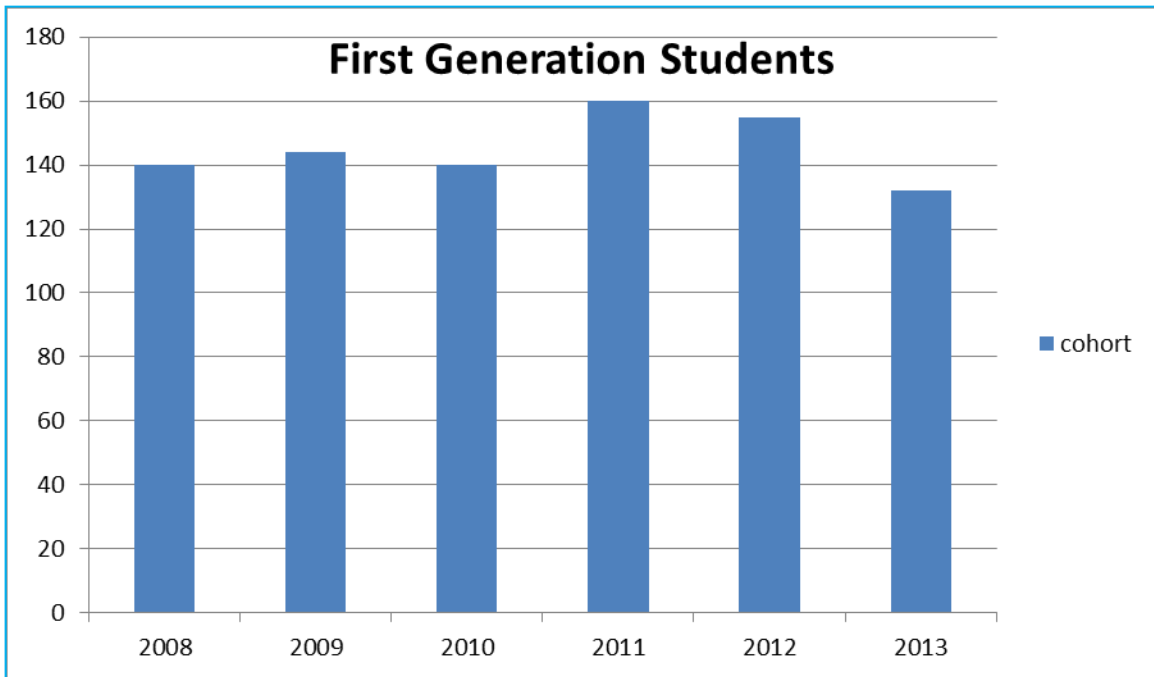


*Numbers are subject to change

Total Fall Enrollment by Percent Race

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
American Indian or Alaskan Native	0.25	0.25	0.29	0.26	0.29	0.22	0.26	0.19	0.18	0.21
Asian	1.87	2.04	1.94	2.14	1.91	1.63	1.57	1.26	1.69	1.93
Black or African American	9.10	8.43	8.51	8.59	7.73	7.72	8.00	7.82	7.59	7.56
Hispanic or Latino	1.52	1.77	2.13	2.71	3.09	4.01	4.20	4.78	4.70	4.98
Native Hawaiian or other Pacific Islander	0.00	0.00	0.0	0.0	0.0	0.0	0.08	0.06	0.09	0.07
Two or more races	0.87	1.09	1.14	1.34	1.42	1.89	2.05	2.30	2.26	2.30
Unknown	0.00	0.00	0.00	0.00	1.00	0.64	0.84	1.35	0.32	0.32
White	86.40	86.42	86.00	84.97	84.56	83.89	83.00	82.25	83.16	82.62





**Students with
Disabilities in 2014**

4.9%

Of the overall student

**Georgia College welcomed in
2014**

99 students

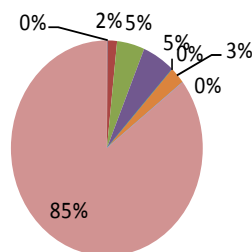
From 33 different countries

First Time Full-Time Fall Cohorts

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
American Indian or Alaskan Native	0.29		0.33	0.25	0.17	0.17	0.42	0.23		0.14	0.14
Asian	1.65	1.41	1.42	2.04	1.58	1.41	1.41	1.46	1.72	1.71	2.04
Black or African American	4.26	5.01	4.17	4.50	4.06	3.99	4.57	4.14	3.37	4.58	4.01
Hispanic or Latino	1.07	2.81	2.67	4.50	3.90	6.91	4.90	5.98	5.59	5.54	4.56
Native Hawaiian or other Pacific Islander	0.0	0.0	0.0	0.0	0.0	0.0	0.25	0.0	0.14	0.0	
Non resident Alien											
Two or more races	1.26	1.50	1.17	2.21	2.65	3.08	2.08	2.30	2.58	2.60	3.40
Unknown	0.0	0.0	0.0	0.0	0.20	0.67	0.33	0.54	0.14	0.07	0.14
White	91.47	89.27	90.23	86.49	86.8	83.78	86.05	85.35	86.45	85.37	85.71

2014 Fall Cohort Demographics

■ AI/AN ■ Asian ■ Black/AA ■ His. Lat.
■ NH/PI ■ 2 or more ■ unknown ■ White



All student population: Retention and Graduation

Year	Cohort	Retention 1 year	Retention 2 year	Retention 3 year	Retention 4 year	Graduation 4 year	Graduation 5 year	Graduation 6 year
2008	1177	84.11	72.22	65.85	61.94	39.93	58.37	
2009	1206	85.49	71.39	65.26	62.02	39.55	57.63	
2010	1202	83.11	67.72	62.15	59.15	42.01		
2011	1204	85.80	71.76	67.36				
2012	1304	84.74	70.94					
2013	1395	85.52						

White Student population: Retention and Graduation

Year	Cohort	Retention 1 year	Retention 2 year	Retention 3 year	Retention 4 year	Graduation 4 year	Graduation 5 year	Graduation 6 year
2008	1015	84.33	72.41	66.31	62.07	40.89	58.92	61.77
2009	1047	85.77	71.73	66.09	63.04	40.31	58.36	
2010	1001	83.02	68.53	63.44	60.44	43.46		
2011	1032	86.24	72.67	68.22				
2012	1107	84.91	71.73					
2013	1197	85.96						

Underrepresented student population: Retention and Graduation

Year	Cohort	Retention 1 year	Retention 2 year	Retention 3 year	Retention 4 year	Graduation 4 year	Graduation 5 year	Graduation 6 year
2008	162	82.72		62.96	61.11	33.95	54.94	58.02
2009	156	83.33	68.59	60.26	56.41	35.26	53.85	
2010	195	83.08	63.59	55.38	52.31	34.87		
2011	168	83.33	67.26	63.10				
2012	193	83.42	66.32					
2013	197	82.74						

Underrepresented students defined: American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander

The Faculty and Instructional Staff: A look at Inclusive Excellence

Race, Ethnicity and Rank of GC Faculty

Race/ ethnicity	Professors	Associate professors	Assistant Professors	Instructors	Lectur- ers	No Rank	Grand Total
Asian	7 7.53%	3 3.66%	6 6.52%		1 2.27%		17 5.26%
Black or African American	1 1.08%	6 7.32%	9 9.78%		2 4.55%		18 5.57%
Hispanic/Latino	4 4.30%	3 3.66%	2 2.17%	2 18.18%			11 3.41%
Native Hawaiian or other Pacific Islander			1 1.09%				1 0.31%
Nonresident al- ien	3 3.23%	5 6.10%	1 1.09%		7 15.91%	1 100.00%	17 5.26%
Race and ethnici- ty unknown	1 1.08%		1 1.09%				2 0.62%
Two or more races				9 81.82%	1 2.27%		1 0.31%
White	77 82.80%	65 79.27%	72 78.26%	11 100.00%	33 75.00%		256 79.26%
Grand Total	93 100.00%	82 100.00%	92 100.00%	11 100.00%	44 100.00%	1 100.00%	323 100.00%

Occupational Categories by Race

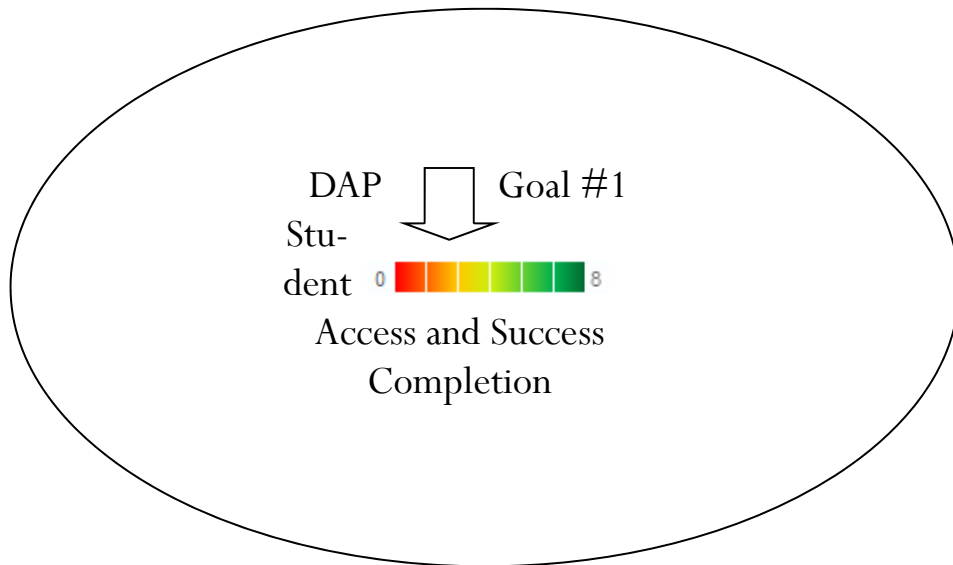
Occupational category	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latino	Native Hawaiian or other Pacific Islander	Nonresident alien	Race and ethnicity unknown	Two or more races	White	Grand total
Archivists, Curators, and Museum Technicians									2 100.00%	2 100.00%
Business and Financial Operations Occupations		1 2.78%	3 8.33%			2 5.56%	2 5.56%		28 77.78%	36 100.00%
Community Service, Legal, Arts, and Media Occupations		1 3.03%	7 21.21%		1 3.03%	1 3.03%			23 69.70%	33 100.00%
Computer, Engineering, and Science Occupations			10 20.00%				2 4.00%		38 76.00%	50 100.00%
Graduate Assistant	1 0.79%	1 0.79%	11 8.66%			11 8.66%	4 3.15%	1 0.79%	91 71.65%	127 100.00%
Healthcare Practitioners and Technical Occupations				7 5.51%					6 100.00%	6 100.00%
Librarians				1 12.50%					7 87.50%	8 100.00%
Management Occupations			14 12.39%	2 1.77%	2 1.77%				95 84.07%	113 100.00%
Natural Resources, Construction, and Maintenance Occupations			10 20.00%	2 4.00%					38 76.00%	50 100.00%
NoIPEDS/SOCCategory			44 32.12%	2 1.46%			2 1.46%	1 0.73%	88 64.23%	137 100.00%
Office and Administrative Support Occupations		2 1.37%	36 24.66%	3 2.05%			1 0.68%		104 71.23%	146 100.00%
Other Teaching and Instructional Support Occupations			14 23.33%	2 3.33%			3 5.00%		41 68.33%	60 100.00%
Postsecondary Teachers-Instruction		18 4.56%	21 5.32%	11 2.78%	1 0.25%	17 4.30%	3 0.76%	1 0.25%	323 81.77%	395 100.00%
Sales and Related Occupations			2 66.67%						1 33.33%	3 100.00%
Service Occupations			59 55.66%	2 1.89%			3 2.83%	1 0.94%	41 38.68%	106 100.00%
Grand Total	1 0.08%	23 1.81%	231 18.16%	32 2.52%	4 0.31%	31 2.44%	20 1.57%	0.31%	926 72.80%	1,272 100.00%

Diversity Action Plan Implementation

Steps toward inclusive excellence: Moving toward change

Goal 1: Student Access and Success

Georgia College strives to ensure access and success for a more diverse student population to a Georgia College education. Efforts are being developed to increase the diversity and inclusion of our student body and to promote educational success at our institution. Groups throughout our campus are building an infrastructure of inclusive excellence and working toward the goals of the Diversity Action Plan (DAP).

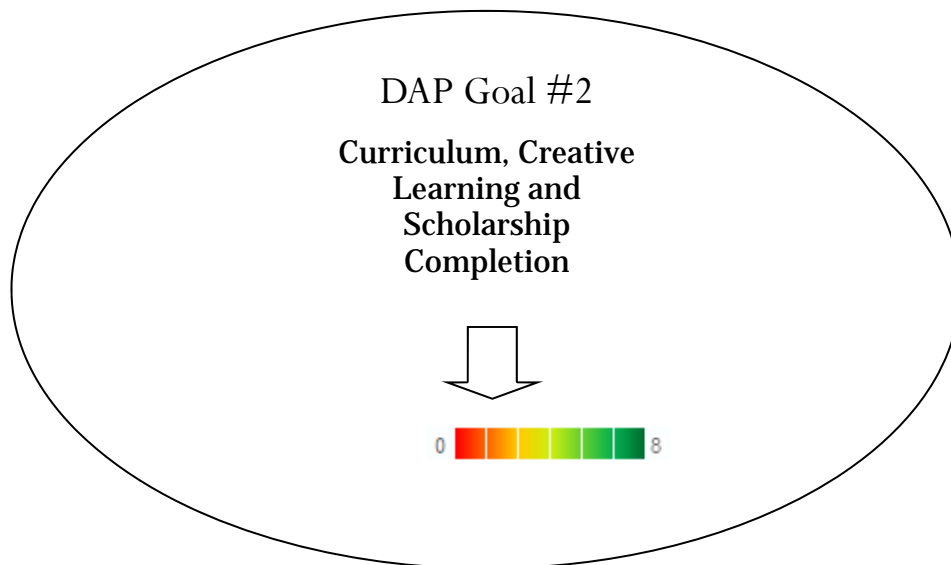


- The Office of Enrollment Management has organized 9 Glimpse Day programs and 3 Glimpse Weekend programs targeting underrepresented high school students from Georgia. In addition, the office has organized 33 majority minority fairs. As stipulated by the plan, the office has also provided workshops in Wilkinson, Jones, Bibb, Baldwin counties.
- The Office of Enrollment Management is in the process of developing a diversity recruitment plan to encourage underrepresented student recruitment.

Steps toward inclusive excellence: Moving toward change

Goal 2 Curriculum, Creative Learning and Scholarship

Georgia College made progress in goal #2 of the Diversity Action Plan. The plan calls for diversity and inclusion to become a major factor of the Georgia College curriculum as stated in the mission of the institution. Preparing Georgia College students using a diverse, inclusive, and engaged curriculum and learning environment is important goals of the plan.

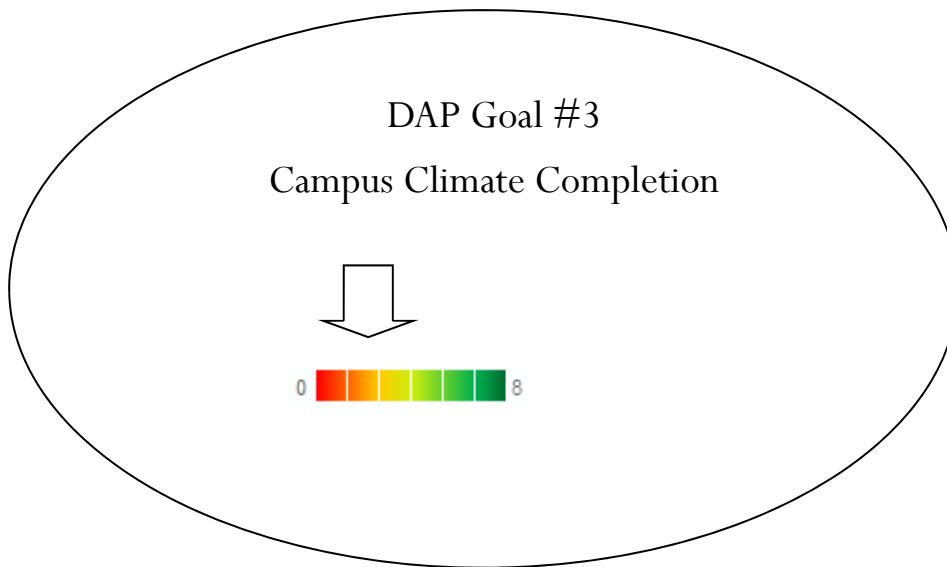


- A diversity pilot study for the domestic diversity course overlay was begun in the College of Education 2014-2015. The goal is to ensure that all Georgia College students have opportunities to engage in an inclusive curriculum.
- For the first time at Georgia College, a comprehensive audit of diverse course offerings, research by faculty that focuses on diversity and inclusion, and the types of diverse programmatic offerings provided by our faculty was conducted as part of the implementation of the plan.

Steps toward inclusive excellence: Moving toward change

Goal 3 Campus Climate

Goal 3 provides steps to support a welcoming work and learning environment at Georgia College. Efforts to promote collaboration of groups throughout campus to build an infrastructure of inclusive excellence are ongoing.

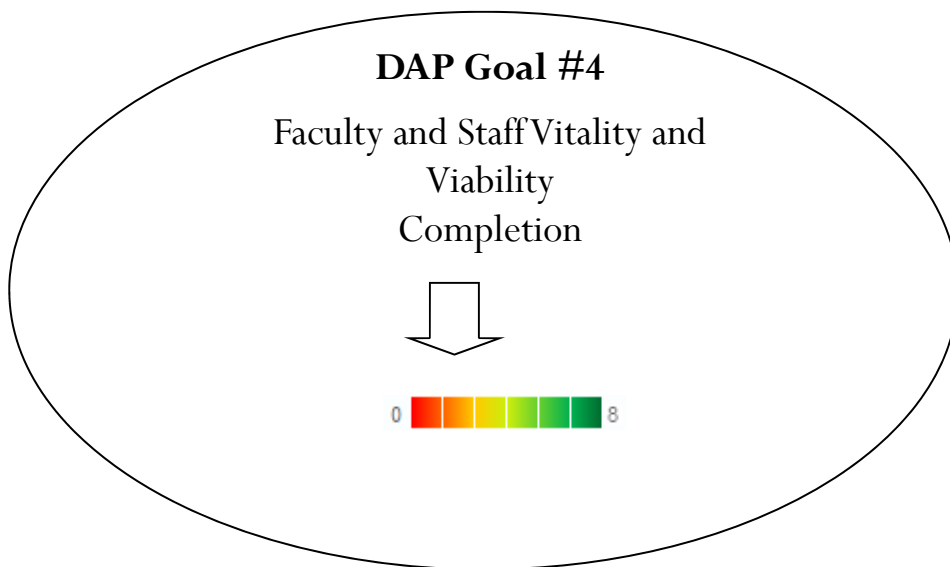


- Each Dean and Vice President submitted a Diversity report for their respective unit on diversity and inclusion. These annual reports will be invaluable tools for assessing the values of diversity and inclusion with those units.
- OIE's Education and Outreach division launched the Civility Project to address topics of difference within the workplace.

Steps toward inclusive excellence: Moving toward change

Goal 4 Faculty and Staff Vitality and Viability

Georgia College made progress to ensure the success of GC employees. Efforts are being developed to increase the diversity and inclusion of our faculty and staff and to promote equal employment success at our institution.



- We are also working to ensure that our faculty and staff recruitment processes are inclusive through a streamlined recruitment approach that includes trained search committees.
- Each unit organized a Diversity Leadership Team that will assist in promoting inclusive excellence within their respective unit.

**THE OFFICE OF INCLUSIVE
EXCELLENCE (OIE)**

Smith House
530 W. Greene Street
Milledgeville, GA 31061

Phone: 478-445-4233
Fax: 478-445-1287
E-mail: oe@gcsu.edu

WE'RE ON THE WEB AT
WWW.GCSU.EDU/OIE

The Office of Inclusive Excellence (OIE) provides institutional leadership on all matters of diversity and inclusion, working under the leadership of Dr. Steve Dorman and the Office of the President.

Georgia College does not discriminate on the basis of race, genetic information, color, sex, sexual orientation, religion, national origin, age, disability, veteran status or any other irrelevant non-bona fide qualification in the administration of educational and employment programs, or any other activity administered by the university.

Georgia College is committed to the fundamental principle of diversity and inclusion, equal opportunity and equal treatment for all and strives to create a campus environment, which understands, fosters, and embraces the values of diversity and inclusion and makes excellence inclusive.

3Rs4E
Make It Real



**GEORGIA
COLLEGE**

**GEORGIA'S PUBLIC
LIBERAL ARTS UNIVERSITY**