

Diversity at UGA

News from the Office of Institutional Diversity at the University of Georgia

Volume 16 • No. 1 • Fall 2016



A message from Michelle Garfield Cook

Associate Provost for Institutional Diversity

The University of Georgia is an amazing community of diverse individuals who are bound by a common interest in and commitment to higher education. The diversity found in our community is important; it is what makes UGA such a special place. A place where folks from different backgrounds, countries, races, ethnicities, orientations, genders, abilities, views, beliefs, customs, ideologies and opinions come together to learn, work and live. While we celebrate and embrace diversity, we must also ensure that our community is inclusive of this diversity. Everyone should be able to be themselves at UGA and feel welcomed to do so.

Building inclusive spaces is easier said than done. While we can all agree that it is important for everyone to be their honest selves at all times, we don't always agree about what that should look like. We all have ideas and assumptions that often

COOK CONTINUED ON PAGE 7

UGA receives several grants to broaden STEM participation

Funding for a program that has helped triple minority enrollment in STEM fields at the University of Georgia has been renewed for the second time by the National Science Foundation. At the same time, UGA is among the first universities in the nation to participate in a new NSF program also aimed at broadening participation in science, technology, engineering and math.



Nettie Brown, a third-year biochemical engineering student, participated in the Peach State LSAMP, a program aimed at increasing minority enrollment in STEM fields.

UGA initially received funding to implement the Peach State Louis Stokes Alliance for Minority Participation a decade ago, and the program will continue for another five years thanks to a new, \$4 million NSF grant.

"The renewal of Peach State LSAMP funding is evidence of the University of Georgia's success over the last decade, as well as our ongoing efforts, in supporting minority students in the STEM disciplines," said President Jere W. Morehead. "We are excited to extend the reach of this important program as we prepare our students for the next stage of their academic careers."

Nettie Brown, a third-year biochemical engineering student, participated in a Peach State LSAMP summer program prior to the start of her freshman year. She credits the program with helping her find faculty mentors and build connections with fellow students.

"It definitely helped me get started," said Brown, who now serves as a student member of the executive board. "A lot of the people in my cohort were in my physics class that fall, so it was like you have a family with you."

Also this fall, the university has been named a recipient of two grants through NSF INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science), a new program with a goal of increasing the number of individuals from underserved groups in the science and engineering workforce to sustain U.S. leadership in those disciplines.

STEM GRANTS CONTINUED ON PAGE 2

UGA receives diversity award for 3rd year in a row

For the third year in a row, the University of Georgia has received national recognition for its efforts to foster an inclusive, diverse campus.

UGA is one of 83 recipients of the 2016 *INSIGHT Into Diversity* Higher Education Excellence in Diversity Award, the only designation of its kind awarded to institutions that demonstrate outstanding efforts and success in promoting diversity and inclusion throughout their campuses.

“It is a great honor for the University of Georgia to be recognized with the HEED Award for the third consecutive year,” said President Jere W. Morehead.

“UGA is strengthened by the contributions of its diverse and outstanding students, faculty and staff. We are committed to fostering the kind of inclusive academic environment that is a hallmark of a leading public university.”

UGA, which first received the recognition in 2014, has implemented several initiatives over the past decade to recruit diverse students, faculty and staff and to improve the graduation rates of underrepresented groups. The university offers myriad diversity related events and curricular offerings.

Programs such as UGA Road Dawgs, through which a diverse group of students tours Georgia high schools to talk with prospective undergraduates, have bolstered minority enrollment at UGA. Diversity among first-year students reached a record level this fall, and overall minority enrollment has increased from 22 percent in 2004 to 29 percent in 2016.

UGA’s six-year graduation rate for African-American students is 87 percent — more than double the national average, according to the National Center for Education Statistics. The six-year graduation rate of 80 percent for Hispanic students also greatly exceeds the national average.

STEM GRANTS CONTINUED FROM PAGE 1

The funding enables UGA’s Graduate School to lead an alliance with partners at three historically black universities—Fort Valley State University, Clark Atlanta University and Savannah State University—as well as Florida International University, which is categorized as a Hispanic-serving institution. The program will include an undergraduate exchange program among the partner institutions, online learning tools and pilot intervention programs that aim to broaden the pipeline of students who are interested in pursuing graduate education in STEM.

“This award will allow UGA to perform fundamental research to identify the barriers that limit participation of underserved individuals in STEM disciplines,” said Suzanne Barbour, dean of the Graduate School and principal investigator of the grant. “Given the changing demographics of our nation, engagement of such individuals is essential to ensure that the U.S. remains the global leader in STEM research.”

In addition, UGA and eight other institutions will work together on a study funded by a \$2 million grant from NSF’s Alliances for Graduate Education and the Professoriate. The partnership will seek to enhance the academic career pathways of historically underrepresented minority doctoral students and postdoctoral fellows in STEM and STEM



UGA’s commitment to inclusion through various campus programs and activities have garnered national recognition.

education research fields through the implementation of evidence-based models and practices across multiple universities.

“The INCLUDES grant provides the University of Georgia an excellent opportunity to build on the success that we have had with other programs such as LSAMP, to strengthen and grow the pipeline of underrepresented STEM scholars from undergraduate degree completion through the professoriate,” said Michelle Garfield Cook, associate provost for institutional diversity.

Senior Vice President for Academic Affairs and Provost Pamela Whitten noted that the NSF grants the university has received are part of a broader effort to make UGA the institution of choice for the world’s most promising graduate students. The three-pronged initiative to elevate graduate education includes new funding opportunities, an emphasis on creating interdisciplinary programs and expanded professional development opportunities.

“The advanced knowledge and skills that graduate education provides are vital in today’s innovation economy,” Whitten said. “STEM fields in particular have seen significant growth at UGA, and the support of the National Science Foundation is helping accelerate that trend.”

Ingram to become first African-American woman to earn physics doctorate at UGA

It has been a rapid rise for Whitney Ingram, from a kid growing up in the Atlanta suburbs to a UGA undergraduate pursuing a degree in physics to a doctoral student well on her way to a stellar career. But there is more that makes her ascendance particularly special: Ingram is among an elite corps.

Very few women of color hold doctorates in physics, and when she graduates this December, Ingram will be the first African-American woman to graduate with a degree in physics from the University of Georgia.

As of last year, there were approximately 89 PhDs in physics held by African-American women in the US, including those living and deceased.

As a graduate student, Ingram won a Southern Regional Education Board fellowship and the prestigious Alfred P. Sloan scholarship in 2012 and 2013, respectively. In 2015, Ingram was awarded the Department of Energy’s Science Graduate Student Research Fellowship. Then, as an ultimate prize, she was chosen last summer as one of 65 students to represent the United States as part of a delegation at the Annual Nobel Laureate Conference in Germany. “I came back with a broader sense that I can do something substantial,” said Ingram. “Maybe it won’t be easy — but just stay focused. It is what separated the Nobel Laureates from others.”

Ingram has research ideas she may explore after graduation. But for now, she is working on designing and studying nanostructures, developing unique patterning techniques shaped by class nanospheres and nanopatterns.



In December, Whitney Ingram will be the first African-American woman to graduate with a degree in physics from UGA.

UGA’s Amazing Students: Cristian Escalera



Cristian Escalera, a senior exercise and sport science major, co-founded a service organization at UGA, started a community health fair, works in the Biomechanics Research Lab, has been elected to the Student Government Association and somehow even finds time to coach soccer at a middle school.

My favorite professor is...

... Kathy Simpson from the Department of Kinesiology. I met her my first year during a mentor program created by the Office of Multicultural Services and Programs. After we met, I starting working in the biomechanics lab with her research team. Her mentorship has greatly contributed to my college success so far, and I was lucky enough to take her biomechanics course before she retired this past year.

Read more at uga.edu/amazing/profile/escalera-cristian/.

UGA’s Amazing Students: Jasmine Bush

Jasmine Bush, a senior majoring in agricultural education, has a hectic academic schedule but still finds time to volunteer and mentor. Her love of animals has her on a path to becoming a veterinarian.

The one UGA experience I will always remember will be...

... participating in my very first “Owl Prowl” led by my Forestry and Natural Resources Lab professor, Nick Fuhrman. The Owl Prowl was something very new and different than anything I had ever done. The idea that an owl would fly in and talk back to you was very hard to believe. After an hour into our Owl Prowl, I was astonished when two barred owls flew down to us in the middle of the Whitehall Forest just to call back to us. Thanks Dr. Fuhrman for an OWLstanding time.

Read more at uga.edu/amazing/profile/bush-jasmine1/.



Campus Scenes



Above: Members of the Caribbean Student Association enjoy dinner, music and dancing at the Taste of the Islands event.

Right: Freshman representatives for the 2016-17 general board of the Indian Cultural Exchange pose for a picture.



Right: Members of the Pakistani Student Association pose during a celebration of Pakistan Independence Day.
Below: Students participate in International Student Orientation.



Above: The Pamoja Dance Company snaps a photo after performing at the Run UGA Hip Hop Showcase.



Above: Students give a presentation and lead discussion at a Tea Talk event for International Student Life. Tea Talks are an opportunity to enjoy tea, food and conversation with other UGA students.

Right: In 2016, 66 UGA employees, including those pictured here, earned Diversity and Inclusion certificates.



Above: Members of the Student Veterans Association (SVA) stop by the SVA National Headquarters while in Washington, DC.
Left: Members of LISTo (Latino/as Invested in the Students of Tomorrow) pose after a game of soccer.



Above: The Chinese Language Society hosts International Coffee Hour, a weekly program that brings UGA community members together over coffee and international cuisine.



Right: Members of the Filipino Student Association pose for a photo at one of their meetings.
Below: Students play games and mingle at a Language Partner Program monthly social.



Above: Members of the Vietnamese Student Association celebrate Tết Trung Thu (the Mid-Autumn Moon Festival).
Right: The 2016-17 LGBT Resource Center Ambassadors pose for a photo.



DIVERSITY RESOURCES

STUDENTS

Office of Institutional Diversity
diversity.uga.edu

Multicultural Services and Programs
msp.uga.edu

International Student Life
isl.uga.edu

Disability Resource Center
drc.uga.edu

LGBT Resource Center
lgbtcenter.uga.edu

Connections: Student Academic Support Program
diversity.uga.edu/index.php/programs/article/connections

Student Veterans Resource Center
svrc.uga.edu

FACULTY

Equal Opportunity Office
eoo.uga.edu

Black Faculty Staff Organization
www.facebook.com/BFSOUGA

Diversity and Inclusion Certificate
diversity.uga.edu/index.php/programs/article/diversity-and-inclusion

Disability Services and Accommodations
drc.uga.edu

UGA GLOBES
ugaglobes.wordpress.com

Diversity of experience

African-American art curator broadens perspectives

The diverse collection of African-American art at the Georgia Museum of Art doesn't just add color to the gallery walls, it adds to the diversity of experience and perspectives offered at the museum, said Shawnya Harris, the Larry D. and Brenda A. Thompson Curator of African American and African Diasporic Art at the museum.

Harris, who joined the art museum in August 2015, is the first curator to focus on African-American arts at the museum and will help highlight the museum's collection of African-American artists, including the works donated by the Thompsons in 2012.

A native of Bridgeport, Connecticut, Harris has been engaged in a conversation about African-American and African Diasporic arts throughout her career. It was a subject she became fascinated with as an undergraduate at Yale University.

Harris received her master's in African-American art at the University of North Carolina at Chapel Hill before eventually becoming director of the museum at North Carolina Agricultural and Technical State University in Greensboro. There, she curated some of her first exhibitions in African and African-American art while also getting her doctorate at UNC-Chapel Hill.

Harris will expand the African-American art collection by looking for new and undiscovered art to feature. She also will begin documenting the existing works in the Thompson collection. Harris will dig into the work and lives of the artists in the collection to provide better understanding of who they were and what they were trying to create. That research will offer opportunities for collaboration across disciplines, but it will paint a more complete and colorful picture of what is known about American art.

"There aren't a lot of African-American artists who show up in major survey texts," Harris said. "So we've got a role in documenting those artists, making it available—not just here—but for people who are interested beyond Georgia."



Shawnya Harris is the Larry D. and Brenda A. Thompson Curator of African American and African Diasporic Art at the Georgia Museum of Art.

Learn more at <http://columns.uga.edu/news/article/new-gmoa-curator-of-african-american-art/>

Focus on Faculty



Joe Phua

Joe Phua, an assistant professor in the Grady College of Journalism and Mass Communication, helps students apply classroom concepts through hands-on experiences such as designing digital advertising campaigns for small businesses.

What are your favorite courses and why?

The courses I teach in digital and social media advertising strategies are pretty awesome. Every semester, students apply concepts from the class as they work in small groups to design a digital advertising campaign for a local small business. I think this gives them a real-world perspective on how advertising campaigns work.

Read more at www.uga.edu/faculty/profile/phua-joe/.



Cheryl Gomillion

Cheryl Gomillion, an assistant professor in the College of Engineering, shows students how the basics of science, technology and engineering can be applied to medical challenges.

Proudest moment at UGA?

Starting my position here was truly a proud moment. I am a first-generation college graduate, and growing up I never thought about graduate school or getting my Ph.D. Certainly being a university faculty member was not on my radar as a possible career option. I am excited to be here and when I talk to students about my path getting here, I appreciate when some small part of my story is relatable to them.

Read more at www.uga.edu/faculty/profile/gomillion-cheryl/.

World Leaders welcome students from around globe

Every year hundreds of international students arrive at UGA. Many of these students are thousands of miles from their families and their homes and arrive knowing no one. UGA's World Leaders help new international students transition to life in Georgia and prepare them for a successful time on campus.

While the student organization is primarily focused on orientation support and education, members also serve as the first network of peers and friends for many of our international students. The role of a World Leader is to serve as a role model to international students while also providing leadership, guidance and support, said Justin Jeffery, director of International Student Life. Any current student—undergraduate, graduate, domestic or international—can apply to become a UGA World Leader.

Jeffery described the program as a unique opportunity to serve as an ambassador of UGA and American culture during a week-long orientation program and into the semester.

World Leaders are assigned 15-20 international students, and these 'families' learn together during the week-long orientation and stay connected throughout their college career, often taking weekend trips or grabbing a meal together.

"While World Leaders are primarily focused on orientation support and education, they also serve as the first network of peers and friends for many of our international students," Jeffery said. "UGA prides itself in having one of the most robust and comprehensive international student orientation programs in the nation, and our World Leaders are the foundation of our transition and support work here."

Read more at <https://t.uga.edu/2G4>.



World Leaders help welcome international students to the UGA campus.

Cook CONTINUED FROM PAGE 1

determine what we feel is appropriate. This edition of the Diversity Newsletter highlights some of the many ways in which UGA works to be an inclusive campus community. Our success with the Peach State LSAMP grant, which is funded by the National Science Foundation, illustrates our efforts to broaden participation in science, technology, engineering and math (STEM). For the past 11 years, the University of Georgia has taken the lead in making sure that the STEM fields are inclusive and welcoming spaces for many students who are underrepresented in those areas. Our progress and success has been exciting for the entire state, as we work with other institutions across Georgia.

The World Leaders organization is actively engaged in making sure that our international students are welcomed to campus each year. Their work extends beyond the first few days on campus to help students acclimate, network and build community at UGA. This work is critical to the success of our international students and it is critical to their sense of inclusion on their new campus.

The Campus Scenes highlighted on pages 4 and 5 demonstrate the vitality of our community. Students are actively engaged in celebrating diversity as they continue to learn about themselves and others. Our students reflect the words stated by the actor George Takei, "We should indeed keep calm in the face of difference, and live our lives in a state of inclusion and wonder at the diversity of humanity."

As a recipient of the Higher Education Excellence in Diversity (HEED) award for the third year in a row, the University of Georgia continues to build inclusive environments where everyone feels welcome. We recognize that this is an ongoing effort that requires intentional commitment and focus. We recognize that we are not perfect and that we have work to do. We recognize that there is incredible value in our diversity and opportunity in building inclusion throughout our campus. We recognize that diversity and inclusion are important values for a world-class institution such as the University of Georgia.

Diversity at UGA®



210 Holmes-Hunter Academic Building
The University of Georgia
Athens, GA 30602-6119
(706) 583-8195 / Fax (706) 583-8199
diversity.uga.edu
RETURN SERVICE REQUESTED

Michelle Garfield Cook, Associate Provost for Institutional Diversity
Angela Birkes-Grier, Director, Peach State LSAMP
Gabriel Jiménez Fuentes, Coordinator, Student Academic Success
Kelly Slaton, Coordinator, Assessment & Diversity Initiatives
Vanessa Smith, Coordinator, Programs & Outreach
Shonte Matthews, Coordinator, Faculty & Staff Development
Joan Pittman, Fiscal Affairs & Office Manager
Shirley Reyes, Assistant to the Associate Provost for Institutional Diversity
Ellen Surrency, Administrative Associate, Peach State LSAMP
Camie Williams, Editor
Kristina Griffith, Editorial Assistant

Giving to the Office of Institutional Diversity

A contribution to the Office of Institutional Diversity (OID) will help support a variety of initiatives that foster diversity at UGA.

OID provides and supports programming, such as recruitment and retention efforts, diversity scholarship funding, pre-collegiate learning opportunities, and faculty and student mentoring events.

Please contact us at (706) 583-8195 or at diverse@uga.edu to discuss ways to give and we will work to ensure your charitable giving needs are met.

To donate online, go to diversity.uga.edu/index.php/about/giving

Checks should be made payable to the UGA Foundation and designated for OID on the memo line.

Please mail checks to:
UGA Office of Institutional Diversity
c/o Business Manager
210 Holmes/Hunter Academic Building
Athens, GA 30602-6119

THE FIRST

The University of Georgia.