

DIVERSITY

at UGA.

NEWS FROM THE OFFICE OF INSTITUTIONAL DIVERSITY AT THE UNIVERSITY OF GEORGIA

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A message from Michelle Garfield Cook

Vice Provost for Diversity and Inclusion
and Strategic University Initiatives

The temperature is dropping and the leaves are changing across campus and throughout Athens.

While we have been here before, it is a unique time. We have so much to be proud of as a community. I would be remiss if I did not congratulate the University for receiving the Higher Education Excellence in Diversity (HEED) Award for the fourth year in a row. This type of accomplishment does not just happen. It is the result of schools, colleges, divisions, units, offices and individuals committing to make this institution a place that is inclusive and welcoming to all. And UGA is just that type of place. It is special because of the community that we have built and special because of the people who study, work and live here.

This issue of the newsletter shines a light on some of those special people, such as alumni who want to broaden access to the institution by providing scholarships to students; students who strive to come to UGA and be successful in spite of

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UGA receives national diversity award for fourth consecutive year

The University of Georgia's commitment to fostering a diverse and inclusive campus environment has been recognized for the fourth consecutive year with the *Insight Into Diversity* Higher Education Excellence in Diversity Award.

The HEED Award is the only national recognition honoring colleges and universities that exhibit outstanding efforts and success in the area of diversity and inclusion. UGA is one of 81 institutions nationwide to receive a 2017 HEED Award.

"The University of Georgia is honored to receive this significant recognition for the fourth consecutive year," said President Jere W. Morehead. "Although work certainly remains ahead, the institution is making strides toward becoming an even more connected and welcoming academic community for all of its faculty, staff and students."

The recruitment of a diverse student body is bolstered by a range of programs that introduce prospective students to the many learning opportunities that the university offers. High-achieving middle school students from across the state visit campus through Gear Up for College, which is funded by the Goizueta Foundation and administered through the university's Fanning Institute for Leadership Development. Through a partnership known as Experience UGA, students from all grade levels in the Clarke County School District visit campus to participate in hands-on, curricular-based activities.

During spring break, UGA students visit high schools across Georgia to share their experiences and discuss college preparedness through a program known as Road Dawgs. In addition, programs such as Padres e Hijos Fin de Semana (Parents and Students Weekend) at the Fanning Institute, Movimiento Latino, the Georgia African American Male Experience and Georgia Daze bring prospective students to campus, where they interact with faculty members and current students.

Programs such as these, combined with the growing demand for a UGA education,

HEED AWARD CONTINUED ON PAGE 2

Alumni create scholarship fund

Johnny Sanders Jr. and Rubye Coleman-Sanders grew up in Alabama in large families with parents who valued education. After earning undergraduate degrees from Alabama State University, where they met, the couple took their parents' advice to heart and earned advanced degrees from the University of Georgia. Because their educational pursuits elevated their careers, it is only natural that the award-winning educators would decide to help provide similar opportunities to future students who are pursuing teaching careers.

"The University of Georgia was so great to provide financial assistance when we attended," said Sanders, who spent 33 years in high school and college-level classrooms. He retired from Winthrop University in Rock Hill, South Carolina.

As a professor of counseling and development in Winthrop's College of Education, he was the first African-American man to become a tenured full professor, and the first counselor educator at Winthrop University to receive the South Carolina Counseling Association's Counselor Educator of the Year award.

Coleman-Sanders spent 30 years teaching business and education courses in higher education. She retired from Lander University in Greenwood, South Carolina, where she was the first African-American woman to become a tenured full professor.

As graduates of the UGA College of Education—Sanders in counseling and development and Coleman-Sanders in business and education—both recognize the need to support future educators. Recently, the Sanders established a generous bequest, a planned gift left through their will, to benefit the University of Georgia Foundation. The Dr. Johnny Sanders Jr. and Dr. Rubye Coleman-Sanders Teacher Education Scholarship Fund will assist students from underrepresented populations who plan to teach in underserved communities to obtain a degree from UGA.

The scholarship fund will be created by the residual from the couple's estate. The Sanders said this type of planned gift allows them to enjoy their retirement while also knowing that their love of education will continue in the form of financial assistance for qualified students.

Teachers "go above and beyond the call of duty," said Coleman-Sanders, noting that with this financial assistance, future educators can focus on their studies, not a second job.

Without the help of their graduate assistantships, the couple said their advanced degrees would have been harder, if not impossible, to earn. They want others to experience the same level of success.

"We hope our gift will help students aspire to the levels that we aspired to," added Sanders. "And hopefully, they will make a valuable contribution to society as a whole. So it works both ways—for society and the University of Georgia."



The degrees Johnny and Rubye Sanders earned at UGA advanced their careers. Now, they want to help others experience similar success.

For more information, visit give.uga.edu.

HEED AWARD CONTINUED FROM PAGE 1

have helped increase the number of African-American students at UGA by 33 percent over the past five years. The number of Hispanic students at UGA increased by 21 percent over the same time period.

"The University of Georgia is proud of its many programs and initiatives that promote diversity and inclusion," said Michelle Garfield Cook, vice provost for diversity and inclusion and strategic university initiatives. "We have been successful because every sector of the institution is committed to providing access and promoting the success of our students, faculty and staff."

Funding from the National Science Foundation (NSF) has played a key role in promoting diversity in the fields of science, technology, engineering and math, where student interest has risen dramatically in recent years. The NSF-funded Peach State Louis Stokes Alliance for Minority Participation program has helped triple minority undergraduate enrollment in STEM fields at UGA over the past decade, and a new NSF-funded program known as Bridges to the Doctorate will build on that success by boosting the enrollment of underrepresented minorities in Ph.D. programs.

The university's commitment to fostering diversity and inclusion extends from its leadership to its faculty and staff. Earlier this year Vice President for Student Affairs Victor Wilson received the *INSIGHT Into Diversity* Giving Back Award, and Morehead received the award in 2016. Across campus, more than 5,500 faculty and staff members have participated in the voluntary Certificate in Diversity and Inclusion program since it was launched in 2012.

In 2015, the university launched a campus-wide Women's Leadership Initiative that has resulted in an expansion of career development programming, mentoring and work-life balance support for faculty and staff. In addition, the Office of Faculty Affairs has developed trainings for department heads and search committees on attracting a diverse hiring pool.

"Earning the HEED award for four consecutive years is a source of great pride for the university community," said Senior Vice President for Academic Affairs and Provost Pamela Whitten. "It's also an opportunity for us to reaffirm that the diversity of our faculty, staff and students is one of the University of Georgia's greatest strengths."

Destination Dawg's photo featured on billboard in heart of Times Square

Robert "Jordan" Huffman III, a freshmen in UGA's Destination Dawgs Postsecondary College Program, is one of hundreds of individuals whose photo appeared in Times Square in New York City. Huffman's photo was selected by the National Down Syndrome Society from over 2,000 entries and was a part of a video presentation highlighting children, teens and adults with Down syndrome.

The video presentation kicked off Down Syndrome Awareness Month in October and served as a reminder to the world about the contributions and milestones of people with Down syndrome.

This wasn't the first time Huffman has been in the spotlight. Last fall, his reaction to receiving his acceptance letter to the Destination Dawgs program went viral.

"It was actually on the Today Show, and it was broadcast several times across the nation. It kind of went crazy," said Kathryn Junod, Huffman's mother.

Jordan enrolled in January to be part of the first cohort of Destination Dawgs. Students in the program take academic courses, take part in work-based experiential learning, build independent living skills and participate in social and extracurricular activities.

"I'm kinda really, really happy, and I love being part of the Destination Dawgs," said Jordan. "I love it a lot; it's a great school to go to."

"Jordan's become so independent," Junod said. "We dropped him off one day last week when it was raining and he just went on to class like 'I don't need a peer,' and that's what you want them to do. He feels like he can do anything. We couldn't be more pleased with Destination Dawgs. It's so great to have opportunities – opportunities that didn't exist before."



Jordan Huffman's photo was featured on a billboard for Down Syndrome Awareness Month.

Read more at fcs.uga.edu/ihdd/destination-dawgs.



AMAZING STUDENTS: Nettie Brown

Nettie Brown, a senior majoring in biochemical engineering, has become immersed in student organizations, won academic honors, presented research in France and has grand plans to put her engineering education to good use in the medical field.

I chose to attend UGA because...

... of the amount of opportunities and resources available. During my junior year of high school, I participated in the Young Scholars Program through the College of Agricultural and Environmental Sciences. The program was designed to provide a hands-on research experience for high school students while preparing them for college through seminars. Through the program, I gained many mentors and was a co-author in our publication.

Read more at uga.edu/amazing/profile/brown-nettie/.

AMAZING STUDENTS: Akash Shah

Akash Shah, a senior majoring in cell biology and biology with a neuroscience emphasis, has a hectic academic schedule but still finds time to take on leadership roles around campus. He's passionate about having an impact on at least one life in a positive manner every day to help change the world, one step at a time.

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

... my time as an Orientation Leader with New Student Orientation. Every single day is a new adventure, and you meet new people who have different stories; they all impact you and help you grow in so many different ways. My time serving as an Orientation Leader has been such an honor and a privilege, and it has truly changed my life.

Read more at uga.edu/amazing/profile/shah-akash/.



CAMPUS SCENES



Above: Members of the Pakistani Student Association celebrate Pakistan Independence Day.

Right: Members of the African Student Union volunteer at the Athens Area Homeless Shelter.



Right: Members of the Turkish Student Association celebrate Eid al-Adha with a potluck.

Below: Student Veterans pose with Google representatives after learning about job opportunities for veterans within the company.



Above: Two students in the Destination Dawgs program celebrate the first day of classes by posing for a picture with President Morehead.



Above: UGA's 2017 World Leaders pose for a group photo. World Leaders help new international students get to know Athens and acclimate to life at UGA.

Right: Students celebrate the 25th annual Noche Latina, an event hosted by the Hispanic Student Association to celebrate and share Latino culture and heritage.



Above: Members of the Vietnamese Student Association volunteer and interact with patients at the University Nursing and Rehabilitation Center.

Left: LGBT Resource Center staff celebrate at the Athens Pride Street Festival.



Above: The Brazilian Student Association hosts International Coffee Hour, a weekly event that encourages cultural exchange over coffee and international cuisine.

Right: New students explore Athens during International Student Orientation.

Below: Students gather at the first Persian Student Union meeting of the fall semester.



Above: Indian Cultural Exchange students celebrate the Hindu festival of lights at the annual Diwali Dinner.

Right: Members of the Filipino Student Association perform traditional Filipino dances at International Coffee Hour.



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

Trailblazing Achievements

Professor Marshall Shepherd will receive the 2018 Helmut E. Landsberg Award from the American Meteorological Society. The award, recognizing major advances in understanding urban impacts on rainfall climatology and for assessing the socio-economic value of urban precipitation forecasts, will be presented at the AMS Awards banquet in January.

“This award speaks to Dr. Shepherd’s level of influence in his field and the value of his research to the world,” said University of Georgia President Jere W. Morehead. “The University of Georgia is very proud of this significant accomplishment.”

Professor of geography and director of UGA’s atmospheric sciences program, Shepherd is a leading international expert in weather, climate and remote sensing. In addition to his work in the classroom and his research, Shepherd serves as host of The Weather Channel’s Sunday talk show “Weather Geeks” and is a contributor to *Forbes* magazine. He served as president of the American Meteorological Society in 2013.

“To be recognized by peers with one of the more significant awards in my field is particularly humbling and affirms that our body of work on how urbanization impacts weather and climate is having an impact,” Shepherd said. “The Georgia Athletic Association Distinguished Professorship and sustained funding from NASA have enabled us to build a world-class research group on urban weather and climate at the University of Georgia. We are now attracting or retaining some of the best and brightest graduate students because of our work.”

The Landsberg Award recognizes contributions to the fields of urban meteorology, climatology or hydrology that provide an improved understanding of atmospheric processes in urban environments, enhanced urban meteorological or air quality forecasting capabilities or advances in identifying and quantifying beneficial and adverse impacts in urban areas.



Marshall Shepherd is the Georgia Athletic Association Distinguished Professor of Geography in the Franklin College of Arts and Sciences.

Learn more at t.uga.edu/3CB.

FOCUS ON FACULTY



Puliyur S. MohanKumar

Puliyur S. MohanKumar, a professor in the College of Veterinary Medicine, has forged research collaborations related to stem cells, nanoparticles and imaging with the goal of improving human and animal health.

Proudest Moment at UGA?

Pulling together a group of interested interdisciplinary researchers to form Georgia Research Opportunities in Women’s Health (GROWH). The aim of the program is to promote women’s health research at UGA and provide a strong foundation in research training in the area of women’s health for talented young scientists.

Read more at uga.edu/faculty/profile/mohankumar-puliyur-s/.



Y. Joon Choi

Y. Joon Choi, an associate professor in the School of Social Work, conducts research that addresses issues such as substance abuse and intimate partner violence while also educating future social work professionals and researchers.

The one UGA experience I will always remember...

I will never forget the Commencement ceremony of my first students. I was so proud of their accomplishments and felt so emotional being their teacher and sending them out to the world to advocate for those who are the least fortunate in our society.

Read more at uga.edu/faculty/profile/choi-y-joon/.

BEST - Black Educational Support Team

The Black Educational Support Team (B.E.S.T.) is a student-run organization aimed at promoting the retention, progression and graduation of minority students at UGA.

Founded in 1990, the organization was created to provide a friendly environment to incoming African-Americans in order to increase the minority population and retention rate at the University of Georgia.

“Over the years I have been able to see BEST grow and evolve, and I am so elated to see what it has become today,” said Shaya White, a senior finance major and president of BEST. “BEST is one of the many organizations on campus that are successful in fostering our minority students and impacting recruitment and retention of these students at UGA. BEST embodies the definition of family, and I can not be more grateful than to be the president of such an impactful organization.”

BEST is responsible for orienting new African-American freshmen students to UGA campus life. The team of peer mentors serve as informational resources, peer counselors and referral agents to new students. They also assist incoming African-American freshmen in becoming involved in activities outside the classroom in the Athens community.

“My experience with BEST has been nothing short of amazing,” said Kenyatta Hutchinson, a freshman marketing major. “Everyone is so nice, inviting and supportive. Within this organization I have been able to successfully find my own community, and I would not have had the smooth transition into college without them.”



Pictured is the 2017-18 BEST executive board. This year, BEST’s team of 100 peer mentors is orienting 123 new African-American freshmen.

Read more at https://msp.uga.edu/content_page/black-educational-support-team-best.

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factors that could otherwise limit and restrict them; students who engage in research around the world; and those who commit to making a difference right here on campus. We have outstanding faculty who are recognized nationally for their contributions, those who are pushing the boundaries of research to promote new knowledge and help us understand and address challenges that impact individuals and the global community. All of these people are driven to make the world a better place and to do so here at the University of Georgia.

It feels as if the UGA community is asking “what more can we do” at every turn and every semester. The fall semester feels familiar, but it is unique. We as an institution are better than we were last fall. We are making incredible progress in building community, finding common ground and expressing shared values. We work hard toward these goals, sometimes stumbling along the way. Sometimes we don’t get it right, but that is okay as well. We learn, we dust ourselves off, and we move forward. I encourage everyone to recognize this determination in our peers, friends, colleagues and neighbors. I also encourage you to recognize it in yourself.

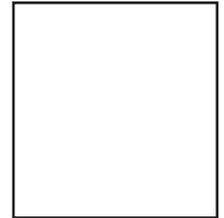
Mahatma Gandhi was quoted as saying, “Be the change you want to see in the world.” So often we are experts on what needs to change and what needs to be done and how someone else should do it. While there is nothing explicitly wrong with this practice, it tends not to lead us to real solutions, but rather a retweet of existing problems. Perhaps this is why I am always encouraged and inspired by our students, faculty and staff. They naturally consider themselves to be problem solvers, solution makers and those who will see the potential, where others only see the limit. Every day they are engaged in the work of being the change that they want they see. UGA is a community of special people who have a range of unique qualities. Let us continue to be good stewards of our own positive attributes, as we help cultivate the positive attributes of others.

**“Be the change you want to see in the world.”
- Mahatma Gandhi**

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UNIVERSITY OF
GEORGIA

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
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