

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*

There are so many things that differentiate UGA from other schools. As the birthplace of public higher education in America, we hold a special place in history. As a land-grant, sea-grant institution, we have a unique obligation and responsibility to our fellow citizens. As a top 20 public university, we offer a world-class educational experience. But what truly differentiates us and causes UGA to stand out are the people who study, work and live here. Our greatest assets are clearly the people who are the University of Georgia.

The people at UGA are valuable for several reasons, but for the purposes of this discussion, I would argue that Bulldogs are special because of the positive impact they have on a daily basis. This impact is what makes our community so vibrant. It fuels our engagement across the state, and it motivates us to look beyond ourselves to ensure that we are positively impacting the world around us. Diversity and inclusion at UGA moves well beyond the demographics of the individuals

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Hunter-Gault brings past to present at namesake lecture

Charlayne Hunter-Gault passed the proverbial baton to the next generation during the annual Holmes-Hunter Lecture held Feb. 15 at the UGA Chapel.

"It's truly time for every citizen, no matter your age, to get woke," she said. "And that means helping keep our democracy safe, and it means doing the hard work of digging for good information with a variety of sources."

The lecture is named for Hunter-Gault and her classmate, Hamilton Holmes, who were the first African-American students to attend UGA. They arrived on campus in 1961 after civil rights leaders in Atlanta successfully challenged the segregation policy at the state's universities. In 2001, the academic building where Hunter-Gault and Holmes registered was renamed the Holmes-Hunter Academic Building in their honor, marking the 40th anniversary of the desegregation of the university.

Hunter-Gault recognized others who "helped pave the way for the diversity and inclusion we see in today's Bulldogs." Two people in attendance at the lecture that Hunter-Gault specifically called attention to were Carolyn Long, who helped form the Committee on the Appeal for Human Rights that led the Atlanta Student Movement in 1960, and Connie Curry, who was involved in the Student Nonviolent Coordinating Committee and the Freedom Movement.

Hunter-Gault challenged the students in attendance to imagine themselves going through the same experiences as Long and Curry at their age and said that those history lessons are still relevant today. "You are in a position to determine whether or not we keep the values of our moral universe—a universe where people are respected by the content of their character," she said.

Hunter-Gault graduated from the University's Grady College of Journalism and Mass Communication in 1963. She and her husband, Ronald Gault, recently established a new endowment, Giving Voice to the Voiceless, to provide grants to UGA students promoting social justice and global understanding.

UGA expands support for rural students

University of Georgia President Jere W. Morehead delivered his annual State of the University address in January, highlighting major accomplishments from the past year and unveiling several new initiatives to advance the institution's strategic priorities.

To support students from rural areas who must overcome unique challenges to earn their degrees, Morehead shared plans to implement the ALL Georgia Program, a cohort-based initiative for students from rural areas of the state.

The university will allocate \$300,000 in private funds over the next five years to launch the program, which will combine financial and academic resources with mentorship and leadership opportunities to support this population of students.

"You might not realize that many of our in-state students are from rural Georgia," Morehead said. "Some of them come from low-income backgrounds and are the first in their families to attend college. They face unique challenges on campus, and they can benefit from targeted support."

The idea came from the President's Task Force on Student Learning and Success. The task force—initiated by Morehead last February—spent most of last year developing ideas to strengthen the educational experiences of UGA students both inside and outside the classroom.

Morehead also announced a pilot program to support seniors nearing graduation who struggle to stay in school because of financial hardship. The program, supported by \$250,000 in private funds, will award up to \$2,000 in completion grants to help keep these students on the path to graduation.

"Low-income students who withdraw in these circumstances are at a high risk of never returning to graduate, of never realizing the full promise of higher education," Morehead said. "Unfortunately, this is a national problem, but at the University of Georgia, we intend to do something about it."



President Morehead addressed a full house in the Chapel to unveil several new academic initiatives.

For more information, visit president.uga.edu/progress.

New diversity and inclusion programs set to launch

Twenty-one proposals have been funded through the New Approaches to Promote Diversity and Inclusion grants program, which was announced by President Jere W. Morehead.

A total of \$300,000 was awarded. The \$10,000 to \$25,000 grants will be used for the development or adoption of new projects that support the recruitment, retention and success of underrepresented, underserved and first-generation students at UGA.

"The range of activities reflected in the New Approaches proposals is truly exciting. These projects will enable us to address a range of challenges confronting our underserved, underrepresented and first-generation students. They allow us to support students and communities across the state of Georgia in new ways," said Michelle Garfield Cook, vice

provost for diversity and inclusion and strategic university initiatives. "The investment of our faculty and staff in this grant opportunity reflects our institutional commitment to diversity and inclusion. It also sends a clear message that the University of Georgia values our students and that we seek to ensure that they are successful in their academic endeavors."

The program received 39 proposals from units across campus that were reviewed by a six member committee charged by Cook and Arthur Tripp Jr., assistant to the president.

Winning proposals include: "Creating Inclusive Environments in STEM and STEM Education," "Advising and Mentoring Minority Students for Success (AMMSS) Program" and "Developing Diverse Talent for the Global Workspace."

Read more at news.uga.edu/recipients-2018-diversity-inclusion-grant-funding-announced/.

Believe ticket elected to top posts in SGA

University of Georgia students elected the Believe ticket to the executive branch of the Student Government Association for the 2018-2019 academic year. The ticket consists of President Ammishaddai Grand-Jean, Vice President Charlene Marsh and Treasurer Destin Mizelle.

This year, 8,006 students voted in the election, representing the largest number of votes in SGA's history and more than 21 percent of the total student body. The Believe ticket claimed 50.21 percent of the votes cast with the One UGA ticket pulling 42.6 percent.

Grand-Jean is a third-year student from Jonesboro majoring in political science and economics. Marsh is a third-year international affairs and sociology major from Norcross and Mizelle is a third-year psychology major from Riverdale.

The Believe ticket's campaign platform centered around three key issues: improving efficiency to make SGA simpler and more connected to students; cultivating transparency and discussion on issues like diversity, sexual assault and mental health; and fostering a spirit of cooperation to encourage connections among student organizations.



From left: Treasurer Destin Mizelle, President Ammishaddai Grand-Jean and Vice President Charlene Marsh.

AMAZING STUDENTS: Manasa Kadiyala



Ramsey Scholar Manasa Kadiyala, a junior majoring in biochemistry and molecular biology, is passionate about helping people achieve their goals as they strive to be the best version of themselves. She has already done that through interning in a health care clinic in Tanzania and starting an education program in a local jail.

I chose to attend UGA because...

... of the unparalleled opportunities and experiences it has to offer. As a Bernard Ramsey Honors Scholar, I've been fortunate to be a member of a tight-knit community of peers and faculty advisors who are some of my closest friends and mentors today. I never thought I would be able to do some of the things I've done during my undergraduate years.

Read more at uga.edu/amazing/profile/manasa-kadiyala/.

AMAZING STUDENTS: Ammishaddai Grand-Jean

Ammishaddai Grand-Jean, a junior working toward degrees in political science and economics, is committed to serving his fellow students. After graduation he plans to pursue that passion by improving the lives of people in a positive way and "help give everyone a chance to live an enjoyable life."

My favorite professor is...

There are so many great and influential professors at UGA. They are humble, kind, driven, caring and special. They push you toward new heights and empower you in many different ways. Teaching and graduate assistants also play a key role in teaching the material and being supportive, even if it's been three hours and you're still lost.



Read more at uga.edu/amazing/profile/ammishaddai-grand-jean/.

CAMPUS SCENES



Above: Students in the Destination Dawgs program pose with Hairy Dawg.

Right: A LGBT Resource Center Ambassador shows her pride.



Right: A member of the Vietnamese Student Association performs at the annual Night in Saigon show.

Below: Members of the African Student Union celebrate Africa Week in Tate Plaza.



Above: Members of the Turkish Student Association pose in front of the Arch with the flag of Turkey.



Above: Members of the Chinese Student Association perform at their annual Spring Festival Gala.

Right: The Thai Student Association celebrates Loy Krathong, a Siamese festival, by making paper lanterns.



Above: Members of the African Student Union celebrate Africa Week in Tate Plaza.

Left: Dawgs for Israel at UGA host International Coffee Hour, a weekly event where student organizations share and learn about other cultures.



Above: Students participate in the annual Parade of Flags as part of International Education Week.



Right: Members of the Brazilian Student Association sell brigadeiros and beijinhos, Brazilian sweets, for Valentines Day.

Below: Members of the Indian Cultural Exchange host the annual UGA India Night.



Above: Members of the Filipino Student Association educate students at Tate Student Center about the Philippines.



Right: The Pamoja Dance Company hosts its annual semester showcase.

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

Reaching Back

Helping others is a priority for Gregory Roseboro, the School of Law's executive director of admissions and diversity programs. Roseboro — who earned his undergraduate degree and Juris Doctor from UGA — has made "reaching back" and helping people a priority in both the UGA and Athens communities. In January, Roseboro was the staff recipient of the President's Fulfilling the Dream Award at the Martin Luther King Jr. Freedom Breakfast.

After graduating from law school in 1987, Roseboro worked for six years as a settlement negotiator with State Farm and the United Services Automobile Association in Washington, D.C., before returning to Athens to join a private law practice.

In 1994, Roseboro joined the law school at UGA as the assistant director of admissions, student affairs and legal career services. As the executive director of law admissions and diversity programs, he also advises the Davenport-Benham Black Law Students Association, the Asian Law Students Association, the Hispanic Law Students Association and the OUTlaws student organization.

"Our society is made up of different people and different cultures," he said. "If the University of Georgia is going to continue to produce individuals who will be equipped to be leaders in a global society, then we need to have students who reflect that global society."

In addition to his work at UGA, Roseboro was the pastor of Piney Grove Baptist Church in Comer from 2001 to 2016, fulfilling a calling toward Christian ministry he had since his senior year of college.

"It was a very gratifying experience, because at the end of the day it was all about the service," he said.

Although he is no longer in the pulpit, Roseboro continues to minister to those in need. He currently volunteers with the Feed My Sheep Ministries, which assists the residents of east Athens and those living in the Nellie B. Apartments.

Roseboro said receiving the President's Fulfilling the Dream Award was a humbling experience. "I felt blessed to be able to receive the award," he said. "There are a lot of people who are just as—if not more—worthy of the recognition from the university."

FOCUS ON FACULTY



Paola De Santo

Paola De Santo, an assistant professor of Italian in the department of Romance languages, combines the study of language and culture through innovative courses, study abroad and internship opportunities.

Describe your ideal student.

I appreciate students who are genuinely enthusiastic and curious about learning for its own sake, who take the privilege of their time in college to question and seek, who strive to grow intellectually and emotionally, and consciously resist the pressure to strive only for great grades and a high-paying job.

Read more at uga.edu/faculty/profile/de-santo-paola/.



Bingqian Xu

Bingqian Xu, a professor in the College of Engineering, conducts research at the scale of single molecules while giving students a big-picture perspective on how they can apply their knowledge and skills to solving today's challenges.

What do you hope students gain from their classroom experience with you?

I try my best to encourage critical thinking and emphasize communication skills throughout my courses. This way, I hope they will develop knowledge sets and skills that will serve them throughout their careers.

Read more at uga.edu/faculty/profile/bingqian-xu/.

Putting College Within Reach

The Georgia College Advising Corps (GCAC) — an outreach program of the University's Institute of Higher Education — is a college access program that works to help low-income, first-generation and underrepresented students enter college. GCAC helps students find their way to college by placing well-trained recent college graduates in high schools to work one-on-one with students as they navigate the college admissions process, including researching college options, completing applications and applying for financial aid.

Since many of the advisers are first-generation college students themselves, they have a unique understanding of the challenges facing the students they work with, and they are trained to help with college searches and the nitty-gritty work of completing admissions and financial aid applications. Close in age and background to the students they serve, GCAC advisers offer morale as well as practical support—and form bonds of friendship with many of the students they work with.

"Being a senior, I thought I was supposed to know everything; how to sign up for the ACT/SAT, know what colleges I want to go to and how to apply on Common App," said Kaya Pollack, a senior at Clarke Central High School who was served by GCAC adviser Alyssa Yuhouse (UGA Class of 2016). "I put off seeing my college advisor because I was too worried that I was too late in the game, it didn't take me long to realize that one of the only ways I was going to be able to stay in the game was with Ms. Yuhouse's help. She became my mentor, my friend, and the loudest person cheering me on."

The need for assistance is great, given the staggering workload of most high school counselors. College enrollment can be even more challenging for high-need students, who often do not have access to the resources and guidance necessary to enroll in college and secure financial aid. This is how Georgia College Advising Corps meets a critical need. Seniors who meet with a GCAC college adviser are more likely to aspire to go to college, apply to college and be accepted to college. During the 2016-2017 school year, students who met with a GCAC college adviser were 25 percent more likely to visit a college or university, 22 percent more likely to submit the FAFSA, 28 percent more likely to apply to college and 21 percent more likely to be accepted to a college.

"Finding and applying to colleges can seem like a daunting and lonely process, and if there's anything I've learned from my time with Ms. Yuhouse, you're never alone," said Pollack. "Whether it was on a Saturday night or 15 minutes before you left school, she would always be there reminding you to take a deep breath and hold your head high because she was proud of us. And having one person be on your team can change everything."

COOK CONTINUED FROM PAGE 1

represented on our campus to include a deeply felt commitment to making a difference. We see this in the individuals, initiatives, programs and organizations highlighted in this newsletter.

Our campus was fortunate to have Charlayne Hunter-Gault on campus to deliver the annual Holmes-Hunter Lecture. Her presence and her remarks reminded us all of our shared responsibility to create environments of inclusion and respect. She challenged us by her work and her words to step outside of ourselves and take responsibility for creating the world in which we want to live. By establishing an endowment to support grants for UGA students who are promoting justice and understanding, Ms. Hunter-Gault reminds us that we can pay it forward by giving back.

University initiatives such as the ALL Georgia Program and the New Approaches to Promote Diversity and Inclusion grants program allow us to expand our support of students who need it most. These programs recognize that the challenges facing young people are shifting and therefore UGA must employ new tactics to address these challenges. This responsiveness again speaks to our commitment to have a positive impact. As an institution, there is a recognition that to be a great 21st century university, we have to be a GREAT 21st century university; and this is exactly what we are doing.

Our impact is demonstrated in the incredible work that is being done by our students, our faculty and the various student organizations across campus. This impact is perhaps most notably demonstrated in the work of the Georgia College Advising Corps, which sends college advisors to high schools across the state to ensure that high school students are supported in their collegiate endeavors. This program does not specifically recruit for UGA, but rather supports a college-going culture for students who may not have considered college in their futures at all. We know that there is truth in the aphorism "a rising tide lifts all boats." We all benefit from an educated society.

Therefore I encourage us all to reflect upon the ways in which we can have a positive impact. What are the skills, gifts and passions that we possess? How can they be used to help our communities? Where can we have an impact? These questions are critical, and we would expect nothing less. After all, we are Bulldogs, we wear the red and black, we are the University of Georgia!

"Bulldogs are special because of the positive impact they have on a daily basis."



The 2017-18 Georgia College Advising Corps advisers (pictured above) are serving 15 high schools in Georgia.

Read more at: ihe.uga.edu/outreach/georgia-college-advising-corps/.

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UNIVERSITY OF
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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.

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c/o Business Manager
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Athens, GA 30602-6119