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Armstrong Campus Climate & Morale - Initial Report

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To: Helen Bland and the Senate Executive Committee

From: Bill Dawers

Date: April 17, 2020

Re: Initial report of the Ad Hoc Committee on the Armstrong Campus Climate & Morale

Background

The June 2019 report “3 Campuses One Heartbeat: Toward Inclusive Excellence at Ga Southern University” by the Center for Strategic Diversity Leadership & Social Innovation documented that only 31% of faculty, 30% of staff, and 35% of undergraduate students reported a sense of being valued and belonging on the Armstrong Campus.

The report’s findings were discussed at the Feb. 2020 meeting of the Faculty Senate, and the Senate Executive Committee subsequently approved the recommendation by Bill Dawers for the formation of an ad hoc committee comprised of a representative from each college and each campus to:

- a. consider and prioritize the recommendations in the report for addressing the documented problems with the Armstrong Campus climate.
- b. identify other post-consolidation changes that seem to be contributing to the low level of attachment to the Armstrong Campus.
- c. where possible, recommend corrective action(s) or potential next steps to address ongoing issues.
- d. work with Strategic Enrollment Management (Scott Lingrell, VP) on recruitment of students.

Dawers began assembling the committee on March 4. The committee met via Zoom for 2 hours on March 27 and

1.5 hours on April 14.

Preliminary Work and Findings

At the first meeting, committee members discussed the inclusive excellence report, morale in their colleges, and other consolidation-related issues. There was a strong consensus on the committee that enrollment on the Armstrong Campus could suffer for years if problems are not addressed and if morale remains low.

After the initial meeting, the committee engaged in a SWOT analysis that considered three areas:

1. Organizational Structures & Communication
2. Armstrong Campus Culture
3. Enrollment Management

At the second meeting, the committee discussed the SWOT analysis and agreed to work through the summer on a substantial document that will be presented to the Faculty Senate before its initial meeting in Fall 2020.

Committee Membership:

David Bringman - Waters College of Health Professions

Bill Dawers - College of Arts and Humanities

Priya Goeser - Allen E. Paulson College of Engineering and Computing

Michelle Haberland - Statesboro Campus

Trish Holt - College of Education

Christopher Hendricks - Jack N. Averitt College of Graduate Studies

Marcus Mitchell - Liberty Campus

Donna Mullenax - College of Science and Mathematics

Dziyana Nazaruk - Jiann-Ping Hsu College of Public Health

Rick McGrath - Parker College of Business

Ned Rinalducci - College of Behavioral and Social Sciences