

Diversity at UGA

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

A message from Michelle Garfield Cook



A critical component of diversity and inclusion is recognizing the importance of community in how we embrace and support difference.

The large, complex and diverse community that is the University of Georgia includes individuals who all contribute to the multiple perspectives, backgrounds and experiences that strengthen our institution.

It is refreshing to consider the contributions of the individuals and programs highlighted in this newsletter. We see students, faculty, staff and alumni who are making a difference locally and around the world. The Young Dawgs program is preparing future scholars by introducing them to the opportunities for exploration in higher education. The internships that students participate in at the university have the potential to open new paths that can dramatically change their futures. Units across the campus are participating in this program because they recognize that these young people are the future of our society and we all have a responsibility to pour positive influence into their lives.

The Diversity and Inclusion Certificate is another example of how individuals across this institution are engaged in the work of ensuring that we have a community that is welcoming to all. I applaud the recent graduates of the certificate program as well as everyone who has taken a class to further their understanding of diversity and inclusion. As an in-

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Young Dawgs intern Monisha Narayanan holds a petri dish of barely visible zebrafish in associate professor Scott Dougan's cellular biology lab.

Young Dawgs program offers high school students hands-on college experience

After a few weeks of working with University of Georgia doctoral student **Aimee Kowalski, Monisha Narayanan** can now pipette like a pro. Besides mastering the art of getting drops of liquid into tiny plastic containers, the high school senior from Johns Creek has watched zebrafish grow from microscopic to macroscopic.

Narayanan was one of 44 high school students on the UGA campus this summer conducting research through the Young Dawgs program. Run by UGA Human Resources, Young Dawgs is doing more than capturing the imaginations of high school students and preparing them for future careers. It's also partnering with local school districts and earning awards on the national level. The program recently received the 2013 Community Service and Outreach Award from the College and University Professional Association for Human Resources, a recognition that came with a \$10,000 award.

"The award just shows UGA's culture of service," said Young Dawgs Director **Jim Geiser**. "I'm amazed at the commitment of the faculty and staff here. To me, that's where the recognition is."

Narayanan worked with Kowalski in UGA associate professor **Scott Dougan's** cellular biology lab, which studies pattern formation in vertebrate embryos and uses zebrafish as its lab model. She most enjoys "the fact that everything's hands on, and I get to experience everything for myself."

She wants to be a pediatric cardiologist who both works with patients and conducts research. "It's more interesting," she said. "You never know where research is going to take you."

The program serves about 110 students per year over three semesters. Since its inception in 2008, nearly 600 high school interns have collected just over 60,000 internship hours under the supervision and mentorship of approximately 600 volunteer UGA faculty, staff and graduate students. For more on the Young Dawgs program, see <http://t.uga.edu/h6>.

-Stephanie Schupska (MA '11)

Student News

Education student receives fellowship

College of Education graduate student **Candice Crowell** has received a Mental Health and Substance Abuse Services Predoctoral Fellowship from the American Psychological Association.



Crowell, of Atlanta, is a third-year doctoral student in counseling psychology whose research focuses on African-American male sexuality education. Crowell's adviser, Professor **Edward Delgado-Romero**, serves as her mentor in this APA Minority Fellowship Program.

The fellowship includes funding that covers her tuition as well as a stipend of \$22,000.

Boren Scholar is global “change agent”

Tia Ayale, an international affairs major from Stone Mountain, has seen firsthand the economic woes facing parts of Africa and plans to dedicate her “life to public service as an agent for change.”



She received a \$20,000 Boren Scholarship to study and research in Addis Ababa, Ethiopia, where she participated in intensive language training, interned at a leading economic policy think tank and served as a teaching assistant. On campus, she is active in the *Georgia Political Review*, Student Government Association and Habitat for Humanity. To read her complete profile in *Amazing Students*, see <http://tuga.edu/mU>.



The new Multicultural Services and Programs facilities feature nooks for small gatherings and an office for each of its 13 student organizations.

Multicultural Services gets ‘spacelift’

Multicultural Services and Programs (MSP) have moved from the second floor of Memorial Hall to the newly renovated fourth floor. This move marks a return to MSP’s original home in 1989.

The new space features large windows, artifacts symbolizing the variety of cultures in MSP, nooks for small gatherings and an office for each of its 13 student organizations. In addition, there is a 1,700 square foot space for larger events.

Although everyone was on the second floor last year, the offices were spread out and disconnected. Having everyone in such close proximity helps MSP foster a sense of unity among its student organizations, said **Zoe Johnson**, MSP’s associate director of student life.

“For years, we have bantered back and forth about where everyone should be, but what’s important is being together,” said **Victor Wilson**, vice president for student affairs.

This move helps remind students in MSP of the importance of teamwork and building coalitions, he added. Wilson said he believes that sometimes the groups get so wrapped up in their own agenda that they forget what’s going on outside of it. But the more open environment of the new space allows the organizations to see what other groups are doing and engage more with each other. “The fourth floor is a rich display of culturalism on our campus,” he said.

Wilson said that being a part of MSP does two important things for students. It provides commonality for students looking for people like themselves and education for students looking for people unlike themselves. “A lot of times there’s a fear of going toward what is different,” said Wilson, “but there’s a lot of education in that.”

MSP’s student organizations have helped students grow both personally and professionally, according to its student leaders.

“MSP has helped me grow into a well-rounded competitive leader,” said **Abraham Ortiz**, a senior psychology major and president of Latinos Investing in the Students of Tomorrow (LISTo). “I have been given the opportunity to demonstrate and challenge my capabilities, which is necessary for my future aspirations and endeavors.”

“Since I moved to Athens my freshman year, MSP has been my family. Working with *InfUSion Magazine* has not only strengthened my skills as a journalist, but has also made me aware of the importance of diversity,” said **Molly Berg**, a senior majoring in mass media arts and political science and editor-in-chief of the magazine. “The friends and family I have at MSP will last a lifetime.”

- Ian Branam (BA/BS '12)

Student News

Freshman class among UGA's most diverse

The 2013 freshman class is one of the most diverse in UGA history, with more than 28 percent of the entering freshmen self-identifying as other than Caucasian. More than 390 first-year African-American students have enrolled in fall 2013 (7.6 percent of the class), and more than 284 entering first-year students have self-identified as Hispanic (5.5 percent of the class). Almost 7 percent come from families where English is not the native language. Approximately 6 percent of the students will be the first in their immediate family to attend college.

The university continued to strengthen ties throughout the state, with students coming from over half of the nearly 800 Georgia high schools and 137 of the 159 counties, up from 132 counties in 2012. Of all Georgia high school students who graduated in spring 2012, almost one in 21 enrolled at UGA. About 13 percent of the class comes from other states and countries, with the top feeder states outside of Georgia being Texas, North Carolina, Florida, Maryland, Virginia, Tennessee, New York, New Jersey, South Carolina and California.

The University of Georgia is welcoming the most academically qualified first-year class in school history, with the highest GPA and SAT averages on record for entering freshmen. UGA also experienced a record number of applications with nearly 20,300 received for fall 2013 admission. Since 2003, the number of freshman applications has increased by 72 percent. Approximately 5,150 first-year students—up 4 percent from 2012—and 1,100 transfer students began classes at UGA this fall.

"Every year we are proud to say we have the most academically qualified first-year class in UGA history, and this year is no different," said **Nancy McDuff**, associate vice president for admissions and enrollment management. "The record number of applications serves as a positive indicator that the University of Georgia is a solid choice among national universities, and this demand raises our standards for admission. Our freshmen remain committed to academics beyond the first year, as evidenced by UGA's strong retention and graduation rates, among the highest in the country. Ninety-four percent of students continue their education past their first year at UGA, while more than 82 percent of UGA students graduate within six years."

The entering freshmen class set records for academic criteria, attaining an average 3.86 GPA (the mid-50 percentile range is 3.74-4.03). Additionally, this class has the highest SAT average in UGA history with a combined mean critical reading and math score of 1280, plus an average writing score of 617, for an 1897 on the 2400 scale. The mid-50 percentile of the class scored between 1780-2020. This year's mean score for students who took the ACT was 29, with a mid-50 percentile range of 27-31. More than 39 percent of the students were admitted based on ACT scores.

The Honors Program will enroll 526 new students in the first-year class who have accomplished an average high school GPA of 4.07 and an average SAT score of 1462 or an average ACT score of 32.7

-Tracy Giese (ABJ '90)



Business student spreads literacy in Africa

Through the Honors International Scholarship Program, UGA senior **Kevin Brinson** travelled to Benin to deliver handmade books produced by



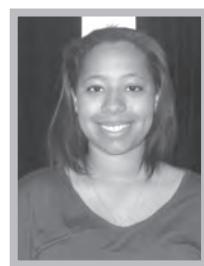
UGA students to schoolchildren. The senior from Peachtree City worked with the non-profit organization Seeds of Knowledge, which his family founded

to support literacy and education.

Brinson enrolled at UGA after participating in the Georgia Daze program, which exposes high school seniors to life at UGA. At UGA, he has participated in programs such as the Leonard Leadership Scholars Program, the Terry Business Academy, and the Terry Ambassadors Program. To read Kevin's complete profile in *Amazing Students*, see <http://t.uga.edu/m4>.

Smith named Student Employee of the Year

Mireya Smith, a student assistant in pathology, recently was recognized as UGA's Student Employee of the Year as part of National Student Employment Week.



The awards honor hard-working students from across campus, and the top 100 student workers were honored at a luncheon co-sponsored by the UGA Alumni Association.

Smith is a senior from Kennesaw majoring in wildlife biology with an emphasis in pre-veterinary medicine. In her student job, she helps log in tissue samples that veterinarians send in from all around the East Coast.

Faculty & Staff News

Shepherd named Athletic Association Professor

J. Marshall Shepherd, a professor of geography and research meteorologist, has been appointed the inaugural Athletic Association Professor in the Social Sciences at UGA.



Shepherd directs UGA's Atmospheric Sciences Program and is a faculty member in the Franklin College of Arts and Sciences. He joined the university in 2006 after 12 years as a research meteorologist in the Earth-Sun Exploration Division at NASA's Goddard Space Flight Center. Shepherd was elected president of the American Meteorological Society in 2012.

Young joins UGA as Kroger Professor

Henry N. Young, formerly of the University of Wisconsin-Madison, has joined UGA as the Kroger Professor in Community Pharmacy.



The professorship committee recommended Young based on his teaching success and for maintaining a nationally recognized research program while undertaking public service projects.

Young earned his doctorate in pharmaceutical sciences with a concentration in pharmacy administration along with a certificate in health communication at the University of Florida, where he also earned a bachelor's degree in psychology and a minor in business administration.



Expect respect: EOO working to promote fair campus environment

UGA's Equal Opportunity Office is taking a more visible role in promoting a fair and respectful environment on campus.

EOO is responsible for ensuring the university complies with laws and policies regarding discrimination on the basis of race, color, gender, sexual orientation, national origin, religion, age, veteran status, genetic information and disability.

The office, with its staff of five, also administers and enforces UGA's Non-Discrimination and Anti-Harassment Policy, which covers everyone in the university community, including faculty, staff, students and visitors. As such, EOO is tasked with investigating complaints of discrimination and harassment.

However, EOO Director **Janyce Dawkins** said the office prefers to keep that caseload low and is being proactive in educating the UGA community about maintaining a fair and respectful environment. "I would much prefer to prevent the complaint as opposed to investigating the complaint," Dawkins said. "I think the way to do that is to put forward a positive message."

That message was rolled out this fall in the form of EOO's new motto: "Expect Respect." The message was developed by EOO staff to provide a succinct way to describe how people at UGA should interact with each other. To drive home that message, EOO ordered promotional items like keychain flashlights, backpacks and drink coasters emblazoned with the slogan "expect respect" to deliver around campus at EOO events.

The office also has compiled a small library of pamphlets with easily digestible information about the NDAH policy, Title IX rules and sexual harassment.

Dawkins and EOO staff also are spending a lot of time focusing on training across campus. Associate Director **Kristopher Stevens** teaches a class on the NDAH policy as part of the Office of Institutional Diversity's diversity certificate program. The office also offers training upon request for departments and student groups. "We will tailor training to the needs of the department, while still offering the broad message," Dawkins said.

EOO's latest effort to promote its message includes a move to a new and more prominent home on campus. In May, EOO moved from the basement floor at Peabody Hall to the Holmes-Hunter Academic Building.

"I'm thrilled to be in the Holmes-Hunter Building, which is named after the first African-Americans admitted to the University of Georgia," Dawkins said. "It's a great location, visible right near the Arch, but it's also a symbolic location as well."

-Aaron Hale

Faculty & Staff News

Professor studies what makes successful African-American marriages work

In wedding ceremonies, as marriages just begin, it's traditional for the couples to vow commitment "til death do us part."

Chalandra Bryant, a professor of human development and family science in the College of Family and Consumer Sciences, studies what happens in marriage between that wedding day and when the marriage ends, no matter the cause.

"The stuff in the middle, that's the magic," Bryant said.

But untangling and analyzing that "stuff" to determine how factors such as race, ethnicity, health issues, children and finances interact to strengthen or strain a marriage takes time and lots of data, said Bryant, who joined UGA in 2010 after spending eight years at Pennsylvania State University.

In her years of research, Bryant said she has found very little information highlighting the positive aspects of African-American couples.

"A lot of research focuses on African-American single parents or their low marriage rates and high divorce rates," she said. "Rarely do studies examine what contributes to African-American marital success. Heck, rarely do we find studies that focus exclusively on large samples of African-Americans who have chosen to marry."

To fill that gap, Bryant spent the past few years interviewing 700 African-American newlywed couples. Participants in the study, who ranged in age from 20 to 75 when first interviewed, were each asked nearly 800 questions that covered the gamut of their physical and mental health, in addition to questions about how they handle conflict with their spouse, their views on child-rearing and their relationships with their new in-laws.

She already has found that men and women in her study react differently to both their own weight and that of their spouse. "We found that wives' BMI (body mass index) was directly associated with their depressive symptoms," she said. "However, when we take into account behavioral closeness—that is, spending time with their husbands—that direct link from BMI to depressive symptoms disappears."

"Spending time together on a hobby, household chores, going out or talking—the stuff in the middle of the structural equation model—is important," she said.

Bryant also is expanding her research to explore the impact of genetics on marital satisfaction. She currently is exploring whether a good marriage can moderate a spouse's genetic predisposition toward depression and substance use.

-Denise Horton



Professor Chalandra Bryant is studying the stresses and successes of marriages.

Schell receives international education award

Sylvia Schell, an assistant director in the University of Georgia Office of International Education, has been awarded the inaugural 2013 Excellence in Diversifying International Education Award by the Diversity Abroad Network, a national organization promoting diversity in international education.



Schell has developed programming intended to encourage dialogue between the domestic and international communities on campus, and has developed an "International Scholars Hosting Manual" to educate sponsoring departmental staff about the resources available to the international visitors.

Brown named School of Law associate dean

Lonnie T. Brown Jr., who joined the School of Law faculty in 2002, has been named the school's associate dean of academic affairs.



Specializing in civil procedure and legal ethics, Brown is the holder of the A. Gus Cleveland Distinguished Chair of Legal Ethics and Professionalism at the law school. He also is active in the broader legal community, serving on the Drafting Committee for the Multistate Professional Responsibility Exam and on the State Bar of Georgia Formal Advisory Opinion Board.

He earned his J.D. from Vanderbilt University Law and earned his bachelor's degree from Emory University.

Alumni News



Travis Williams (J.D. '08) is one of three public defenders featured in the HBO documentary *Gideon's Army*.

UGA alumnus stars in HBO documentary

For every court case **Travis Williams** (J.D. '08) loses, he tattoos the client's name on his back as a reminder of his commitment to justice. As a public defender, he endures long hours, low pay and an overwhelming case load but finds motivation in his clients—and the *Rocky* theme song, which he listens to before every trial.

"I can't change the entire system," said Williams, "but what I can do is I can make justice work for this one person in this one case on this one day."

Williams, 30, is currently a senior attorney at the Hall County Public Defender's Office in Gainesville but is better known for his role on *Gideon's Army*, an HBO documentary released this year about the lives of three public defenders in the Deep South.

"It was a little strange being filmed at first," Williams said, "but after a little while, it was the easiest thing in the world to forget about the cameras." The documentary crew followed him around at home and at work for the better part of a year.

In 2009, a year after he started practicing law, Williams attended a training seminar in Birmingham, Ala., when Dawn Porter, the director of the film, approached him. Captivated by his idealistic commitment to justice, she asked to film him in his daily routine. Skeptical, Williams shrugged off her requests for a year and a half. Once he saw the preview, however, he knew he had to be in the film. "It made being a public defender seem like the worst job in the world," said Williams. "It's the best job in the world if you like it."

Williams said he wanted to show that there are actually people enthusiastic about defending the poor despite the hardships that come with the job. Growing up in Fort Lauderdale, Fla., Williams saw minorities and poor people all too often harassed by the police and mistreated by the court system. This experience is ultimately what inspired him to become a lawyer.

When it came to picking an area of specialty, Williams said he was always interested in civil rights issues and views the treatment of poor people in the criminal justice system as a massive violation of civil rights. *Gideon's Army* takes its name from the landmark 1963 Supreme Court case *Gideon v. Wainwright*, which requires states to provide legal counsel in criminal cases for defendants who are unable to afford their own attorneys. "The real fight is held in these small trial courts," said Williams.

-Ian Branam (BA/BS '12)

Trethewey gets second term as Poet Laureate

Natasha Trethewey (BA '89, English) has been appointed to a second term as U.S. Poet Laureate.

Her signature project as the nation's Poet Laureate is a series of on-location reports for PBS NewsHour that explore societal issues through poetry.

Trethewey is the author of four poetry collections, including her newest, *Thrall*

(2012). Her other collections are *Native Guard* (2006), winner of the 2007 Pulitzer Prize in Poetry; *Bellocq's Ophelia* (2002); and *Domestic Work* (2000). She is also the author of the nonfiction book *Beyond Katrina: A Meditation on the Mississippi Gulf Coast* (2010).



Jones earns top honor from UGA Law alumni

The UGA School of Law's alumni association recently presented U.S. District Court Judge **Steve C. Jones** (J.D. '87) its Distinguished Service Scroll Award.



Jones was nominated by President Barack Obama as a U.S. District Court judge for the Northern District of Georgia in 2011 and was sworn in later that year. He previously served as a Superior Court judge for the Western Judicial Circuit of Georgia. Jones is a former president of the UGA Alumni Association and became a managing trustee of the UGA Foundation in July.

Campus News

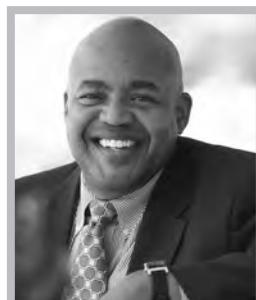
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 stitution we expect our faculty and staff to be aware of the university's commitment to inclusion and we expect that they know how to effectively support all of our diverse communities. But this expectation must be grounded in professional development support that educates us on issues of difference. By participating in the certificate program and the various courses offered, more than 500 faculty and staff across several of our campuses have demonstrated that they embrace and affirm the value of diversity and inclusion at UGA.

Diversity at UGA is not just an ideal, but a reality that we see in our students. Our freshman class reflects diversity in every area. Twenty-eight percent of the students represent racial and ethnic diversity, students are from counties all across the state, many are the first in their family to attend college and a significant number are not native English speakers. This class of students is also our most qualified, indicating that as we are more inclusive of difference we continue to break records in academic excellence and merit. Our students are impressive on every scale. And we have a responsibility to provide them with a learning environment in which diversity is valued and embraced.

The basic lesson for us all is to plug in and do our part in contributing to building the communities that we envision. We must put forth the effort to realize the value that we each add to making our world better. We are all empowered and able to truly make a difference in small ways that cumulatively can result in major good. Jimmy Carter once said, "We are of course a nation of differences. Those differences don't make us weak. They're the source of our strength." The programs and individuals highlighted in the newsletter are examples of this strength. Our shared responsibility is to celebrate their accomplishments and join them in the effort. We are UGA!

VP for Student Affairs Victor Wilson challenges campus to embrace diversity

Celebrating how far UGA has come but also challenging itself to push further, the university held its annual Embracing Diversity event Sept. 5 at the Chapel.



Victor Wilson, the vice president for student affairs, delivered the keynote address in which he challenged the audience to continue striving to learn more about the diverse people who surround them and remove the obstacles to embracing diversity. "It is when we immerse ourselves in those things that scare us terribly or seem different that we gain the most enlightenment," Wilson said.

The event also gave UGA an opportunity to recognize the students receiving diversity scholarships as well as the faculty and staff who completed the UGA Diversity and Inclusion Certificate program (see photo below).

Libby V. Morris, the interim senior vice president for academic affairs and provost, said diversity and inclusion—including race, gender, orientation, language and national origin—have an important role to play in education.

"Those differences, when they are used to teach and inform, add to the richness and depth of our educational experience," Morris said.

Black Faculty and Staff Organization Scholarship recipients are:

Chioma Enyinnah of East Point, doctor of pharmacy program

Chelsea Fitzhugh of Albany, biology, pre-med

Ashlee Garnett of Burnsville, Minn., counseling psychology doctoral program

Babajide "Bj" Oluwadare of Akure, Nigeria, microbiology, pre-med

Ciera Victoria Scott of Macon, counseling psychology doctoral program

Embracing Diversity Scholarship recipients are:

Lory Deoleo of Lilburn, chemistry, Athletic Association Diversity Scholarship

Chandler Greer of Lawrenceville, psychology, Alumni Association Black Alumni Scholarship

Stefan Wah of Locust Grove, biochemical engineering, Athletic Association Diversity Scholarship



Seventy-six faculty and staff who earned the Diversity and Inclusion Certificate were recognized at the annual Embracing Diversity event. For a list of recipients, see <http://t.uga.edu/mT>.

Diversity at UGA

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Diversity at UGA

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

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Giving to the Office of Institutional Diversity

A contribution to the Office of Institutional Diversity (OID) will help support a wide 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. If you would like to discuss ways to give, please contact our office at 706-583-8195. We will work with you to ensure your charitable giving needs are met. To find out more about OID, visit our website at www.diversity.uga.edu.

Checks should be made payable to the UGA Foundation and designated for OID on the "for" or "memo" line. Please mail checks to:

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