Top Ten Signs of Job Burnout

Dr. Margaret H. Venable

10) You now answer the phone with “Leave me alone!”

9) When your friends ask how you’ve been, you scream “Stop asking me all these questions!”

8) Your garbage can IS your “inbox”.

7) You ask your spouse for his/her 929 number.

6) You consider a 40 hour work week a vacation.

5) Visions of the upcoming committee meeting remind you that you need a nap.

4) You don’t set your alarm anymore because you can’t sleep anyway.

3) As you leave for a party, you instinctively bring your red grading pen and GSC ID.

2) Your Outlook calendar exploded a week ago.

1) You think about how relaxing it would be if you were home with the flu right now.

It is that time of the semester. We are all beginning to feel it and our students are too. We’ve pushed through midterms and are in the last half of the semester but there is much work left to be done before the end of the semester. It can be a little overwhelming sometimes. Let’s all remind ourselves to take a few deep breaths and prioritize, be patient with each other and with our students, and focus on why we are at Gordon State College.

We are in the midst of a number of important tasks and projects. The good news is that we have a healthy shared governance system. The bad news is that it requires us all to actively participate in the work that supports the College and moves us forward. This work is important work for the future successes of our students and for ensuring the future of Gordon State College. I never thought I would live in such turbulent economic times. Higher education, like it or not, is also in a state of transformation or as some would say, “disruption”. Nevertheless, I have never been more dedicated to working toward finding solutions than I am today. I hope you can say the same – after your nap.

Finally, I ask you to remember that we must continue to maintain our high academic quality through rigorous course content and high expectations of student performance while we create a support system for our students who often come to us lacking essential skills and understanding of expectations for collegiate level work. No student rises to low expectations. But many students give up if they see no hope of success. That is the Gordon difference. We offer the support needed for our students to do the same high quality work that would be expected of them at any other USG institution.
Annual Unit Plans

Dr. Margaret H. Venable

Annual Unit Plans: Hopefully each of us is beginning to think about developing our annual plans for each of our academic departments/units using the updated template that is tied to our new strategic plan. Please feel free to contact your Provost and/or Dean if you need assistance with the process or the template. Some concern has been expressed about the “Responsible party” designation in the template. Please be assured that this is fairly standard language and formatting, but it is not intended to be a threat. Rather, it is a method of clarifying for all of us who is designated to take the lead on the work. In my mind, it is no different from designating a committee chair. Someone has to call the group together and prepare the agenda for the meeting. Everyone involved in the committee or project is responsible for achieving the goal or explaining why it was not accomplished within the planned timeline. And sometimes the plan does change within the course of a year as circumstances change. Again, please speak to your Provost or Dean if you have any additional concerns.

Speaking of managing our professional image…. Gordon State College is asking each of us to review our areas to ensure that any signage we post is consistent with the high quality image we hope to project to visitors and current students.

COMPASS Exit Scores are a thing of the Past!

Based on the recommendations of a task force led at the system level by our own Terry Betkowski, Gordon State College has been approved to waive the exit Compass requirement for our students effective immediately. Of course we understand the added responsibility for ensuring that students who pass Learning Support courses are capable of succeeding in collegiate level coursework. Meanwhile, we continue to explore ideas for improving the success rates of our students who place into Learning Support classes. Please reach out to Mrs. Gwen Sharpe if you would like to be part of the brainstorming.

Please work with Mr. Richard Vereen if you need additional bulletin boards, plastic sign holders or permanent signs for your area. Our electronic message boards are another way to promote important events and information. Tamara Boatwright is the contact for messages you wish to post on the electronic message boards. Although it is our natural instinct for a quick solution to communicating information with each other, we want to avoid paper flyers taped to doors and walls.
New Faculty Orientation

Next New Faculty Orientation Meeting:

New faculty members will meet again on Wednesday, October 23 at 2:00, in the Foundation Room (Student Center 229). This session is titled “Review of Advising and Other Matters” and will cover:

What do you know that you didn’t know and need to know?
Mentoring Objectives

Things to Remember

Dr. Margaret H. Venable

Reminder: Visit the GSC Academic Affairs website for details of how to apply for the President’s Faculty Development Initiative summer research funds (choose the link on the left for President’s Faculty Development Initiative). Preference will be given to faculty who have not received support in the past. Faculty are limited to two consecutive awards. Application deadline for this year is Monday, November 4, 2013.

Don’t forget to share news (good or bad) with Tamara Boatwright at tamarab@gordonstate.edu. Tamara shares the good news in a variety of venues and formats as appropriate and also helps GSC manage the bad news with her professional expertise.

Advising: Tip of the Month

Remind students that there are financial aid consequences associated with withdrawing from a class.

Updates on the Task Force for Academic Progress

Dr. Margaret H. Venable

The Task Force holds its second meeting on Monday, October 21, but sub-groups have been meeting on the following topics: Advising, Services, Engagement, Policies, Learning Support and Measurements. As a reminder, the members of the core group of the Task Force are:

- Dr. Richard Baskin (co-chair)
- Dr. Ed Whitelock (co-chair)
- Dr. Dennis Chamberlain
- Mr. Peter Higgins
- Dr. Kim Clark/Mr. Britt Lifsey (Measurement subgroup chair)
- Dr. Michael Mahan
- Ms. Gwen Sharpe (Learning Support subgroup chair)
- Dr. Chad Davies (Policies subgroup chair)
- Ms. Mary Williams
- Dr. Mark King (Engagement subgroup chair)
- Dr. Joseph Mayo (Services subgroup chair)
- Dr. Satyajit Karmakar
- Dr. Theresa Stanley
- Dr. Alan Burstein (Advising subgroup chair)
- Mr. Larry Mitcham
- Ms. Janet Barras
- Mr. Ben Ferguson
- Dr. Anna Dunlap Higgins

Please contact the appropriate subgroup chair if you are interested in participating in this important work.
More News and Updates from Academic Affairs

Dr. Richard Baskin

FT-FT Retention rate
Our retention rate for First-Time, Full-Time Freshmen continues to improve. 53.3% of the fall 2012 cohort continued at Gordon this fall, up from 51.7% for the Fall 2011 cohort and 46.6% for the fall 2010 cohort.

Graduation Web Sites
Thanks to Laura Shadrick, we have a Graduation Information site that complements the Graduation Registration site created by the Registrar’s Office. The Information site provides a preview of the speaker for the December ceremony, details on honors designations (which can be a bit confusing), ceremony etiquette, and much more. Check it out at My Gordon . . . For Gordon Students.

Early Alert Report for Accel Students
This semester we communicated to participating High School counselors information received in the early alert reports for students not performing well thanks to your help. A few responses we received from counselors verified the true value of this early communication.

“We have participated in the ACCEL program for many years and this new notification is an excellent “new” communication feature. The only indication in the past was relayed through the student and this was often coming in the twelfth hour with the high school host being the last to know the student had failed a course…”

“Thank you Laura! I met w/ this student and we discussed her grades.”

News from the Department of Humanities

Dr. Steve Raynie

Dr. Darren Broome’s book review of A Companion to Javier Mariás by David Hershberger was published in the September 2013 issue of the journal Hispania.

After successful blind peer review by professors at universities in two other states, Charlie Coile’s article “More than a Companion: ‘the Doctor’s Wife’ and Representations of Women in Doctor Who” has been published in the fall issue of Studies in Popular Culture (36.1). Ms. Coile’s article was a revision of an essay she presented at the Popular Culture in the South conference in 2012, and was one of the products of her internship with the journal’s editor, Dr. Rhonda Wilcox. Ms. Coile, one of Gordon’s first three B.A. English graduates, currently is a member of the Gordon staff working at the Student Success Center.

Dr. Steve Raynie and Professor Susan Hendricks traveled to Athens on September 24 to talk about their grant project, “Building a Bridge to College English.” The meeting included representatives from the Board of Regents as well as other grant recipients.

On October 17, Dr. Steve Raynie conducted two workshops at Georgia Southwestern State University’s conference, “Addressing the Challenge of College Readiness in Rural Georgia.” The talks involved the “Building a Bridge to College English” grant project and practical ideas for forging alliances in the larger educational community.

Editor Rhonda Wilcox and Book Reviews Editor David Janssen have published the first issue of volume 36 of Studies in Popular Culture, an MLA-indexed journal. Assistant Editor Marc Muneal, Intern Olivia Gunn, and editorial assistant Ryan Ferguson are among the many who made the publication possible.

An interview with Dr. Rhonda Wilcox was published in Fan Phenomena: Buffy the Vampire Slayer, edited by Jennifer K. Stuller (Chicago: Intellect / University of Chicago Press, 2013), 84–89.
News from the School of Education

Dr. Mike Mahan

Mike Mahan along with the Georgia Aquarium and NOAA, Gray’s Reef NMS have applied for a Teacher Quality grant in conjunction with Lamar, Butts, and Fulton County school corporations. The money is used to educate local K-12 teachers about water quality and the use of water in the Oconee and Ocmulgee watershed.

Two of our recent graduates have been awarded $1,000.00 grants by The Georgia Power Company. Georgia Power awards up to 40 grants each year. Up to twenty awards go to a new male teacher and up to twenty awards go to a new female teacher to assist the new teachers with classroom expenses. This past year, Emily Mallory from Red Oak elementary School in Henry County and Blake Fox from Cotton India Elementary School, also in Henry County were the grant recipients for Gordon. Congratulations to Emily and Blake.

The School of Education will participate in a webinar on the use of avatars in the classroom for teaching purposes. The focus of the avatars is classroom management and the instruction of English language learners.

Ms. Torie Claybaugh, a senior in the early childhood/special education program was selected by the Georgia Partnership for Education for the annual bus trip across Georgia. Torie is the first Gordon Student selected for this prestigious annual program.

Dr. Mike Mahan was invited to write examination questions for Educational Testing Services (ETS) for HS Biology exams.

Jeff White’s brother-in-law, Dr. Jonathan Addleton, stopped by from his busy schedule to lecture to Jeff’s global health class last week. He is the former ambassador to Mongolia and a 29 year USAID representative. He has recently returned from Afghanistan, and is in New York and Washington D.C. discussing his latest book on the 25 year history of diplomatic relations between the US and Mongolia. Later this month he will travel to his new post in Kazakhstan. (photo below)

Dr. Sheryl O’Sullivan has had a paper accepted for presentation at the Charlotte Huck Children’s Literature Conference in January.

Dr. Lydia Herndon has applied for a Teacher Quality Enhancement Grant in conjunction with the Division of Business and Social Science and Lamar County Public Schools for a program on American Values and Middle School Social Studies. The grants are due on the 23rd of October.

Dr. Lydia Herndon attended the “State of Education in Georgia, 6th Annual Conference” hosted by the Georgia Vision for Public Education and held at the University of Georgia. Topics included Politics of the Common Core’s emphasis on testing, Bellweather education services, What to expect from Washington D.C., character and citizenship education, values and ethics in decision making.

This past week we were notified by the Professional Standards Committee that the PSC has met and removed all Areas for Improvement that related to the instruction of English Language Learners (ELL’s). At this time, Gordon State College is fully accredited by the PSC of Georgia, and NCATE, the national accreditor in all areas and at all levels, elementary and secondary.

GSC is PSC Approved

Georgia Professional Standards Commission
Protecting Georgia’s Highest Standard of Learning

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Honors Program Courses for Spring 2014!

Dr. David Janssen

As you begin advising for Spring 2014, please encourage all eligible students to apply to the Honors Program. All it takes is a minimum 3.5 GPA and a letter of recommendation from a faculty member.

The Honors Council met on September 16 to vote on applications for this semester, and congratulations to the following students who were accepted into the Honors Program at Gordon State College:

- Preston Allen
- Byron Blackmon
- Charly Cowart
- Charley Dodgen
- Collin Flake
- Dustin Harris
- Lindsey Hoyt
- John McAbee
- Charles Moncrief
- Christina Montalvo
- Jennifer Oglesby
- Lauren Phillips
- James Rick
- Abigail Savage
- Melanie Stanikovich
- Rebeca Walls.

Updates on the Center for Excellence in Teaching and Learning (CETL)

Dr. Alan Burstein

Please check out the new CETL website at www.gordonstate.edu/cetl! When you visit, pay special attention to the “Who’s Doing What at Gordon” page, presently in a beginning state of development. You can help it grow quickly into an invaluable resource for the Gordon State faculty by sending your own contribution to CETL@gordonstate.edu. Also, be sure to visit the “CETL Initiatives” page for a link to the CETL survey results as well as information on how to join a Teaching Circle.

The Teaching Matters Conference will be held Friday and Saturday, April 4-5, 2014. Our theme this year will be “Join the Conversation,” and we’ll be seeking proposals along four different tracks:

- **Evidence-based Scholarship of Teaching and Learning:** Individual, peer reviewed presentations.
- **Best Practices in Teaching and Learning:** Individual or team presentations sharing experiences with diverse teaching strategies
- **Issues in Higher Education:** Individual, team, or round-table presentations
- **Technology Fair Station:** Hands-on demonstration and display

Keep in mind that all students can take advantage of available Honors sections. Students should be advised to contact Dr. Janssen if they have an interest in any of the following sections for this Spring:

- ENGL 1102H
- HIST 211H
- HUMN 1501H
- COLQ 2994H
  (Romantic Comedy from Shakespeare to the Present).
Winning News from Fine and Performing Arts  
**Dr. Edward Whitelock**

Marlin Adams, Professor of Art, won a Best of Show award in sculpture at the Georgia National Fair this year along with placing first, second, and third for his sculpture work. He also earned Second Place ribbons for drawing and painting at the show. The drawing to the right earned second place in the drawing competition.

Laura King, part-time instructor of Theatre, has two upcoming productions of her plays. From November 1 to 10, 2013, her 10-minute play *For Annie's Sake* will be the curtain opener for a production of Jean Anouilh’s *Antigone* produced by Tesseract Theatre in St Louis, Missouri. Her full-length play *Independence Day at Happy Meadows* will be part of the 2014 season of Showtimers Theatre in Roanoke, Virginia, and will run from June 18 to June 29.

### News from the Department of Business and Public Service

**Dr. Jeffery Knighton**

Any students who are interested in pursuing the Bachelor of Science in Human Services should be directed to Ms. Ashley Travis, Academic Aide for Department of Business & Public Service, who will ensure they receive the information they need.

Dr. Jeffery Knighton facilitated a training session for the City of Griffin’s Leadership Development Institute on September 26, during which time he had participants complete a personality assessment to help them better understand their leadership styles. He was joined in the afternoon session by Dr. Margaret Venable who facilitated a discussion on professional communication.

Congratulations to Dr. Christy Flatt who has been elected Secretary/Treasurer of the Georgia Sociological Association.

Dr. Flatt attended the conference on Jekyll Island from October 10th through 12th. The conference was titled "Social Class: Then and Now", and Dr. Flatt served as the moderator for a session entitled "Gender, Race and Representation". Bethany Johnson, Instructor of Sociology, presented alongside Anissa Howard at the Oct. 9th Career Camp meeting.

The presentation subject was "Creating Your Brand Using Positive Work Ethics" and included a discussion of how positive a work ethic speaks for who you are as a student and an employee. Well done Bethany and Anissa!

The Business and Public Service Department has been exploring degree completion obstacles of first responders, and how we might help them overcome those obstacles. As part of this exploration, during September and October Dr. Christy Flatt has held 4 focus groups with 45 fire fighters at the Griffin Fire Station. In addition to gathering information, Dr. Flatt was able to witness a drill that included a water rescue and an actual response to a potential structural fire! Stay tuned for more information in the coming months.
Our sincerest congratulations are extended to Ms. Anne-Marie Lombardo. Ms. Lombardo has served as a part-time math instructor for Gordon State College for more than 11 years and full-time math teacher at Griffin-Spalding County School System for 30 years. Ms. Lombardo will be one of the first class of inductees into the Griffin-Spalding County Education Hall of Fame on November 1, 2014. The official induction will be during half-time of the football game between Griffin High School and Spalding High School; kick-off is at 7:30 pm at Memorial Stadium in Griffin.

Dr. Marwan Zabdawi has received notice that his paper “Strategy for Graphing Trigonometric Functions Using Mapping and Superposition” has been accepted for presentation at the Twenty-sixth Annual International Conference on Technology in Collegiate Mathematics being held March 20 through 23, 2014 in San Antonio, Texas.

Dr. Marwan Zabdawi’s ENGR 1100 class and members of the Engineering club visited the Caterpillar Plant in Griffin for a plant tour with computer simulation, on Friday, September 23rd from 2:30 - 5:00PM.

Dr. Andy Osborne is coordinating an internship project between a few select Gordon State College B.S. Biology majors and Barnesville Wastewater Treatment. This internship project is the initial step, in collaboration with the City of Barnesville, to develop a Wastewater Management track at Gordon. Students completing the B.S. Biology Program, including Level 3 Wastewater Management training, would be immediately employable in a lucrative and high-demand field.

News from the Campus at Henry County Academy for Advanced Studies

Dr. Ric Calhoun

This semester, 17 classes were offered at the Henry County Academy for Advanced Studies, including 3 classes on Monday and Wednesday that met during the daytime hours. Those classes have worked well for a number of students who are taking night courses there and are actually full time students at that campus.

We look forward to Spring Semester when 19 classes will be available for students including hybrid ENGL 1101 and 1102 courses that will be offered for half a semester each. If you have a commuting student you are advising that lives in or near Henry County, I urge you to have them consider the site as an alternative for some of their coursework. You can find out specifically about these courses at http://www.gordonstate.edu/admissions/academy-of-advanced-studies.asp
Designing Libraries

Ms. Brenda Rutherford

Librarians Beth Pye and Brenda Rutherford along with Jeff Hayes and Peter Higgins attended the Designing Libraries for the 21st Century Conference at The Hunt Library at NCSU in Raleigh, N.C. on Oct. 6-8, 2013. You may find a myriad of photos of the “Library of the Future” at http://d.lib.ncsu.edu/myhuntlibrary. This library is a student’s/ researcher’s dream. The design of this library is all about spaces, technology, and the user. Some of the information provided at this conference has led to discussions about the spaces, technology, and users at Hightower Library. We were so overloaded with information that we are still trying to digest all we saw, heard, and experienced. The information we gleaned from this experience will help us plan for the future of Hightower Library for years to come.

Updates from the Department of Biology

Dr. Theresa Stanley

Dr. Amanda Duffus has been asked to contribute to an eBook on Ranaviruses.

Dr. Cathy Lee attended the First Teaching Professor Technology Conference, organized by Magna Publication in Atlanta, Oct 4-6, 2013. The conference theme for the event was “Blended, Flipped & Massive,” and how better to describe technology’s impact on teaching. Magna’s goal of the conference was to learn about the latest research, catch up on best practices, and enjoy a unique opportunity to network with like-minded educators from a wide range of disciplines and institutions.