We’re so glad you’re here!

Welcome back, Owls! As we begin a new academic year, I am awestruck by the amazing work being done by the Kennesaw State University community. Whether the work is in research, instruction, community service, technology, healthcare, or one of the many other areas in which KSU is innovating, I am proud to be a KSU Owl because of the diligence, dedication, innovation, and heart that students, faculty, and staff put into their efforts.

As we continue throughout the year, the Division of Diverse and Inclusive Excellence is committed to ensuring that the unique excellence with which you go about your studies and work is supported. We hope you’ll take the opportunity to join us for a community-building workshop so that together, we can build the best KSU possible.

Hooty hoo!

Dr. Sonia Toson
NEW YEAR, NEW POSSIBILITIES!

Every semester needs a plan! The beginning of a busy term is a great place to start with the first error many faculty make: applying time management and writing strategies that worked in the past to your current career stage. For example, the workload, responsibilities, and pressures you had as a graduate student are different than those facing you as a tenure-track faculty member. That sounds obvious, and yet we hear from faculty whose main writing strategy consists of waiting for large blocks of uninterrupted time to materialize so they can go on a writing binge—in a career chapter when such a luxury is rare.

Large blocks of uninterrupted time are unusual for faculty who more often find themselves scrambling to prepare new classes, attend departmental events and committee meetings, manage graduate and/or undergraduate RAs and TAs, settle into a new community, and make a positive impression on their colleagues. To accomplish all these things, it’s important to get clear about what work needs to get done to move your research agenda forward, and you must be vigilant about making time for the one thing that matters most to your promotion, tenure, and mobility.

In other words, busy terms/semesters/quarters can easily fly by without much progress towards your long-term goals unless you do these three things:

1. Create a clear work plan
2. Commit yourself to daily writing
3. Connect with a community of support and accountability

As we begin a new year, we challenge you to create goals surrounding these steps to ensure productivity and clarity throughout the semester.

To read more or learn how to develop a personal strategic plan, visit NCFDD’s Monday Motivator.
Faculty and Staff

**ACADEMIC YEAR 2023-2024**

**TRAINING SCHEDULE**

**ALLYSHIP IN THE WORKPLACE**
September 14, 2023 2:00pm-3:00pm (MC)
October 9, 2023 12:00pm-1:00pm (Teams)

**CULTURAL COMPETENCE**
October 17, 2023 10:00am-11:30am (Teams)
November 8, 2023 1:00pm-2:30pm (KC)
December 20, 2023 2:00pm-3:30pm (KC)

**INCLUSIVE COMMUNICATION**
August 30, 2023 12:00pm-1:00pm (KC)
December 7, 2023 10:00am-11:00am (KC)

**CULTIVATING COMMUNITY**
(OR FOSTERING CIVILITY)
Sept 6, 2023
2:00pm-3:00pm (KC)
Nov 13, 2023
12:00pm-1:00pm (Teams)

**Session Location/Modality:**
[Teams] via Microsoft Teams

[Register now](owltrain.kennesaw.edu)
THE DIVISION OF DIVERSE AND INCLUSIVE EXCELLENCE FALL STUDENT TRAININGS

DIVERSITY, EQUITY, & INCLUSION BASICS
September 28th, 2023
Willingham Hall, 217
5:30 PM

CULTURAL COMPETENCY
October 30th, 2023
Willingham Hall, 217
5:30 PM

DIVERSITY, EQUITY, & INCLUSION BASICS
November 30th, 2023
Willingham Hall, 217
5:30 PM

CULTURAL COMPETENCY
December 7th, 2023
Willingham Hall, 217
5:30 PM

REGISTER TODAY!

FOR QUESTIONS OR MORE INFORMATION, EMAIL ELLORI WHITE, EWHIT117@KENNESAW.EDU
A recent gift of $100,000 from the Marine Corps Coordinating Council of Georgia (MCCCGA) established The Colonel George Bailey, USMC Endowed Scholarship Fund.

“Our mission is simple,” explained Brigadier General Denis Shortal, the council’s chairman. “We assist Marines, Marines’ families, and wounded warriors. When we found out there were Marines and Navy Corpsmen at KSU being forced to drop out of school because their GI Bill funds ran out, we saw a need that we knew we wanted to support.” Immediate Past President of the KSU Alumni Association, David McKoy, is a member of MCCCGA and played an instrumental role in bringing this scholarship opportunity to Kennesaw State.

McKoy graduated with his master's in quality assurance from Southern Polytechnic State University in 2005 after 22 years of active service in the Marine Corps. Familiar with Kennesaw State's Gap Scholarship, McKoy presented the idea to establish a similar scholarship to help service men and women who have exhausted all other financial aid options take the final steps to earn their degrees. McKoy said giving back to the University is essential because it has a noticeable impact. “Many of our students aren't just students—they are going to school full time, working full time, serving their country, and having families,” McKoy said.

These scholarships will provide financial support to active duty or reserve Marine, Fleet Marine Force Navy Corpsmen, or honorably discharged Marine veterans participating in KSU's MVS program.

“We owe our veterans and active duty forces a debt of gratitude for their service. Oftentimes, their GI Bill education benefits do not cover the full cost of college,” explained Stacey Dixon, Director of KSU's MVS. “We are grateful to the Marine Corps Coordinating Council of Georgia for establishing The Colonel George Bailey, USMC Endowed Scholarship Fund to ease that financial burden and help our military and veteran students cross the finish line to graduation.”

Kyle Posey, a construction management major, will be among the first students to cross the finish line thanks to the assistance provided by the Colonel George Bailey USMC Endowed Scholarship. “I am grateful for the Colonel George Bailey Scholarship in assisting me to achieve my mission of attaining higher education,” Posey remarked. “The Marine Corps taught me to invest in self-development and to learn something new every day. I am thankful for organizations that help make self-development financially easier for veterans. I am honored to be among the first to receive this scholarship.”

Marine Corps group helps KSU students with new scholarship

Military and Veteran Services (MVS) at Kennesaw State University provides service members, veterans, and dependents with academic and financial support to help them succeed.

For information or to read the full story, please visit kennesaw.edu/news.
Home Depot continues its ongoing relationship with Kennesaw State with a $65,000 grant to support programs in the Academy for Inclusive Learning and Social Growth.

Based in the Wellstar College of Health and Human Services, the Academy provides an inclusive post-secondary college experience for students with intellectual or developmental disabilities. According to Executive Director Neil Duchac, the goal of the Academy is to help students prepare for successful careers so that they can lead more independent lives. The Academy staff do this by focusing on academic enrichment, enhanced social interactions and career development.

This grant extends a longstanding relationship between The Home Depot and Kennesaw State University that includes faculty grants, internships for students, lectures by company executives and more. Most recently, the company sent 35 volunteers to help on KSU’s annual Day of Service in April, providing not only people but also funding and supplies for a landscaping project at Northwest Classical Academy, a K-12 charter school in Cobb County.

“This grant will make it possible for even more students to attend the academy and benefit from all we offer,” said Neil Duchac, executive director of the Academy. “The Home Depot is very kind, and we greatly appreciate their generous contribution to our program. This will endow a partial scholarship for one student annually while also providing 30 smaller scholarships in the fall to help students defray the costs of their education.”

Established in 2009, Kennesaw State’s Academy is the oldest and largest in the state. In August, the academy will welcome approximately 50 students for the fall semester. Program participants audit one typical university course per semester, while taking an additional three classes specific to the academy.

Additionally, each student takes a course through the College of Professional Education. Students also receive academic and career counseling support, participate in internships and work with peer counselors, KSU students who advise and assist them in their audited classes and encourage campus social engagement.

For more information on the academy or to read the full story, please visit kennesaw.edu/news
Kennesaw State alum Drew Plant has baseball in his blood. However, his time spent at KSU working with Owls Baseball and getting two degrees is what inspired Plant to pursue a career in the sport.

“I knew pretty early on in high school that the playing side of baseball was not going to work out for me,” Plant said. “However, I loved the game and knew I still wanted to work in it. My focus quickly turned to what I needed to do to make a career in baseball.”

To carve out his professional place in baseball, Plant turned to KSU. He worked with KSU Baseball as a student assistant, and later as director of analytics, while getting his Bachelor of Science in Sports Management and his Master of Science in Applied Statistics and Analytics. After graduating with his bachelor’s degree in 2019, Plant began working with the baseball team full time. The program allowed Plant to intertwine his love for baseball with his pathway to a career in the sport.

“But I never played at the college or professional level, I knew that gaining knowledge and experience in the analytical side of the game would be important for me,” Plant said. “Luckily for me, the more I learned about the analytics and how they were being used, the more intrigued I became. Baseball is an ever-evolving game, but using data to comprehend as much as possible has always been fascinating to me.”

Plant achieved his goal in 2022 after accepting a position as a baseball operations assistant with Major League Baseball’s Los Angeles Angels. While Plant has worked with the Braves and is currently an Angel, he considers himself a forever Owl. He said capping his six years at KSU with a baseball conference championship provided a great send off. “Though I am 2,000 miles away, I am still always proud to represent KSU,” he said. “I learned so much academically, in baseball, and about life in general during my time there.”

To read more about Drew Plant and his career, visit kennesaw.edu/news.

DDIE WELCOMES DORIANNE GUTIERREZ

Dorianne Gutierrez joined the Division of Diverse and Inclusive Excellence in June 2023 as the Executive Assistant to Sonia Toson, Chief Diversity Officer, and Vice President.

Previously serving in the Architecture Depart on the Marietta Campus, Dorianne has been a part of the KSU community for over 19 years! When asked what she looks forward to the most in her new position, Dorianne said, "I am really looking forward to learning the many ways in which the Division of Diverse and Inclusive Excellence promotes student, faculty, and staff success."

We look forward to all that Dorianne accomplishes here in DDIE!
Quote: Do unto those downstream as you would have those upstream do unto you.

"Of course, this is just an agrarian spin on what people often refer to as the “Golden Rule.” But I think it’s a take with a lot of applications. A farmer may hope that the farmer upstream is careful in how much water they use and that they don’t pollute it with runoff or chemicals. And that is what he owes to the people downstream as well.

We’ve all had leaders who have abused responsibility or power. No one likes to work for that sort of person. But I want those whose work I support to receive from me the same kind of leadership I most desire. And I’m lucky here at KSU to report to truly fantastic leadership, who treats me with respect and dignity, and whose guidance is supportive and empowering. I feel like I owe that to people who look to me for leadership, whether in my department or as part of the Disability Access Coalition. Because of that, my goal is always to provide space for vision, open discussion, and a structure to allow our teams to exercise their strengths and follow their passion so that they can feel good about the work they do, just like I do."

Jason Rodenbeck, Assistant Director of Web Accessibility
I am so excited to serve KSU in this new role. I look forward to bringing thoughtful training, helpful resources, and innovative ideas to our campus community.

I look forward to partnering with people around campus to build, together, the kind of KSU that we all want to be a part of; a KSU community that is kind, thoughtful, compassionate, inclusive, and equitable. I hope you’ll join me in building the best KSU possible!

I hope you’ll take advantage of workshops, resources, and the wealth of cultural opportunities around campus to learn more about yourself and others, as well as how to be a strong leader, helpful colleague, and reflective guide for students and coworkers.

If there is a way that I or the DDIE office can help support your good work, please don’t hesitate to reach out.

Warmest regards,

Jaime Fulsang
The Diversity Ambassador Program is ready to empower KSU students through Inclusive Education

Established in 2019, the Diversity Ambassador Program (DAP) was created to expand the student reach of the Division of Diverse and Inclusive Excellence. These ambassadors serve as advocates for DEI, raise awareness, and provide a unique experience for students who wish to take an active role in creating an inclusive culture and community at KSU.

This year, DDIE welcomes four extraordinary students to the program, who are ready to create an environment of inclusivity and belonging for all KSU student through trainings and workshops on subjects like cultural competence, equity, microaggressions, and more.

Meet your 2023-2024 Diversity Ambassador Cohort!

Dana London
A rising senior, majoring in accounting here at Kennesaw State University. She currently occupies a variety of student leadership roles, serving as the Lead Administrative Assistant of the Carmichael and Wilson Student Centers, as a Flight Crew Ambassador, as a member of the Michael J. Coles Student Advisory Board, and as an executive board Ambassador for Student Success.

Jordan Tolbert
A second-year student studying business with a concentration in marketing. He is a member of African American Male Initiative, the Marietta Activity Council, and Thrive, a Strategic Outreach and Diversity Initiative program created to help HOPE scholar students succeed in their college careers.

Lyric Love
A third year Sociology Major with a minor in Legal Studies at Kennesaw State University. Post undergrad, Lyric plans to attend law school in pursuit of a career as a criminal defense attorney.

Diya Patel
A sophomore majoring in Psychology with a pre-medicine concentration. Hailing from an Indian Tanzanian background, she passionately advocates for inclusivity and diversity, serving as a diversity ambassador.
Whether just getting started or a diversity warrior, these resources are sure to encourage, inform, and motivate you to support diverse excellence here at KSU and beyond!

**READ** - THE POWER OF MOMENTS

**WATCH** - WHY WE HAVE TOO FEW WOMEN LEADERS

**LISTEN** - REAL TALK: DIVERSITY IN HIGHER ED

CONTACT US AT KSU.DIVERSE@KENNESAW.EDU