Hello KSU and Happy Women’s History Month!

My name is Dr. Johniqua Williams, and as Deputy Chief Diversity Officer, I want to officially introduce myself to the Kennesaw State community!

As your Deputy Chief, I value creating an inclusive environment for faculty, staff, and students, through strategic recruitment, training sessions, and culturally competent activity planning. I’m committed to enthusiastically collaborating with others to transform campus and community cultures through tactful and deliberate initiatives that holistically impact diversity.

As we celebrate and honor Women’s History Month, I think about being a woman and the responsibility I have to represent and advocate for other women in this space. I am reminded during this great month of celebrating women, that I have work to do to leave my mark in history.

Women’s History Month empowers women around the nation with courage, self-esteem, and willpower to walk in our ancestors’ footsteps. Women’s History also inspires current and future generations to emulate the women who laid the framework for us to succeed, be treated equitably and be recognized in society.

I look forward to working with you all, as we grow in making KSU a welcoming and inclusive environment for all!

Sincerely,

Dr. J. Williams
Deputy Chief Diversity Officer
In recognition of her commitment to her students and colleagues, Kennesaw State University associate professor Darlene Xiomara Rodriguez received the national 2022 Excellence in Mentoring Undergraduate Research in the Social Sciences Award.

Rodriguez, who takes pride in helping her undergraduate students flourish in research that they are passionate about, was presented the award by The Council on Undergraduate Research, the leading organization that champions high-quality mentored undergraduate research and scholarship. On the achievement Rodriguez said, “I’m humbled and honored that things that people might never see - like opening my home and my heart to my students and seeing them become my colleagues - are being recognized at this level.” She added, “Dr. Rodriguez takes the time to understand different perspectives and is intentional with making sure that I have the knowledge and skills to also help others. She is encouraging and motivational. Her dedication to her work and students is an inspiration of what it is to be a mentor.”

Rodriguez credits the many high school, dual-enrollment and undergraduate students she mentors with making her as successful as she is in her mentoring role.

We at KSU are proud of Professor Rodriguez, and this stellar accomplishment.

Professor Darlene Rodriquez earns National Mentoring Award

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Coach Abdur-Rahim Named Coach of the Year

It's been a historic season for Kennesaw State men's basketball, and the Owls were rewarded for their championship performance as Amir Abdur-Rahim became the first in school history to be named ASUN Conference Coach of the Year.

Abdur-Rahim received the league's top coach accolades after taking an Owl team picked eighth in the preseason coach's poll to the top of the league with a 15-3 record in the ASUN, which earned KSU the No. 1 seed in this week's ASUN Tournament. The previous best finish for the Owls in the ASUN was a tie for fourth in the 2016-17 season. Continued on page 3.
While pursuing music education in 2019, youtuber Joselle Buadoo was diagnosed with Quervian's Tenosynovitis, which affected the tendon in her thumb. The diagnosis forced her to take a long break from playing and creating music, which meant that she could no longer jam in the philharmonic orchestra. To find her wings again, Buadoo went on a journey of self-discovery where she discovered the School of Communication and Media. Through the Adobe Creative Jam competition, Buadoo found another outlet to express her creativity and still jam.

On the competition, Buadoo said it helped her find her “wisdom” and venture outside of her comfort zone. “This is a way I can still use my hands to do something and create something,” said Buadoo.

The 2022 competition received a record-breaking 200 submissions. Kennesaw State University has hosted the Adobe Creative Jam since 2021. All students, regardless of their major, can participate in this competition. The competition presents a theme each year, which students are supposed to solve. The Adobe Creative Jam competition is beneficial in many ways as participants have the chance to win awards, build their resume, and gain experience.

“You dig deeper inside of yourself,” said Sarah Johnson, a senior lecturer at KSU and organizer of the Creative Jam. “And at the end of that, you create better work because you have such a personal connection to it. It is so empowering for students.”

To learn more about the competition, or sign up for the 2023 Adobe Creative Jam, visit here!
Women’s History Month is dedicated to celebrating the contributions of women in history, culture, and society.

Women’s History month has been observed since 1987, when it first started as a weeklong celebration organized by the school district of Sonoma, California in 1978. In 1980, President Jimmy Carter issued the first presidential proclamation during the week of March 8 as National Women’s History Week. Seven years later, the National Women’s History Project successfully petitioned Congress to expand the event to the entire month of March.

The National Women’s History Alliance designates a yearly theme. This year’s theme is “Celebrating Women Who Tell Our Stories.” This theme recognizes “women, past and present, who have been active in all forms of media and storytelling including print, radio, television, stage, screen, blogs, podcasts, news, and social media.”

You can celebrate Women’s History Month in a variety of ways, including exploring the history of women’s rights, educating yourself on the issues women still face today, supporting women-owned businesses and much more!

To learn more about Women’s History Month and this year’s theme, visit nationalwomenshistoryalliance.com.
Presidential Inclusive Excellence Awards

RECOGNIZING DIVERSITY & INCLUSIVE EXCELLENCE AT KENNESAW STATE UNIVERSITY

NOMINATIONS NOW OPEN

APPLICATION DEADLINE APRIL 3, 2023

For More Information Visit: www.diversity.kennesaw.edu
Kennesaw State students Gabrielle Jones and Summer Williams just made history!

In the Fall 2022, Jones and Williams, co-head peer leaders for the Strategic Outreach and Diversity Initiatives (SODI) office's Thrive program, learned no students had completed Scrappy's Bucket List (SBL), so they set out to become the first.

"I love a challenge," said Jones. "Summer and I decided then and there that we would be the first." Over the next few weeks, the two friends began plotting events they needed to attend and selfies they needed to take to cross off items on the list. SBL activities include attending a Homecoming event, snapping a selfie at Fifth Third Bank Stadium, attending a Diversity Week program, and joining a registered student organization. Students can track their progress by swiping their Talon Cards at events and uploading the selfies to an online portal.

Jones and Williams admit some of the more difficult items on the list were taking photos with specific people, like President Schwaig and Vice President of Student Affairs Eric Arneson, and finding hidden gems, like the concrete canoe on the Marietta Campus.

"Scrappy's Bucket List was created to get students involved and discover transformative experiences outside the classroom," said Arneson. "Summer and Gabrielle completed many of the 63 items on this list together, which showcases their friendship and drive to create a memorable college experience here at Kennesaw State University."

Jones and Williams encourage all students to check out the list and use it as a guide for a fulfilling Kennesaw State experience.

"Scrappy's Bucket List is a great way to get involved and get to know KSU better," Williams said. "When I came to college, I felt a little out of place because it was a new environment with so many new people. SBL is a great way to get out of your comfort zone and meet new friends!"

Students earn rewards when they complete 10 percent, 25 percent, 50 percent, 75 percent, and 100 percent of SBL. The final prizes for completing all 63 items, a number chosen to mirror Kennesaw State's founding in 1963, are a coveted graduation cord and challenge coin.

"The best parts about completing all 63 things were getting to know both campuses better and meeting people I never would've met without Scrappy's Bucket List," Williams said, noting that meeting President Kathy Schwaig at a Homecoming event and taking a selfie together was one of her favorite things on the list.

"Another great thing about exploring those areas of the Kennesaw and Marietta campuses was I got to see places I'd never been to, and most of the time I brought friends along with me," Jones said. "It was not only fun, but it was a bonding experience!"
Congratulations Summer & Gabby!
DIVERSE AMBASSADOR PROGRAM PRESENTS

STUDENT D.E.I. BASICS TRAINING

- Identify definitions and applications of key terms in connection with diversity, equity, and inclusion
- Analyze the ways our personal identities and views can impact our responses to cultural ideologies and perspectives
- Test and apply understanding of definitions through engaging activities and scenarios
- Receive tools and resources to promote an inclusive environment

For more information, contact, Ellori White, @ewhit117@kennesaw.edu
INVESTING YOUR TIME TO MAKE CONSCIOUS DECISIONS IN THE FUTURE

We've all heard that financial intelligence requires knowing how to spend your money. The problem with time is that, unlike money, it is finite. We each have 24 hours in the day and must divide that precious time between personal, physical, professional, and familial commitments. We can't borrow extra hours from a credit card or bank. We must work with the 24 hours that we have.

When we tracked our time over a week, we were shocked by how much time we were spending on service and teaching and how little we were spending on writing and research, despite knowing that our publication records were the primary criteria for promotion and tenure at our respective institutions.

Understanding how you spend your time each week (not in your imagination, but in reality) will help you to decide if you are investing in things that will pay off in the long run or spending it on things that offer immediate gratification but no long-term interest. And more importantly, you must know how you're investing your time today to make conscious decisions about how you will spend it in the future.

1. **Track your Time**: keep track of how you spend your time this week. If you are feeling exhausted, frustrated, and I-don't-even-know-how-I'm-gonna-make-it-to-Spring-Break tired, then try starting this week by simply tracking your time.

2. **Evaluate Your Data**: Once you have a week’s worth of data, tally up how much time you spend on research, teaching, and service when you sit down for your weekly planning meeting.

3. **Rethink Your Time Expenditures**: Only you can determine if you're satisfied with how, you are spending your time each day, but if you're unhappy, exhausted, and feel like you're not moving forward, then it might be time for a check-in.

To learn more on how to manage your time, visit Are you Maxed Out?

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SUCCESS WITH YOU IN MIND

UPCOMING NCFDD TRAININGS & EVENTS

- **Mastering Academic Time Management**
- **What I Wish I would have Known before earning Tenure**
- **Summer 2023 14-Day Writing Challenge**
On February 13, 2023, the Division of Diverse and Inclusive Excellence announced the online version of their highly requested Inclusive Hiring Training. The training, which was primarily taught by a member of the division, is now available to all faculty and staff members who are eligible to participate in the hiring process. Additionally, the training only needs to be taken once annually and participants will receive a certification upon completion.

To access the inclusive hiring training:

- Follow this link to access the KSU Inclusive Hiring Training channel: [https://share.percipio.com/cd/HFIBa14IA](https://share.percipio.com/cd/HFIBa14IA)
- If prompted, log in with your KSU NetID and password.
- Click Watch to start the inclusive hiring training.
- Once complete, follow the directions below to download your completion certificate.
  - Click your name to open the Personal Profile
  - In the dropdown menu, click Activity.
  - The Activity page will load. Locate the completed Inclusive Hiring Training.
  - Click the Download Certificate button next to the course you wish to access a certificate of completion. Follow your device’s download settings to view and print your certificate.

If you have any issues with accessing or completing the training, please [click here for help](https://share.percipio.com/cd/HFIBa14IA).

If you experience any technical issues with the training module, please contact the KSU UITS Service Desk at (470) 578-6999 or email service@kennesaw.edu.
LEADING THE WAY

STAFF HIGHLIGHT – Abigail Flagg

For Women’s History Month, we are proud to highlight Abigail Flagg, who serves as the Program Coordinator for the Women’s Resource Center, Cultural & Community Centers!

Within the Women’s Resource Center, Abigail develops and implement a wide range of programs and services aimed toward women’s empowerment, leadership development, health promotion, and interpersonal violence prevention, education, and crisis support. When it comes to making an impact on her students, Abigail said, “I let my students guide me.” She continued, “the programs I implement are usually in reaction to students’ wants or needs, and I develop strategies to meet them. I hope to provide opportunities for students to build meaningful connections, access support, and develop practical, emotional, and relational skills in their lives.”

As a part of the Cultural and Community Centers, diversity, and inclusion both play key roles in Abigail’s daily work. On the importance of DEI, Abigail believes that students can reflect, grow, and thrive when they feel supported and seen. She added, “As a woman, LGBTQ-identifying professional, it’s important to me as well that I see my own identities in my peers, mentors, and leaders.” She added, “Continued DEI work in higher education is vital in order to secure the success and wellbeing of our students, staff, and faculty, and ensure that we reflect the diverse identities, communities, and experiences in the world around us.

LEADER LINES

EACH MONTH YOU CAN LOOK FORWARD TO A SHORT QUOTE OR MESSAGE THAT HAS A SPECIAL MEANING FOR ONE OF OUR KSU LEADERS.

THIS MONTH’S QUOTE COMES FROM CHIEF ADMINISTRATIVE OFFICER, TRICIA CHASTAIN!

“It is impossible to begin to learn what you think you already know” – Epictetus

“I have so many favorite quotes but this is one I ran across recently that really motivated me as a leader and a colleague. It speaks to the risk of making assumptions about other people and situations and to the peril of assuming you are the smartest person in the room. And, in a more positive light, this quote reminds us to always remain curious and open to new ideas. My experience has been that the more you learn, the more you realize you don’t know!”

SODI Welcomes Ana Torres

The Division of Strategic Outreach and Diversity Initiatives continues to grow as they welcome Ana Torres as the Program Coordinator for Hispanic/Latino Outreach and Leadership in Academics.

After attending Kennesaw State for both undergrad and graduate school, Ana began working professionally at KSU, in Enrollment Services in 2016. After gaining tremendous experience, Ana sought to combine her passion and experience, which landed her in SODI. On her new role, Ana shared, “I am so excited to be in this role! I am really hoping to make a difference with the students in the program and provide them with as much support possible.” She added, “the Hispanic community hits really close to home and I know a lot of these students are first generation. I hope to be able to provide them with an easy transition into college.”

The Hispanic/Latino Outreach & Leadership in Academics (HOLA) Program (formerly RRPG Program) provides dedicated cultural resources, academic support, mentorship, special assistance, and financial aid access uniquely tailored to the needs of this student population, while developing a sense of familia. To learn more about this program, please visit us here!
The Division of Diverse and Inclusive Excellence
Spring 2023 Virtual Trainings

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<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Time</th>
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<tbody>
<tr>
<td>FEB. 22ND</td>
<td>Cultural Competence</td>
<td>12:00 PM - 1:00 PM</td>
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<tr>
<td>MARCH 2ND</td>
<td>Inclusive Community Building</td>
<td>1:00 PM - 2:00 PM</td>
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<tr>
<td>MARCH 27TH</td>
<td>Inclusive Community Building</td>
<td>12:00 PM - 1:00 PM</td>
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<tr>
<td>APRIL 7TH</td>
<td>Fostering Respect and Civility</td>
<td>9:00 AM - 10:00 AM</td>
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<tr>
<td>APRIL 24TH</td>
<td>Fostering Respect and Civility</td>
<td>12:00 PM - 1:00 PM</td>
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<tr>
<td>JUNE 5TH</td>
<td>Reflective Structured Dialogue</td>
<td>12:00 PM - 1:00 PM</td>
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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 - MEN EXPLAIN THINGS TO ME

WATCH - THIS CHANGES EVERYTHING

LISTEN - UNDER THE SISTERHOOD

CONTACT US
KSUDIVERSE@KENSESAW.EDU