

State of the University

- Faculty in the College of Education have established multiple externally-funded programs to recruit and prepare minority students to become educators, and they have selected Dr. Lauren Johnson as Assistant Dean for Diversity to coordinate diversity training within the college.
- This year, we have been awarded a grant through USG's African American Male Initiative .
- Through collaborative efforts across the university, we are reviewing recruitment, hiring and training practices to help diversify university faculty and staff.
- In 2015, I established the position of Advisor to the President on Diversity, and, in 2019, we broadened the responsibilities and hired Dr. Pablo Mendoza as Director for Diversity and Inclusion. In that role, he provides leadership and advances diversity and inclusion efforts across the university. This year, he will lead the development of a Diversity Action Plan for UNG.

I read an article recently that suggested three zones of action– the Head, the Heart and the Hands. These are important as we consider how to promote equity and inclusion. With our heads, we can learn about perspectives and experiences other than our own. With our hearts we can affirm and care for marginalized members

commitment and service to those in need in our communities; and your love, respect and care for one another. I am confident that our commitment to our core values will define our actions and carry us forward.

Unlike many other institutions across the country, we are in a position of strength. As we enter this academic year, we do so knowing that we are prepared to fulfill our mission in extraordinary circumstances.

The days ahead may not be easy, but the University of North Georgia is standing optimistic about our future. I am grateful for the invaluable support and leadership from so many in our university community.

I take my role as president of this fine institution very seriously. We face challenges ahead but I pledge to be transparent, to keep you informed and to keep the best interests of the university in mind.

Thank you, again, for your devotion to excellence. I am profoundly grateful to each of you for what we are able to achieve together.

I wish you all a safe and healthy semester filled with success.

Thank you.

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