

# The SACS Reaffirmation Process And the Quality Enhancement Plan

The entire Clayton College & State University campus has been engaged in the SACS reaffirmation process for the past several years. As part of that process, the University's Compliance Report was submitted for review by a SACS off-site committee in August of 2003. The University's Quality Enhancement Plan (QEP) was completed and sent to the SACS on-site committee in February 2004. The on-site committee visit will take place April 12-14, 2004. Details of the entire reaffirmation process and the Quality Enhancement Plan can be found on the Provost's web site at <http://adminservices.clayton.edu/provost/S.A.C.S/default.htm>. However, everyone on campus needs to know, at the very least, what Q.E.P. stands for.

The title of the QEP is "A Plan to Improve Student Academic Success at Clayton College & State University." The focus of the Plan is the improvement of student academic performance through the enhancement of faculty/staff awareness and development. This focus comes in part from the mission of the University. Since its inception, the Institution's mission has been to facilitate "continuous education and growth as a result of ongoing assessment of learning." The fact that it is a student-centered, teaching institution is what sets Clayton College & State University apart from other universities in the Atlanta area. It is the faculty's accessibility and dedication to students that draws them to this campus and makes them want to complete their programs of study here. This commitment to teaching and learning is the bedrock upon which the QEP is built.

The exact focus of the QEP came from a process that involved input from the entire campus community, including students, faculty and staff. This process revealed the widely held perception that student retention is not at a level that is appropriate for the nature and mission of the Institution. An analysis of institutional data indicated several contributing factors, not the least of which is a paucity of baccalaureate degree programs. The data indicated that the Institution can most effectively improve student retention by focusing on student success through improvement of: (1) communication across campus; (2) faculty, staff, and student support; and (3) classroom practices.

Based on these results, the QEP seeks to facilitate creation of faculty/staff awareness and development efforts that address student engagement and success in the classroom, methods of academic intervention to support student performance, and academic advisement and mentoring. The plan empowers faculty and staff with the attitudes and tools necessary to improve student engagement and success.

Data have been gathered through national and local instruments, and a five-year schedule for faculty development activities in the area of student engagement and success has been created. Plans are in place to streamline the advisement process and to introduce interested faculty and staff to the basics of mentoring students. A plan is being devised to alert faculty and staff regarding student support and intervention processes and to create mechanisms by which "at-risk" students are channeled toward appropriate sources of assistance. Clayton State already has in place a strong Center for Academic Assistance, an orientation course for first-year students, cluster registration, and recitation sessions for historically difficult courses. The QEP builds upon and expands those programs.

## Quality Enhancement Plan Themes and Goals

### Theme 1: Student Success and Faculty Development

- Goal 1: To establish ongoing faculty development programs related to student success.
- Goal 2: To implement instructional strategies that promote student success.

|                                  |    |
|----------------------------------|----|
| <b>Inside</b>                    |    |
| <hr/>                            |    |
| <b>Departments:</b>              |    |
| Alumni Development .....         | 2  |
| Across the Campus .....          | 4  |
| Life's Transtions .....          | 8  |
| Jobs!Jobs! Jobs! .....           | 9  |
| HR Corner .....                  | 10 |
| Trivia Time .....                | 11 |
| Sports .....                     | 12 |
| <br><b>In This Issue:</b>        |    |
| Student Collegiate Honor .....   | 3  |
| Financial Aid Scholarships ..... | 6  |
| Rosser Honored .....             | 7  |
| Hampikian Joins                  |    |
| Innocence Board .....            | 8  |
| Casey to Write Book .....        | 8  |
| <hr/>                            |    |

## ***Alumni/Development Page***

# **Clayton State to Honor Former Director of Career Services Peggy Gardner**

by John Shiffert, University Relations

The Clayton College & State University Foundation is starting a special initiative to honor the founder of the University's annual The Career Expo, former Clayton State Director of Career Services, Peggy A. Gardner.

With the support of the Clayton State administration and Gardner's many friends and colleagues, including several long-time Career Expo supporters, a special fund-raising effort to create the "Peggy Gardner Career Center" at Clayton State was inaugurated this past week, in conjunction with The Career Expo.

The goal for the Peggy Gardner Career Center is to raise at least \$50,000 to go to the Clayton State Endowment, with proceeds being used to enhance the mission and traditions of excellence at Clayton State.

Gardner served Clayton State from October 1982 until January 2000, first as a Job Placement Counselor, then as Director of Placement and Cooperative Education, and finally as Director of Career Services from 1988 to 2000. It was in this latter position that she created The Career Expo - originally known as Business in Review. Among the highlights of her time at Clayton State, in addition to Career Expo, are three significant "firsts" for Clayton State; the first college in the nation to house an airline work program on campus, the first University to install the Georgia Department of Labor's Job Information System for students, and the first college in the State of Georgia to house an on-campus student Air Traffic Controller Co-op program with the FAA. Gardner was also chosen by her peers to receive the 1997 Georgia Association of Colleges and Employers (GACE) Founder's Award for service to her profession.

After "retiring" from Clayton State, Gardner wasn't through with serving the University System of Georgia, or two of its most important constituents... the students and employers of Georgia. She was asked by the University of Georgia to analyze and re-organize their Department of Career Services as Interim Director from June 2000 until September 2001. Now "officially" retired, she resides in Union Point, Ga.

"We have asked Peggy's colleagues and friends to contribute towards this project in honor of Peggy, to help create a lasting tribute to her at Clayton State," says Vice President for External Relations Dr. Bryan P. Edwards.

All donations to the Peggy Gardner Career Center are tax deductible, and donors will receive special recognition. ■



## **President's Gala April 3**

The Clayton College & State University Foundation cordially invites you to attend the 2004 President's Gala, "Foundations for the Future...Shades of Tomorrow."

This black-tie event will be held Saturday, Apr. 3 at the Georgia International Convention Center in College Park. The reception will begin at 6 p.m., followed by dinner and celebration beginning at 7 p.m.

The program this year focuses on the future of Clayton State, and will be an interactive light/sound production, featuring Clayton State students as much as possible. Proceeds from the event will benefit the Foundation's student scholarship program.

An excess of 200 people are expected to attend this special evening in support of Clayton State. Individual tickets are \$150 each. For more information and to register on-line, go to <http://adminsivices.clayton.edu/foundation/gala04.htm> or call the Office of Development/Alumni Relations at (770) 961-3580. ■

## **Smith Staff Award Finalists Named**

The Alice Smith Staff Award Subcommittee has announced this year's nominees... Debye Baird - Client Support Services coordinator for The HUB; Dolores Cox - communications coordinator, the Office of University Image and Communications; Thomas George - assistant director of Human Resources & Services; Melody Hodge - director of Financial Aid; and Gid Rowell - Sports Information Director.

According the subcommittee chair Alina Brooks, the next step in the process of selecting this year's Alice Smith Staff Person of the Year is for the nominees' fellow staff members to visit <http://adminsivices.clayton.edu/development/SmithAward.htm> to add additional comments that will help the subcommittee choose the next staff member of the year. The deadline for posting comments if is Monday, Mar. 22 at noon. ■

## Here's to a Healthy U! Clayton State's 2004 University Health Fair

On Wednesday, Mar. 24, Clayton State's Nurse Managed Clinic, School of Health Sciences, Women's Awareness Committee, Office of Diversity Service and the Medical Assistant Association will present the annual University Health Fair in the Student Center Food Court from 10 a.m. until 2 p.m.

The health fair is free and open to the public and will provide health education information and screening to students, staff, faculty and the Clayton State community as part of the University's Women's Awareness celebration in conjunction with Women's History Month.

Free health education information will be available from the following vendors; Aid Atlanta, Clayton State Office of Counseling and Career Services, Clayton State's SmartBodies fitness and wellness center, Five Points Family Practice, Life Link Organ Donation, Herbal Life, National Mental Health of Georgia, Southern Regional Medical Center Women's Center, The Clayton County Board of Health & Nutrition Services, University Rideshare, Clayton State Dental Hygiene Clinic, SisterLove.

Health screenings will be provided courtesy of: Kaiser Permanente - blood pressure screening; The American Diabetes Association - blood sugar check; The Sickle Cell Anemia Foundation - sickle cell test; Aids testing on site by The Clayton County Department of Health. For a \$5 fee, cholesterol screening will be conducted by the Nurse Managed Clinic.

In addition, mini massages will be provided by Bella Donna Salon & Spa and SmartBodies.

Since the Health Fair is part of the University's Women's Awareness celebration, special emphasis will be placed on women's health issues, with information from; Healthy Moms/Healthy Babies, LaLeche League of South Fulton; Mary Kay Cosmetics; Metro Atlanta recovery; Planned Parenthood; The Clayton County Department of Health and Women Wellness Women's Crisis Center.

For additional information concerning the University Health Fair, contact Terrilyn Lemons, instructor of Nursing at the Clayton State Nurse Managed Clinic, at (770) 961-3459. ■

## Clayton State Student Receives Highest Honor At Collegiate Conference

by Lauren Baker, University Relations

Clayton State honors student Rebecca Daniel was elected student vice president - the highest elected position available to students - at the Georgia Collegiate Honors Conference held recently at Savannah's Armstrong Atlantic State University.

"I was very excited and a bit surprised to be elected," shares Daniel, who has participated in the Clayton State Honors Program for two years. "This is very important to me."

As vice president, Daniel will represent Clayton State at planning meetings, host committees, and be directly involved with coordinating the 2005 conference. The two-day themed convention will incorporate academia and entertainment, hosting approximately 150 honors students from 14 Georgia colleges and universities.

"This year I'll have more responsibility than normal, because we're having the 2005 conference at Clayton State," shares Daniel, already in thought about a theme for the coming convention. This will be the second time Clayton State has hosted the Georgia Collegiate Honors Conference.

"Rebecca is the third vice president to be elected from Clayton State in the nine years of our program's existence," shares Dr. Gene Hatfield, director of Clayton State's Honors Program. "Coupled with the fact that Clayton State is hosting the conference, this is a great way to celebrate the 10<sup>th</sup> anniversary of Clayton State's Honors Program."

Not only is the Honors Program proud of Daniel's election, but Daniel is also proud and appreciative of Clayton State's Honors Program.

"Honors has offered me many opportunities, such as this vice presidency, that normally would not have been available," says Daniel. "The Program has given me a lot of experience working with other people and being a leader. I think these are skills that are important for the future."

Prior to being elected vice president of the Georgia Collegiate Honors Conference, Daniel served as president, vice president, and chaired various committees within Clayton State's Honors Program.

A junior in Clayton State's biology program, Daniel anticipates graduation in spring 2005 and plans to attend medical school immediately thereafter. She is involved in her local church and enjoys spending time with family. ■

# Across the Campus

## Academic Affairs

Professors and administrators from across the state recently converged on the Clayton State campus to attend the Third Annual Georgia Consortium for International Studies. Some 35 academics met in the Harry S. Downs Center for Continuing Education and presented papers on the 2004 theme, "Into the Classroom: Incorporating Faculty Seminars and Teaching Abroad into the Curriculum." The consortium provided a place to share international experiences with Georgia colleagues, and to show how they have used their foreign experiences in the domestic classroom. The Third Annual Georgia Consortium for International Studies was sponsored by the Georgia Consortium for International Studies and the University System of Georgia. Clayton State has hosted the event for three years and will host the symposium again in March 2005.

## Arts & Sciences

Look at this! Robin Kemp (English) and Dr. Kathryn W. Kemp (History) are both in the new 4-vol. set of the Oxford Encyclopedia of American Literature. Robin (Kay's daughter) wrote about Kate Chopin and William Stafford; Kay wrote about J. Hector St. John de Crevecoeur and Alexis de Tocqueville ("Democracy in America!") No copy at the Clayton State Library (yet), but KSU has one. Jay Parini edited the series.

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Clayton State hosted the Georgia Council for the Social Studies' (GCSS) annual Social Studies Fair on Saturday, Mar. 20 in the University's Athletics & Fitness Center. The Social Studies Fair began with a welcome by Dr. Eugene A. Hatfield, professor of History and head of the University's Department of Social Studies. A total of 93 projects, representing 121 students, were entered in the contest by the directors of the six Regional Fairs previously held throughout the state. The format for the fair involved students researching topics in six social studies disciplines — history, geography, sociology/social psychology, political science, anthropology, and economics — and advancing through local and regional contests to the state contest. The judges represented a variety of organizations associated with the field of social studies.

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On Friday, Mar. 12 Clayton State hosted the regional Georgia High School Association Literary Meet with students from Carver High School of Columbus, Fayette County High School, Lovejoy High School, McIntosh High School, Newnan High School, Riverdale High School and Starr's Mill High School.

## Athletics

In a match-up between the sixth and eighth-ranked teams in the nation and two of the top two teams in Peach Belt Conference women's tennis, it came down to the final set in the final singles match of the day. Columbus State's Suzanne Visagie defeated Clayton State's Elizabeth Syrova at No. 3 singles in a three set affair to give the eighth-ranked Cougars a 5-4 victory over the sixth-ranked Lakers. After falling 6-2 in the first set, Syrova battled back to win the second set 6-4 before falling 6-3 in the third. Clayton State led 4-1 in the match, winning two of the doubles matches and captured two quick points in singles before Columbus State came storming back to pull off the upset. The loss drops Clayton State to 6-3, while Columbus State improves to 10-2 on the year.

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Jess Shirley fired a 1-over par 143 to tie for third in the 2004 Richard Rendleman Invitational at the Country Club of Salisbury in Salisbury, NC. Shirley, a senior, shot a 1-under par 70 in the second round of the event, after shooting a 2-over par 73 on the first day. He finished four shots off the lead and his round of 70 was the third best round of the tournament. As a team, the Lakers finished 10th in the 15-team event with a two-round team score of 616. Behind Shirley's two-round total, which ranked in the top-10 all-time at Clayton State, freshman Matt Beall tied for 39th with rounds of 75 and 79. Senior Sergio Prieto tied for 42nd with rounds of 79 and 76, followed by sophomore Steve Sanders tying for 71st with rounds of 85 and 79. Sophomore Jimmy Beebe tied for 78th with rounds of 89 and 84.

## Auxiliary Services

Your LINX Card is changing . . . Auxiliary Services has begun the process of renaming and redesigning the official Clayton State ID Card to better represent the University, its students, faculty, and staff. Go to <<http://auxiliaries.clayton.edu/linx/NewID.htm>> for

more information.

## Biology

Clayton State Associate Professor of Biology and author Dr. Greg Hampikian got a chance to appear on his favorite television show when he journeys to the Athens-Clarke County Library on Mar. 14 to be interviewed by "C-SPAN Books." Hampikian was the program's guest author along with Calvin Johnson, Jr., his coauthor for "Exit to Freedom." Published by the University of Georgia Press, "Exit to Freedom" is the acclaimed story of Johnson's exoneration for a crime he didn't commit through the use of DNA evidence - the first such case in the State of Georgia. Hampikian did the introduction for the program and his coauthor. The airdate for the program has not been announced.

## College of Information & Mathematical Sciences

CIMS-IT faculty member Robert Marcus, assistant professor of Information Technology, successfully defended his title as Clayton State Intramural Ping Pong Champion in Friday, Mar. 19's championship event held in the Student Center.

## Campus Life

Videos are available for your review of "Transforming Student Life into Campus Life" presentations by candidates for Vice President for Campus Life Dr. Patricia Swatfager-Haney, Dr. Kevin Rome, and Dr. Leslie Bates. Dr. Walter Kimbrough has withdrawn as a candidate. Evaluation forms for candidates you were able to see (or view video) are due no later than Tuesday, Mar. 23 at noon. Please see Sabrina Williams in the Provost's Office to check out videos and submit evaluation forms. One more candidate will visit campus on Monday, Mar. 22, Dr. Richard Chapman. You are invited to attend Dr. Chapman's presentation on "Transforming Student Life to Campus Life" at 2 p.m. in the Harry S. Downs Continuing Education Center.

## Campus Store

The Campus Store's Book Buy Back is scheduled for: Apr. 30, 8 a.m. to 4 p.m.; May 3, 4, 5 from 8 a.m. to 8:30 p.m.; and May 6

# Across the Campus

from 8 a.m. to 6 p.m.

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Clayton State's Jostens' Representative will be in front the Campus Store on Mar. 22 from 11 a.m. to 3 p.m. and Mar. 23 from 3 p.m. to 6 p.m., taking orders for Caps, Gowns, Announcements, and Rings (she always has great discounts on Rings while she is on campus). Faculty and Staff regalia rental orders are being taken at the Campus Store 8 a.m. to 8 p.m., Monday through Thursday, and 8 a.m. to 2 p.m. on Fridays. If you refer to purchase your regalia, the Campus Store can take your order. If you have any questions please call Linda Campbell at ext. 5164.

## Mathematics

Dr. Anthony J. Giovannitti, professor and head of the Department of Mathematics attended the annual meeting of the Academic Advisory Committee on Mathematical Subjects held at South Georgia College on Feb. 26-27, the Valdosta State University Confernece on Technology in Mathematics on Feb. 27, and the Academic Administrator Workshop held at the University of Georgia Continuing Education Center on Mar. 4-5.

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Department of Mathematics wants to welcome back Jelinda Spotorno from her maternity leave. Spotorno gave birth to Molly Larue on Jan. 6 at 4:20 p.m. Spotorno's classes were covered during her leave by Beverly Powers and Nathan Blue.

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Faculty members Annita Hunt, Nathan Borchelt, and Weihu Hong represented Clayton State at a workshop on Assessing the Undergraduate Program in Mathematics from Mar. 5 to Mar. 8. The workshop was hosted by High Point University in High Point, N.C. This was the first of three workshops that will take place over the next two years and Clayton State is one of 28 institutions from around the country selected to participate. During the workshop, the team from Clayton State made a presentation on the status of the department's assessment plan for its undergraduate majors. The workshops are sponsored by the Mathematical Association of America with support from a National Science Foundation grant. For more

information on the workshops go to <http://www.maa.org/prep/#haver>.

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On Feb. 27, Dr. Weihu Hong gave a presentation at the Ninth Annual Valdosta State University Mathematics Technology Conference. His presentation was called "RSA Cryptosystem and its Applications." During his presentation he demonstrated an encryption program he created using Visual C#, which can be used to visualize the process of encryption/decryption in the classroom.

## Music

The Music Department is hosting its Spring Semester Honors Recital on Tuesday, Mar. 30, at 7:30 p.m. at Spivey Hall. The event is free and open to the public. This semester's performers, selected by the faculty of the Music Department through auditions, are Seth Davis, Yun Ju Chun, Lacy Griffin, and Lindsey Huether, pianists, and Andres Silva, violinist. Douglas Wheeler, Music Department head says, "These students have worked very hard for this honor. We are proud of these students and their artistic accomplishments. We hope you will join us at the recital, thereby supporting them and encouraging them in their musical endeavors."

## Public Safety

Clayton State's Third Annual Transportation Fair and Environmental Awareness Day was held on Tuesday, Mar. 16, between 11 a.m. and 5 p.m. in the Student Center Cafeteria. The event featured environmental engineer Evan Quintero, part of the state Environmental Protection Division (EPD), who discussed alternate fuel vehicles, and Sierra Club Regional Conservation Coordinator Genie Strickland, who presented a slide show concerning the destruction of the Southeastern Appalachian Forest and protecting woodlands.

## School of Technology

The spring 2004 meeting of the Clayton College & State University School of Technology Advisory Committees will be held on Thursday, Mar. 25, at 8 a.m. in the University's Technology Building. Following a continental breakfast and a brief opening session, each sub-committee will meet

to review programs and plans for their particular program. The Advisory Committees meet twice per year to provide input and feedback on the programs in the School of Technology. The committees consist of experts in the School's various fields of instruction, employers who hire graduates, current students, and graduates of School of Technology programs.

## School of Business

Volunteer Income Tax Assistance (VITA), the Clayton College & State University's Accounting Club's 14<sup>th</sup> annual effort to help take the stress out of your income taxes, returned on Saturday, Mar. 13 and Saturday, Mar. 20 with volunteers from the Accounting Club will assist attendees in getting their taxes done.

## Student Life

The Intramural Tennis Tournament is scheduled for Friday, Apr. 2, from 4:30 p.m. to 7 p.m. at Clayton State Tennis Courts. The deadline for registration is Mar. 29 for both men and women. Go to <http://studentorg.clayton.edu/intramurals/>. The Clayton State Softball Tournament is scheduled for Saturday, Apr. 7, starting at 10:30 a.m. at Independence Park. The deadline for registration is Monday, Apr. 12 at 5 p.m. Sign up is for both individuals or teams. Go to <http://studentorg.clayton.edu/intramurals/>.

# Students Win Scholarships At Clayton State Financial Aid Awareness Fair

by Lauren Baker, University Relations

College students are notoriously short on cash. But, thanks to the University's First Annual Financial Aid Awareness Fair, four Clayton State students are each \$125 richer. Quellie Garnett, Melody Head, Hina Rehamni and Ariel Zachery recently won scholarship door prizes from loan provider Nellie Mae, a subsidiary of the Sallie Mae Corporation.

"We were surprised and excited for our students," says Clayton State's Melody Hodge, director of Financial Aid. Since this was the first fair of its kind at the University, giving away scholarships as door prizes was a new experience both for students and Financial Aid staff. An experience that, Hodge hopes, will encourage more student participation in next year's Financial Aid Awareness Fair.

"Giving away small scholarships most definitely increased student participation," notes Hodge. "In addition to the scholarship attraction, the Financial Aid Office worked very closely with Clayton State's Student Government Association, who offered very good ideas on how we could get students excited about the fair."

And excitement about financial aid is important. Of Clayton State's 5,661 students, approximately 33% depend on scholarships to pay their tuition and approximately 45% rely on student loans. This makes attendance at financial aid fairs a student must.

"Student loans are available, but it is important for students not to abuse them. Students must understand their responsibility when they borrow student loans, and the long term commitment of repaying them," advises Hodge.

The Second Annual Financial Aid Awareness Fair will be held in February 2005. Special thanks to Clayton State Student Loan Coordinator Michelle Craig (Stockbridge) who organized this year's fair, and to the following lenders: Nellie Mae, SunTrust, Wachovia, AmSouth, Edamerica, the Georgia Student Finance Commission, Texas Guarantee, Citibank, Wells Fargo, and Bank of America. ■

## SACS, from p. 1

### Theme 2: Student Intervention and Faculty/Staff Involvement

Goal 1: To establish institutional policies, procedures, and priorities that maximize student success.

Goal 2: To implement methods for early detection and remediation of at-risk students.

Goal 3: To involve faculty, staff, and students in providing academic assistance for at-risk students.

### Theme 3: Advisement and Mentoring

Goal 1: To improve the knowledge level of advisors

Goal 2: To improve freshman advisement/orientation

Goal 3: To improve the uses of technology in the advisement of students.

Goal 4: To enhance student success through increased faculty-student interaction outside classroom.

Various interventions for each goal are listed on the SACS website (above). All faculty members should be familiar with these interventions. ■

# Tiffany Monroe Climbing the DNA Ladder

by Lauren Baker, University Relations

Do you know that insects can tell forensic scientists how long a body has been dead? True, bugs can't talk, but by studying the insects' phases of development, Forensic Entomologists can get a good idea of the victim's time of death.



*Dr. Greg Hampikian explains how a small sample of DNA taken from a crime scene can be amplified using the Thermal Cycler.*

Sound gross? Not to Clayton State Biology major Tiffany Monroe. Monroe is on the fast track to a career in one of today's most intriguing and fastest growing sciences - Forensic Science.

"My seventh grade teacher was the one who really sparked my interest in science," says Monroe. "I had my first experience in dissecting specimens in her class, and since then I've had a fascination with dissecting and examining things that most people don't want anything to do with."

Originally a student in Clayton State's nursing program, Monroe made the switch to Biology when the University opened its Forensics emphasis area two years ago.

For two years, Monroe has helped Dr. Greg Hampikian, Clayton State assistant professor of Biology and internationally recognized DNA authority, lead students from Henry County's Stockbridge High School in the nationally renowned Forensic Science Day on the Clayton State campus. And she's taught two urinalysis labs to educate local high school teachers in bringing forensics into their classrooms.

Monroe also uses her knowledge of forensics to help free the wrongly imprisoned. As

**Monroe, cont'd., p.11**

# Dr. Arthur Rosser Honored by The Ohio State University

Dr. Arthur J. Rosser, dean of the School of Technology at Clayton College & State University, was honored Mar. 19 by his alma mater, The Ohio State University (OSU).

The Technology Education Faculty and the Council of Graduate Students in Technology Education at Ohio State have chosen Rosser as this year's recipient of the Council of Graduate Students' Distinguished Alumnus Award. The presentation was made as part of the International Technology Education Association's (ITEA) annual conference in Albuquerque, N.M.

Rosser is also being named one of two honorary co-chairs of the 2005 ITEA conference to be held in Kansas City, Mo. He was heavily involved in the 1994 ITEA conference in Kansas City.

Rosser holds a Ph.D. in Industrial Technology from OSU. At that time, his program was in the School of Education. The program area is now part of the School of Teaching and Learning, Mathematics, Science and Technology Education.

The award was presented at a dinner being at the LaPosada De Albuquerque. The audience included Rosser's peers from around the country who are OSU graduates, the Technology Education faculty of OSU, currently enrolled OSU graduate students, and spouses. Rosser's wife, Caroline, accompanied him to receive this honor from his alma mater. ■

## And the Winners Are...

Winners for the drawings at the 3<sup>rd</sup> Annual Transportation Fair and Environmental Awareness Day that was held on Tuesday, Mar. 16 are:

|                          |  |
|--------------------------|--|
| § Katrina Barnes         | From the Clean Air Campaign: T-shirt, Pedometer, travel mug, brochure holder |
| § Cheryl Bettis          | T-Shirt from Reynolds Nature Preserve  |
| § Alina Brooks           | T-Shirt from Reynolds Nature Preserve  |
| § Bessie Butts           | Photo Album from MARTA   |
| § Atlena Carter          | T-Shirt from Reynolds Nature Preserve  |
| § Andrew Jung            | Southside Seafood Dinner from University RideShare                           |
| § Theresa (Terri) Kulsea | Gift Basket from Parking/Communications Services                             |
| § Robert Lucien          | Tote bag from Sierra Club  |
| § Florena (Flo) Okpala   | T-Shirt from Reynolds Nature Preserve  |
| § Shasha Salmon          | MARTA Bear from MARTA  |
| § Christina Strickland   | T-Shirt from Reynolds Nature Preserve  |
| § Genie Strickland       | Pad folio from 1-87-RideFind   |
| § Mary Ward              | Gift Basket from Parking/Communications Services                             |

To Claim Your Gift, stop by Public Safety, Student Center, D-209, and bring a photo ID.

## Clayton State Welcomes New Chemistry Professor, Dr. Patricia Todebush

by Lauren Baker, University Relations

Clayton State welcomes Dr. Patricia Todebush (McDonough), assistant professor of chemistry in the University's Department of Natural Sciences. Todebush presently teaches Principles of Chemistry, and the corresponding lab. She also acts as advisor to students in the biology program.

Todebush holds two degrees in chemistry: a B.A. from Smith College in Northampton, Ma. (1996), and a Ph.D. from the University of Georgia (2000). Prior to teaching at Clayton State, Todebush held various lecturer, visiting professor, and temporary professor positions at institutions such as Northwestern University, the University of Massachusetts, East Carolina University, and the University of Georgia.

Todebush's research interests include computational chemistry on large biologically active molecules. She has been published numerous times in journals, and has received awards for leadership and teaching.

To keep up-to-date in her field, Todebush presently belongs to the following professional organizations: the American Chemical Society (1992-present) and the Association of Northwestern University Women (2001-present). ■

### To The Teachers At Clayton State (Including My Father)

*Smiling at the memory  
Of so many diamonds in the rough  
A recollection of  
When I glimpsed the soul of knowledge  
Beautiful and simple  
As the morning sun  
Sparkling on lazy lakes  
While wisdom that still loves to learn  
Catches like a sudden burst of laughter  
Graceful as a swan  
Pleasant as a cool breeze  
Over open water  
And subtle as softly falling leaves  
They teach  
Painting a spectrum  
As wonderful as  
The reflection of Autumn trees  
Seen from the gentle melodious shade  
Of Spivey Hall.*

- Daniel Hampikian

## Hampikian Joins Board of Georgia Innocence Project

Clayton State Associate Professor of Biology Dr. Greg Hampikian has been asked to join the Board of Directors of the Georgia Innocence Project.

The Georgia Innocence Project is a 501(c)(3) non-profit organization who receives funding from the Georgia Bar Foundation, the Lawyers Foundation, AT&T Foundation, Hewitt Foundation, ChoicePoint Cares, the Charles Edmundson Foundation and private donations. Its mission statement is as follows, "To free the wrongly prosecuted through the use of DNA testing. To advance practices that minimize the chances that others suffer the same fate. To educate the public that wrongful convictions are not isolated or rare events."

As a fund raiser, the Georgia Innocence Project is selling tickets to the play, "The Exonerated," which will be performed at Georgia Tech on Tuesday, Mar. 23 and Thursday, Mar. 25. The regular ticket price is \$50, however, additional options are available. For another \$35, attendees can take part in the post-show reception, which includes meet and greet with cast and food and beverages. Also included in the price are intermission drinks. Tickets for the pre-show dinner at Commune, which includes appetizer, entrée and dessert, are an additional \$35. For more information, go to <<http://www.ga-innocenceproject.org/events.html>>, or e-mail Hampikian at [greghampikian@mail.clayton.edu](mailto:greghampikian@mail.clayton.edu).

"This is a fund raiser close to my heart, as it combines two of my passions: forensics and theater," say Hampikian. "I'll be attending the supper and play on Mar. 25." ■

## Dr. Russell Casey to Write the Book on Retailing

Dr. Russell Casey, assistant professor of Marketing at Clayton College & State University, is preparing to "write the book" on retailing.

Casey, along with co-author Gloria Thompson, department chair for Graduate Business and Management at the University of Phoenix, has signed a contract with McGraw-Hill to write "Applied Retailing Today," a textbook that will be designed for Introduction to Retailing, Retailing Management and Entrepreneurship classes by the Chicago-based publishing giant. Specifically, the approximately 500-page text will be targeted towards community colleges and career colleges, as well as traditional universities at the sophomore level.

Actually, the writing has already begun, and "Applied Retailing Today" is scheduled for completion by the end of 2004, and is projected to publish in spring of 2006.

A native of Dover, De., and a current resident of Ellenwood, Ga., Casey holds a B.S in Business Management from Wesley College, an M.B.A. from Delaware State University, and a Doctor of Business Administration from Nova Southeastern University. Prior to coming to Clayton State in 2003, he served as an adjunct professor at Wilmington College (1999-2002) and Delaware State University (2000-2002). He also has eight years of experience in retailing and television advertising sales in the Dover area.

Casey's expertise in the field has already brought results for his Clayton State students. As the advisor for Clayton State's Delta Epsilon Chi (DEX) Chapter, Casey was recently recognized for excellence by the Georgia Association for Career & Technical Education after seven out of his 11 students who competed in the Georgia DEX competition took for first place awards... giving Clayton State more first places than any of the other 10 schools in the competition. In all, nine Clayton State students will be representing the University and the State of Georgia at the National DEX Competition in April in Nashville, Tn. Delta Epsilon Chi is the international professional association for college students interested in careers in marketing, management, merchandising and entrepreneurship. ■

### *Life's Transitions...*

Congratulations to Instructor of Mathematics Jelinda Spotorno gave birth to daughter Molly Larue on Jan. 6, 2004 at 4:20 p.m.

It is with deep sadness that we bid a fond farewell to Herbert LaRue, husband of former Clayton State Alumni Association President Lanelle LaRue. Herbert passed away on Mar. 12 at Southern Regional Medical Center. Expressions of sympathy and condolences may be sent to: Mrs. Lanelle LaRue, 1163 Sanders Way, Lake City, GA 30260-3763.

## **Jobs! Jobs! Jobs!**

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Dress to Impress - Females & Males

Thursday, April 8 (note new date)

12:00 p.m. - 1:00 p.m.

Student Center 223

Presenter: Susie Grindstaff, Independent Sales Director w/ Mary Kay

Learn how to make that perfect first impression and how to look like a million...but not spending a million.

Make reservations with <mailto:roxannedilbeck@mail.clayton.edu>

2004 Foreign Service Officer

Written Exam - April 24

(Deadline to register is March 24)

Register at: [www.careers.state.gov](http://www.careers.state.gov)

Registration books are available in STC-223

The Interview

Thursday, March 25

12:00 p.m. - 1:00 p.m.

Student Center 223

Presenter: Stephanie J. Searcy, Staffing Manager w/ Accountemps

Be prepared and confident the next time an employment interview comes your way.

Make reservations with <mailto:roxannedilbeck@mail.clayton.edu>

Hormel Foods Corporation

Thursday, March 25

Interviewing on the CCSU Campus

Business majors - May 2004 graduates

Interviewing for: Production Supervisors

For an appointment call 770.961.3518 or email

<mailto:joanmcelroy@mail.clayton.edu>

[www.Hormel.com](http://www.Hormel.com)

Women For Hire

Thursday, March 25

10:00 a.m. - 4:00 p.m.

Cobb Galleria Centre

Register at [www.womenforhire.com](http://www.womenforhire.com)

Newton Co. Teacher Job Fair

Saturday, March 27

9:00 a.m. - 1:00 p.m.

Indian Creek Middle School

[www.newtoncountyschools.org](http://www.newtoncountyschools.org)

Newton Co. Teacher Job Fair

Saturday, March 27

9:00 a.m. - 1:00 p.m.

Indian Creek Middle School

[www.newtoncountyschools.org](http://www.newtoncountyschools.org)

Walgreens

Thursday, April 1

Interviewing on the CCSU Campus

All majors

Interviewing for:

1) Retail Management Intern (\$12 - \$14 per hour) must be Jr.

level student - Internship is for Summer 2004

2) Retail Management Trainee (Approximately low 30's with an

opportunity for paid overtime plus benefits) must be graduate

or graduating Spring 2004

For an appointment call 770.961.3518 or email

<mailto:joanmcelroy@mail.clayton.edu>

[www.walgreens.com/careers](http://www.walgreens.com/careers)

Mosaic Career Fair 2004

(Job Fair for Advertising Careers)

Friday, April 2

8:00 a.m. - 4:00 p.m.

BellSouth Midtown Facility

725 w. Peachtree Street

Atlanta, GA 30308

To register and more information: [http://www.aaf.org/multi/](http://www.aaf.org/multi/mosaic_fair.html)

[mosaic\\_fair.html](http://www.aaf.org/multi/mosaic_fair.html)

Business Etiquette Dinner

Thursday, April 8

6:00 p.m. - 9:00 p.m.

Harry S. Downs for Continuing Education Center

Advance ticket purchase required - \$15 (cash or check)

Tickets sales go on sale NOW - Student Center 223

[www.personalbest.net](http://www.personalbest.net)

Sponsored in part by UPS & Lyceum

Attention junior and senior level students of diverse backgrounds! Monster is again offering the Diversity Leadership Program, which is a weekend program that helps students make the next strategic advancements after college. The program is absolutely free and students have the opportunity to win over \$10,000 in scholarships. For more information and to apply, visit [www.monstertrak.com/seekers](http://www.monstertrak.com/seekers).

## ***HR Corner***

### **Southern Crescent SHRM to Discuss FLSA**

The Thursday, Mar. 24 meeting of the Southern Crescent Chapter of the Society for Human Resource Management (SHRM) will present an overview of the Fair Labor Standards Act (FLSA).

Bryan Webb, senior assistant Attorney General, will present an overview of the FLSA with special emphasis on the new regulations and their impact on the business industry. He will also discuss aspects of the Safe Harbor for Employers for Deduction of Pay, the Disciplinary Deduction for Exempt Employees, and the Exemption for Highly Compensation Employees.

The meeting is scheduled for Mar. 24 and starts at 7:30 a.m. in room 203 of the Harry S. Downs Center for Continuing Education on the campus of Clayton College & State University. Registration for the meeting starts at 7:30 a.m. The meeting will conclude at 9 a.m.

FLSA is about to undergo a complete overhaul, which experts suggest will add needed clarification to a law that impacts almost every employer in the country. While employers welcome the effort to push this 65-year old law into the 21st Century, they are expressing some discomfort about potential payroll costs. The Fair Labor Standards Act establishes the minimum wage and provides the guidelines for overtime pay, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector, and Federal, State and local governments.

The meeting cost is \$10 for non-members, \$5 for members. Walk-in attendees pay \$12 and student members \$2. Coffee, juice, and other refreshments will be served. To register online, go to <http://www.southerncrescentshrm.org/> by Mar. 22. ■

### **March Employee Anniversaries**

|                      |    |
|----------------------|----|
| Sellers, Sharon M.   | 29 |
| Bladine, Dennis J.   | 19 |
| Myers, Jean Marie    | 16 |
| Woodie, Michael G.   | 14 |
| Hill, Jeffery A.     | 13 |
| Hornbuckle, Susan F. | 12 |
| McLain, Rhonda       | 11 |
| Harrison, Sandra M.  | 11 |
| Hicks, Deborah       | 11 |
| Kirkland, Lanae C.   | 10 |
| Brooks, Catherine R. | 8  |
| Chapman, Michelle W. | 7  |
| Thomas, Darren       | 6  |
| Gordon, Ana B.       | 6  |
| Zellars, Wanda       | 6  |
| Starr, Sandra R.     | 5  |
| Brooks, Dianne M.    | 5  |
| Hamilton, Janet S.   | 4  |
| Vier, Matthew S.     | 2  |
| Ward, Kerrie D.      | 2  |
| Biswas, Harun R.     | 2  |
| Law, Rosalyn M.      | 1  |
| Hammer, Jeffrey M.   | 1  |
| Fischer, Jonathan S. | 1  |
| Avery, Angela D.     | 1  |

### **Little Five Points Pharmacy No Longer in Network**

Please be advised that the Little Five Points Pharmacy is no longer in the ESI pharmacy network. This pharmacy was terminated at midnight on Mar. 5 due to sanctions placed on the pharmacy with the Office of Inspector General-Dept. of Health and Human Services. Since it is apparent that our USG PPO and Indemnity members use this pharmacy facility, we thought the need to share this information with those of you in the metro Atlanta area.

Should any members use this facility and run into problems in obtaining a medication here are a couple of suggestions to share with them.

1. Ask the Little Five Points Pharmacy to transfer the prescription to another pharmacy. The member will need to identify the new pharmacy with a name and phone number.
2. Or, the member could contact their prescribing physician and advise that they are no longer able to access their medication through the use of the Little Five Points Pharmacy. The physician could then call in a new prescription to a new pharmacy for the member.

Should the status of this facility change or should there be any additional updates, we will share that information with you. ■

# Tennis Ranked Sixth In NCAA Division II

by **Gid Rowell, Sports Information**

The Clayton College & State University women's tennis team opened its season with a 6-2 record, which includes two recent victories over top-10 nationally ranked teams, and the program was rewarded for its fine play with its highest national ranking in school history.

The Lakers catapulted in the Intercollegiate Tennis Association (ITA) poll, moving from 17th in the nation to sixth. The Lakers were ranked as high as seventh in the country in the 2001 season and as high as ninth in the 2002.

Other Peach Belt Conference schools ranked in the Top 20 of the poll are: Armstrong State, second; Columbus State, eighth; the University of North Florida, ninth; Georgia College & State University, 10th; and Kennesaw State University, 19th.

The Lakers made the meteoric rise in the poll, thanks to two victories over top 10 teams in the last two weeks, defeating West Florida and North Florida, who at the time were ranked sixth and ninth in the country. CCSU also fell by the slimmest of margins to the nation's fifth-ranked team in Rollins 5-4.

Clayton State has three seniors on the club in Nathalia Collantes (Bucaramanga, Colombia), Natalia Koulechova (Moscow, Russia) and Jackeline Nieto (Caracas, Venezuela), and all three have been an integral part of the tennis program's success the last four seasons. The trio was joined this season by four talented freshmen in Kim Lennartsson (Kungsbacka, Sweden), Daniela Petkova (Bourcherville, Quebec), Elizabeth Syrova (Pierrefonds, Quebec) and Michell Zulu (Harare, Zimbabwe).

In addition to the sixth place ranking being the highest for the women's tennis program, it also the second highest national ranking in the 14 years of Clayton State Athletics. The Clayton State men's soccer team was ranked as high as fourth in the nation in 2002, and the men's golf team finished seventh in the nation in 1999. ■

## Monroe, from p. 6

an intern for Hampikian, Monroe works hand in hand with the professor and the Georgia Innocence Project (GIP) to research and review DNA evidence that could prove convicted criminals innocent of his or her charges. Monroe helped Hampikian review the historic GIP case involving Calvin Johnson, the first Georgian to be exonerated thanks to DNA evidence. Hampikian and Johnson's book, "Exit to Freedom," documents Johnson's 16-year imprisonment and triumphant DNA-related release.

"I think the greatest benefit of forensic science in society is that more criminal cases get solved thanks to DNA evidence. With DNA, we're more certain that the real criminal is put behind bars instead of an innocent person," says Monroe.

"The legal system is supposed to find truth," interjects Hampikian. "DNA evidence allows us to have another type of evidence - a type that is less biased than eye-witness testimony."

So what does Monroe want to do with her Bachelor of Science degree from Clayton State?

"I hope one day to actually be out in the field instead of just in a lab, but I know that will take some time. I plan on going for my master's degree once I graduate from Clayton State, but I may have to go further than that to reach my goal of working on crime scenes."

As she continues to climb the "twisted ladder" of forensic science success, Monroe will have many job opportunities to choose from.

"There are always jobs in crime labs, running tests on evidence. Plus there are specialty areas such as ballistics, latent fingerprinting, dental printing, blood spatter patterns, and entomology," she says.

People with an IT background can also find employment in forensic science thanks to the growing field of Computer Forensics, which involves searching erased hard drives to find what a suspect may have written there. ■

## Trivia Time

### Moose and Squirrel's Narrator

by **John Shiffert, University Relations**

As Alumni Association Vice President Dina Swearngin so astutely pointed out, they were known as "Moose and Squirrel" to Boris Badenov. However, to narrator Willima Conrad, they were Rocky and Bullwinkle. Although Swearngin was fifth in line with the correct answer on Rocky and Bullwinkle's narrator, she gets five Trivia Bonus Points for the implied "Moose and Squirrel" trivia answer. The first four correct answers came from Todd Birchfield, Jean Myers, Russ Camp and Dotty Bumbalough.

(Just in case you're interested... for many years William Conrad's California license plate read "DARNOC.")

And, just one more for you Rocky fans... who was the worst ship's captain in the entire world? His whole name, please, to [johnshiffert@mail.clayton.edu](mailto:johnshiffert@mail.clayton.edu). First correct answer gets an autographed photo of Natasha Fatale.

## Sports Page

# Puckett Named All-Peach Belt

by Gid Rowell, Sports Information

For the third year in a row, the Clayton College & State University's men's basketball team had a player recognized on the Peach Belt All-Conference team.

B.J. Puckett, a 6-foot-9 junior post from Auburn, Ga., was named to the All-PBC team after leading the squad in scoring and ranking second in rebounding. Puckett becomes the third straight Laker named to the squad, as Kareen Harris was named All-Peach Belt in 2000-01 and Jamal Johnson received the honor last year.

"B.J. had a fine season for us," said head coach Gordon Gibbons. "We are proud to receive this recognition for our team. With his continued hard work, he will help our team compete for championships next year."

Puckett started all 30 games for the Lakers and finished the season averaging 13 points and six rebounds per game. He also led the team with 30 blocks and shot a team-leading 54 percent from the field and 75 percent from the free throw line. ■

## A.C. McCullers Resigns

A coaching legend and fixture for women's basketball for 30 years in Clayton County, head Clayton College & State University coach A.C. McCullers has announced his resignation as the Lakers' women's head coach.

McCullers is coming off his fifth season at Clayton State after coaching 25 years at Morrow High School. He captured his 700th combined victory in January of this year with an 84-77 victory over nationally-ranked Armstrong Atlantic State University. Clayton State's season came to an end in early March with a 10-18 record, falling in the Peach Belt Conference tournament to Francis Marion University.

McCullers took over the Clayton State program in 1999 and provided stability to Laker women's basketball after the program had three coaches in three years. In five years at Clayton State, he compiled a 53-82 record with his best season coming in 2002-03 with a 16-11 mark, the second best record in school history.

"Clayton State was in need of someone like A.C. five years ago to put our program on solid footing, and he accomplished that," said athletic director Mason Barfield. "He came in and provided stability to our women's basketball program and developed it into a respected one in the Peach Belt Conference." ■

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*Editor: John Shiffert*

*Writers: Lauren Baker  
Leigh Duncan*

*Layout: Leigh Duncan*



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Office of University Relations