

Campus Review

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Serving the CLAYTON STATE UNIVERSITY Community

July 6, 2009

Corlis Cummings Named Vice President of Business and Operations



Corlis Cummings

Clayton State University Interim President Dr. Thomas J. Hynes, Jr., has named Corlis P. Cummings vice president of Business and Operations for the University.

Cummings had been serving as the University's interim vice president of Business and Operations since Sept. 1, 2008. Her appointment as vice president is effective as of June 26, 2009.

Formerly special assistant to the president/executive in residence at Clayton State, and formerly the interim chancellor of the University System of Georgia

(USG), Cummings joined the Clayton State administration in October 2007. Prior to her appointment at Clayton State, Cummings and former Clayton State President Dr. Thomas K. Harden had identified a number of opportunities wherein her expertise in higher education law and her past experience with the University System of Georgia could benefit the University. Since joining the University, Cummings has assisted in the establishment of the Office of Legal Affairs, served as interim director of Human Resources, and managed various projects on behalf of Harden.

The Board of Regents of the University System of Georgia appointed Cummings to serve as the USG's interim chancellor in August 2005. She took office on Oct. 1, 2005 and remained in that position until

present chancellor Erroll B. Davis, Jr., assumed his duties on Feb. 6, 2006. Previous to her appointment as interim chancellor, Cummings was the University System's senior vice chancellor for Support Services, an area consisting of the offices of Legal Affairs, Human Resources and the Office of Sponsored Funds and Special Projects. As senior vice chancellor for Support Services she was responsible for planning, management, and guidance of operational and policy aspects of the programs and services provided by those offices.

Prior to her appointment as senior vice chancellor, she held the position of assistant vice chancellor for Legal Affairs. From 1995 until September 2000,

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Provost and Vice President for Academic Affairs Dr. Sharon Hoffman Steps Down

by John Shiffert, University Relations

Clayton State University's first Provost and Vice President for Academic Affairs, Dr. Sharon E. Hoffman, has resigned from her position at the University.

According to Clayton State Interim President Dr. Thomas J. Hynes Jr., formerly the provost and vice president for Academic Affairs at the University of West Georgia, "Clayton State University has been incredibly well served by Dr. Hoffman's leadership. Her dedication to our institution, and especially her exceptional work in academic program development leave a proud legacy to Clayton State University. We are all very much appreciative of that work."

Indeed, Hoffman's accomplishments have been many, varied and extremely signifi-

cant for the University. Most notable have been the growth in degree programs, not only the graduate programs, but the undergraduate programs, that provided the foundation for a broad based undergraduate curriculum. Just this past month, for example, the Board of Regents of the University System of Georgia approved four Clayton State proposals for either new programs, or additions to existing programs. Coming on-line at Clayton State in the near future, and a part of Hoffman's legacy, will be a Masters of Archival Studies, the expansion of the already-successful MBA program to Rockdale County, the expansion of the BBA undergraduate degree to Clayton State - Fayette, and the addition of the

Hoffman, cont'd., p. 7

Clayton State to Streamline Education for Registered Nurses

by John Shiffert, University Relations

Following the recent action of the Board of Regents of the University System of Georgia (USG), Clayton State University's School of Nursing is preparing to streamline the higher education process for Registered Nurses (RN).

At the Board's monthly meeting in June, approval was given to Clayton State's proposal for a program that, in the words of Dr. Katherine Willock, director of the University's Master of Science in Nursing (MSN) program, will, "streamline the process for those licensed RN's that do not have a Bachelor's of Science in Nursing and are interested in the Masters program."

Known as the RN-MSN program, this addition to Clayton State's MSN graduate degree provides a new opportunity for undergraduates who qualify for the Bachelor's of Science in Nursing for Registered Nurses (RN-BSN) to fast-track in the MSN. These individuals will be

able to earn both a BSN and MSN at the same time.

"The benefit to the successful student is less cost due to fewer total hours and at least one semester earlier completion of the MSN," notes Dr. Thomas Eaves, director of the Clayton State School of Graduate Studies, who adds that the requirements for the MSN degree will not change for students enrolled in the RN-MSN program.

The Clayton State RN-MSN is the first program of its kind in Georgia to offer Nursing Education and Nursing Leadership tracks and will begin admitting students in the fall of 2009. A six-semester, full time program, students taking RN-MSN classes on a part-time basis must complete the undergraduate portion of the program within five years and the graduate curriculum within an additional five years. Students will be admitted to the program after they have completed all

of their core requirements. Students will be required to take the GRE in the second semester of the program and apply for admission to the graduate school.

"Students taking the RN-MSN program will have eight less credits and one less semester than the students taking the current RN-BSN and then the MSN program," explains Willock. "If the student is unable to obtain admission to the graduate school, they will transfer into the RN-BSN program for an additional nine semester hours to obtain the BSN degree.

"Upon graduation, the RN-MSN student will be granted both the BSN and MSN degree."

An additional benefit of the new program will be that it helps address the critical shortage of nursing faculty statewide. ■

Parallel Payroll Testing Begins... What do you Need to do?

On Monday, June 29, Clayton State University began a campus wide testing of the new ADP on-line time reporting payroll system. All employees are required to participate in the testing phase.

Monthly paid employees: Effective July 1, all monthly paid employees must request vacation and other leave in advance using the ADP eTime on-line system. Requests are then approved on-line by managers. During the month of July only, the current Absence Report Form must also be completed for parallel validation purposes. These paper reports will no longer be required after the July reporting period, as all reporting will then be handled through the ADP eTime system.

Biweekly paid employees: On Monday, June 29, all hourly employees began using the ADP eTime system to

report hours worked. The "green" Biweekly Timesheet must also be completed during the month of July for validation purposes. This includes all full-time biweekly staff, student workers and casual labor employees.

Managers: By 5 p.m. on Friday, July 10, all managers of biweekly employees must have reviewed and approved all on-line timecards. Please note, time not reported and approved on-line for students and casual labor employees cannot be paid once the system goes into live production in August. This is your chance to make

sure you and your employees know how to use the system properly before the production go-live date.

Classroom training for all managers is mandatory. Either classroom or online training is mandatory for all full time, benefited employees.

To assist you in getting up to speed, more training classes for ADP Employee Self Service (ESS) and Manager Self Service (MSS) have been

ADP, cont'd., p. 4

The training schedule for Employee Self Service, Manager Self Service and eTime for all classifications of employees can be found at:
<http://adminsivices.clayton.edu/ohr/adp/classroom.htm>.

Online training can be found at:
<http://adminsivices.clayton.edu/ohr/adp/onlinetraining.htm>.

2009 Welcome Week, Aug. 17-21

As a way to welcome Clayton State University's new and returning students to campus, the Department of Campus Life is scheduling Welcome Week 2009 for Aug. 17 through Aug. 21.

The purpose of Welcome Week is to provide events, programs and information for students that will enhance their chances of excelling in and outside of the classroom. The week will feature several events and programs that will make new and returning students' college transition and experience memorable and productive.

We would like to offer students programs in the following areas:

- Academic success
- Student services and resources
- Social opportunities, networking and diversity
- Student Involvement
- Wellness & Recreation

The theme for this year's Welcome Week is "Mission: Possible... Are You Up for the Challenge?" The students' mission is to achieve academically, act responsibly, actively participate in extracurricular activities and aspire to be the best.

To make Welcome Week an exciting and well-rounded event, we need your help. We are currently coordinating a calendar

of events, programs and information sessions to market to students. If your administrative area or student organization would like to offer an event or program during the week, submit the following information to Lakiesa Cantey by Friday, July 17, at LakiesaCantey@clayton.edu.

- Name
- Brief Description
- Time/Date/Location
- Contact Person

If you have questions, feel free to contact Cantey directly at (678) 466-5421. ■

Library Launching New Website, July 15

The library is launching a redesigned website on July 15. The navigation for the new site is a combination of drop-down menus and a left navigation bar. In addition to this navigation, each internal page includes breadcrumbs to help the user return to previous points and to the homepage.

Users will notice some of their favorite resources have been moved. For example, GIL@CSU is now called the CSU Catalog and the Universal Catalog is now called the GIL Express Catalog. Users can use the library's chat service from the homepage or the new Ask a Librarian webpage to ask for help in locating familiar resources they have used for their research.

We encourage you to explore the new website and provide us with your feedback. A link to the feedback form can be found on the homepage. We hope students and faculty will find the new site more user friendly, but understand this is a big change and your feedback will help us continue to improve the site.

NOTE: Users will need to update their bookmarks because all web addresses except the homepage have changed. Also users need to remember to refresh their web browser to make sure they are using the new website and not a saved image from their temporary Internet files. ■

Keeping HOPE: Common Pitfalls of First-Year Scholarship Students

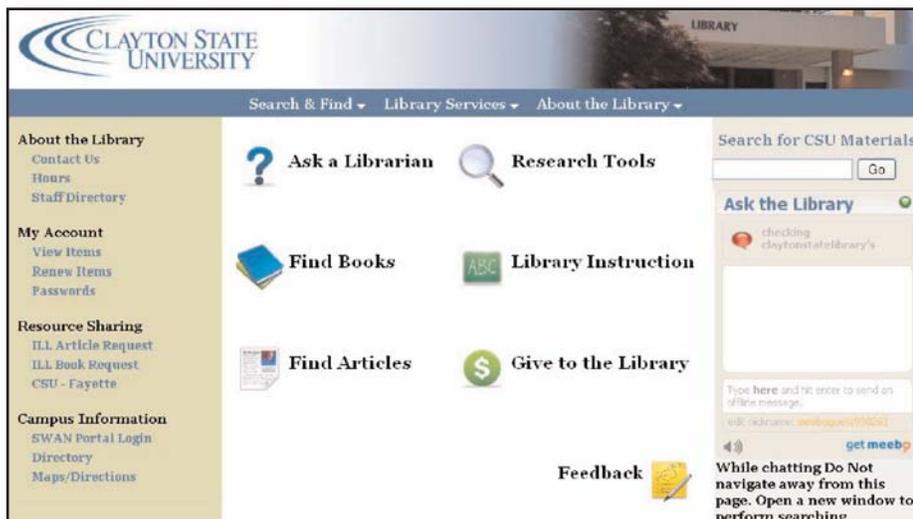
by Dr. Kevin Demmitt, Academic Outreach

When I interviewed at Clayton State University in the summer of 1994, the president of the university, Dr. Richard Skinner, told me that higher education in Georgia was on the verge of a tremendous transformation. In the previous year, Georgia had instituted a scholarship program unlike any other in existence – the HOPE Scholarship. And its impact on higher education was as dramatic as he predicted.

The HOPE Scholarship is the largest state supported merit-based scholarship in the United States. Since its inception, HOPE Scholarships and HOPE Grants total nearly \$500 million. Each year, Georgia awards nearly twice as much in merit scholarships as the next closest state.

I am a skeptic when it comes to most government-sponsored programs. Although the intent may be good, the implementation and outcomes of most programs fall far short of what was anticipated. The HOPE Scholarship is an exception.

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Year Two Approaches for Laker Hall

Laker Hall, Clayton State University's first on-campus residence facility, is getting ready for its second year.

Dedicated on Aug. 12, 2008, Laker Hall is a 451-bed, 178,000 square foot student housing facility located on the north side of Clayton State Boulevard, just inside the entrance to the campus. As such, it dominates the northwest corner of Clayton State's 175-acre campus as the largest building on campus.

According to the Jeff Jacobs, Clayton State's associate dean of Students, Laker Hall housing is currently available for fall 2009/spring 2010 semesters. Jacobs adds that, "we will continue to accept reservations through the start of fall classes on Monday, Aug. 17." Move-in for the 2009/2010 academic year begins on Thursday, Aug. 13, 2009, and continues through the weekend of Aug. 15 and Aug. 16.

Laker Hall is a public/private venture, funded by a bond project with the Development Authority of Clayton County the issuing agency. Built and paid for without the use of any state funds, Laker Hall is owned by Clayton State University Foundation Real Estate

LLC, and leased to the University System of Georgia with the lease payments coming from housing rental.

All first-time and transferring freshman students (those registering for 12 credit hours or more) at Clayton State are required to live in Laker Hall for the fall and spring semesters, unless qualified for an exemption. These exemptions include; age (over 21), married students; those students who are legally responsible for minor dependent children; students who are taking classes solely at Clayton State – Fayette; and students with other compelling personal circumstances which necessitate the student living at home or somewhere other than on campus. First time and transferring freshman students who choose not to live on the campus and who do not seek or are not approved for a live-on exemption, will be restricted to part-time enrollment (11 credit hours or less) for each semester of the freshman year.

"This policy has been designed to promote student success and to enhance campus life at Clayton State University," notes Jacobs. "Students living on-campus will be afforded the opportunity to participate in a 'Living Learning Community' and will have additional access to educa-



Laker Hall at Clayton State University

tional, social and cultural programming."

Included in Laker Hall's amenities are gigabit ethernet service (making this the "fastest" residence hall in the state), Wi-Fi service throughout the building, VOIP telephone service, a café, lounge areas, a game room with a large screen HD TV, HD capable cable TV service in the suites, card entry into both the building and individual suites, a 24/7 Community Desk in the lobby, and 66 security cameras. The individual suites are fully-furnished and consist of four bedroom (every bedroom has a hard-wired internet port as well), two bath suites with a kitchenette and a central living room.

To reserve rooms, go to <http://adminservices.clayton.edu/housing> or call (678) 466-HOME (4663). ■

ADP, cont'd. from p. 2

scheduled beginning the week of July 6. These classes will be held in the University Center, Room U138 which is located in the lower level of the University Center. (Take the stairs near Jazzman to the lower level).

The training schedule for Employee Self Service, Manager Self Service and eTime for all classifications of employees can be found at: <http://adminservices.clayton.edu/ohr/adp/classroom.htm>.

Online training can be found at: <http://adminservices.clayton.edu/ohr/adp/onlinetraining.htm>. ■

To obtain more information on the Shared Services project, please visit our Human Resources web page by clicking <http://adminservices.clayton.edu/ohr/adp.htm>.

ADP

User Login Administrator Login

- [First Time Users Register Here](#)
- [Need Help Getting Started?](#)
- [Update My Security Profile](#)
- [Change your Password](#)
- [Make This Site Your Home Page](#)
- [Forgot your User Id](#)
- [Forgot your Password](#)

Clayton State's Swan Story

As Clayton State University approaches the 40th anniversary of the day its doors opened to students (that would be Sept. 30, 2009), Campus Review will, from time-to-time, be taking a look back at the past.

Today's subject -- the University's most noted waterfowl, the mute swans that have inhabited the University's main, 12-acre lake for the past 14 years. Why else would it be called "Swan Lake?"

In early 1995, Dr. Barbara G. King, an assistant professor of Reading at Clayton State, donated two swans to the University. King had come into possession of two mute swans, and then found out she couldn't keep them on her own property. So, she gave them to Clayton State.

The first two swans were named Rhett (as in Butler) and Scarlett (as in O'Hara). After all, Clayton County was the home of Tara of "Gone With The Wind" fame. All was ducky until April 1997 when Rhett and Scarlett nested and produced several eggs. Unfortunately, a stray dog (possibly a Yankee) found the nest, and Rhett was killed by the dog while defending the nest.

One egg eventually hatched. It was named, "Bonnie." However, Bonnie disappeared after a few weeks, most likely the victim of a snapping turtle.

Paul Bailey, Clayton State's director of Media & Printing Services, with the able assistance of his assistant, Pat Keane, conducted a fund-raising effort on campus to buy a new swan. That effort brought Ashley to Clayton State from Texas in



June 1997. He seemed to get along swimmingly with Scarlet. Sadly, though, Scarlet died in July 1997, the victim of lead poisoning from swallowing a fisherman's sinker. (This is why fishing was eventually banned from Swan Lake in all locations except the dam area at the far end of the lake.)

At this point, the "Gone With The Wind" swans were big news, being covered by the Associated Press and caus-

Swans, cont'd., p. 11

Blue Cross/Blue Shield Subscribers... Put Your Health on Top of Your To-Do List

A message for all employees enrolled in any of the Blue Cross/Blue Shield of Georgia health plans offered by Clayton State...

Do something good for your health today! Complete your MyHealth Assessment by logging onto <http://www.bcbsga.com/bor> to get a snapshot of your health.

MyHealth Assessment is a secure online assessment that helps you pinpoint your personal health risks and make informed decisions based on your specific health situations and needs. By identifying your health risks, you can adapt your lifestyle to be healthier and lower your medical costs. MyHealth Assessment only takes about 15 minutes and is completely confidential.

Every eligible University System of Georgia employee who completes their MyHealth Assessment for the first time or updates an existing assessment by Sept. 30, 2009 will be entered in a series of drawings to win great prizes such as an iPod, gift cards and heart rate watches. So the sooner you complete your MyHealth

Assessment, the more opportunities you will have to win!

To Get Started:

- First, log on to <http://www.bcbsga.com/bor>
- If you are not already registered, click on the Register Now link. Complete the required fields and your username and password will be generated immediately. (Note, have your BCBSGA ID card handy as you will need your HCID and Group ID numbers.)
- From the MemberView Access page, click on the MyHealth Assessment link
- MyHealth Assessment will ask you a variety of questions about your lifestyle, medical and family history and other factors that may affect your risk for certain health conditions.
- Once you have completed your MyHealth Assessment, you can review your results and recommended actions. You may also want to share the information with your doctor.

So, what are you waiting for? Take action and complete your MyHealth Assessment for the first time or complete it again with updated information before Sept. 30, 2009. Help manage and reduce your health risks and be entered to win prizes by completing the online assessment today! In addition, you can also explore the SpecialOffers discounts and other health information and tools that are available online.

Your family, friends, Blue Cross and Blue Shield of Georgia, and Clayton State University will be cheering you on as you make strides to a healthier you.

If you have any questions regarding MyHealth Assessment, please contact the customer service number listed on the back of your BCBSGA ID card. ■

Across the campus...

Business & Operations

The following applies to everyone that travels on business for Clayton State, using either personal vehicles, state-owned vehicles or rentals... the URL for the new auto insurance replacement cards (they take the place of the ones that expire on June 30, 2009) for the pdf version of the "Georgia Liability Insurance Identification Card" (yellow card) is... http://www.doas.state.ga.us/StateLocal/Risk/DOCS_Risk/YellowCard200906.pdf. The card should be printed out and placed in all state vehicles by July 1, 2009. In addition, anyone using a personal vehicle or rental vehicle on state business should access this information. Should you have any questions, please contact Cindy Knight at cindyknight@clayton.edu or call her at ext. 4250.

Continuing Education

The Division of Continuing Education at Clayton State University will be holding "Stage and Screen Week" for seventh to 12th grade students from July 13 to July 17. The five sessions will run from Monday through Friday, from 10 a.m. to 5 p.m. each day. The cost is \$249 per student and attendees will get a chance to work with professionals from the television, film and theater. For more information, call Clayton State CE Education Administrator Christy Slaton at (678) 466-5050.

Counseling and Psychological Services

Clayton State University will hold its second "Safe Space" training on Friday, July 17 from 10 a.m. to noon. Lunch will be provided following the training from noon to 1 p.m. Twenty-five seats are available for Clayton State faculty and staff. The Safe Space program is a national movement to increase the visible presence of lesbian, gay, bisexual, and transgender (LGBT) allies and places that are "safe" for LGBT students across college campuses and school environments. Please call Jennifer Dean at (678) 466-5406 for more information or to register.

External Relations

Did you know that Clayton State University turns 40 this year? The exact

day that the University first opened its doors to students was Sept. 30, 1969. More information on this special year will be forthcoming but, in the meantime, think about structuring your 2009/2010 Academic Year event around a 40th Anniversary theme.

Graduate Studies

The Clayton State University School of Graduate Studies will be holding its next monthly informational Open House on Tuesday, July 14 from 5:30 p.m. to 7 p.m. in the Spivey Board Room (room 201) of the University's Harry S. Downs Center. The Open House will give prospective graduate students a chance to learn more about the Master of Arts in Liberal Studies, Master of Arts in Teaching English, Master of Arts in Teaching Mathematics, Master of Business Administration, Master of Health Administration, and Master of Science in Nursing. The Clayton State School of Graduate Studies regularly holds open houses on the second Tuesday evening of each month.

Health Care Management

Dr. Sandy Weinberg and Dr. Ron Fuqua recently had an article on computer model defining QbD (Quality by Design) computer control process published in "Scientific Computing."

Human Resources

Effective July 1, 2009, the TRS employer contribution rate will increase from 9.28 percent to 9.74 percent. The employee contribution rate will increase from 5.00 percent to 5.25 percent.

The deadline for submitting TAP applications for Fall Semester is July 15, 2009. Completed applications should be forwarded to the HR Department. If you participated in the TAP program during Spring Semester 2009, you must also submit a copy of your grade report. Both official and unofficial (web generated) grade reports are acceptable. TAP participants must receive a grade of "C" or better in each approved course in order to continue participation in the TAP program.

Recreation & Wellness

The Clayton State University Department of Recreation & Wellness will be holding its inaugural Little Lakers Recreation Day Camp this month in the University's new Student Activities Center. The camp will be a five-day, action-packed activity-athon featuring team builders and a variety of recreational events, including dodgeball, kickball, volleyball, flag football and water balloon competitions. The campers will be split into two age groups -- a seven to 10 group (the Orange Lakers), and an 11 to 14 group (the Blue Lakers). The camp will begin on Monday, July 13, and run through Friday, July 17. Each daily session will run from 9 a.m. to 4:30 p.m. The cost of the camp is \$135 per child with options of early and/or late care available for an additional cost. Early care, which runs from 7:45 a.m. to 8:30 a.m., is \$30. Late care, from 4:45 p.m. to 6 p.m., is also \$30. A combination of both early and late care is \$45. For additional information please contact Camp Coordinator Hakim Grooms, Clayton State's assistant director of Recreation & Wellness, at (678) 466-4973 or HakimGrooms@clayton.edu. Or go to <http://adminservices.clayton.edu/intramurals/>.

University System

A new issue of the University System of Georgia's The System Supplement is at http://www.usg.edu/pubs/sys_supp/.

Hoffman, cont'd. from p. 1

RN-MSN program to the existing Master of Science in Nursing.

The success story that is the Clayton State – Fayette instructional site is another part of Hoffman's legacy. Hynes notes that, during her tenure as Provost, she led Clayton State's efforts to serve directly a broader portion of the region — including the development of Clayton State – Fayette and the establishment of partnerships with the Henry County Public Schools, Griffin Technical College and Gordon College to provide educational programs to students in Henry County.

Hoffman's influence has also extended beyond Georgia, since she has contributed to the significant expansion in recent years of the internationalization of the University — with the development of the Office of International Programs, as well as expanding international associations for faculty and students in an interconnected world.

Hoffman's appointment at Clayton State came at the conclusion of an extensive nationwide search that began in late 2001. She began her position on June 1, 2002. During Hoffman's tenure as the University's chief academic officer, Clayton State has more than doubled its undergraduate offerings and added graduate programs for the first time. In response to these efforts, the number of full-time faculty at the University has grown from approximately 140 to more than 200 over the past seven years.

At Spalding University, many of Hoffman's efforts were directed towards strategic planning, outcomes assessment and institutional positioning as well as fund raising and development work and serving as the university's liaison to the Louisville community. Hoffman also spent six months as interim president of Spalding, during which time the university completed a successful \$15 million campaign to strengthen its endowment. Prior to coming to Spalding in 1999, she served as a dean and professor at the University of Wisconsin-Milwaukee and the Medical University of South Carolina. Hoffman was also associate dean of the Graduate School of Biomedical Sciences,

and an associate professor, at The University of Texas Health Sciences Center and, from 1971 to 1983, held a variety of administrative positions at the University of Minnesota, including assistant dean for Outreach, assistant dean for Undergraduate Instruction and director of Continuing Education.

Hoffman holds a B.S. from California State University in Los Angeles, an M.S. from the University of Minnesota, an M.B.A. in Marketing from Duke University's Fuqua School of Business and a Ph.D. in Cognitive Psychology from the University of Minnesota. She also earned a certificate from the Institute for the Management of Higher Education at Harvard University.

A member of the Phi Kappa Phi Scholarly Honor Society, and a Distinguished Lecturer for Sigma Theta Tau International, Hoffman was also the 1994 Outstanding Women Administrator in Higher Education in South Carolina.

Initially, Dr. Thomas Eaves will serve as acting provost and vice president for Academic Affairs. Prior to Aug. 1, 2009, the University will announce the selection of an interim university provost and vice president for academic affairs for the remainder of the 2009/2010 Fiscal Year. ■

Custodian of The Quarter



Cedric Jackson

On June 30, 2009, Cedric Jackson was named the Custodian of the Quarter at Clayton State University for the period from April 2009 through June 2009.

Jackson is employed with the Building Services

Department and serves as a floor technician for the department from 10 p.m. to 7 p.m., Sunday night through Friday morning.

The Building Service Department is very challenging due to a high demand of customer service, quality of service, and priorities of work.

His expertise is carpet care, but also assists in maintaining the floors in Spivey Hall and the University Center. A "Jack of all Trades," he can be assigned to any mission within the department and perform these tasks to standard.

He is a consummate team player; often filling in whenever and wherever needed. He is easy going, approachable, and fosters a great relationship with peers and superiors alike and can always be counted on.

"He has proven that he can balance a demanding workload with quality service and provide great results every time," says Michael Theus, assistant manager for the night shift.

"It takes a special individual to meet the stringent requirements of Employee of the Quarter and Mr. Jackson is one of those individuals. Cedric is the kind of employee any manager would love to have on his team," says Donald K. West, assistant director of Building Services. ■

HOPE, cont'd. from p. 3

As a result of the HOPE, more students than ever before are enrolling in Georgia's colleges and universities and more of Georgia's best students are staying in state.

With all this good news, there is one more somber statistic that every student needs to keep in mind as they prepare for college – and that is the proportion of students who lose their eligibility for the HOPE Scholarship in college.

Among all freshmen who enroll with the HOPE Scholarship, only 34 percent retain their eligibility after their first year. In other words, two out of three qualifying students out of high school fail to complete even the first year of college with the required B average.

Among those students who keep HOPE the first year, one out of three will eventually lose their eligibility before graduating. Only 22 percent of all HOPE-eligible freshmen graduate with their scholarship funding intact for their entire college career. According to the HOPE regulations, students who lose their eligibility may regain it at a later date. Unfortunately, fewer than 10 percent of those who lose their eligibility ever regain the funding.

How can this be? How can so few students who graduated with a B average from high school retain this level of proficiency upon entering college? Based on my experience of teaching freshmen level courses, I think there are at least three factors that help to explain this unfortunate phenomenon.

For some, the reason for the academic decline is not related to the classroom but to their ability to maintain self-discipline while living away from home for the first time. With the absence of curfews and the abundance of social activities, some forget why they came to college in the first place. Studying and attending class simply cannot compete with late night parties or just hanging out with friends.

There is a crucial transfer of discipline that needs to happen through the teenage years in order to prepare young adults for life on their own. Parents need to exert less external control so that their children can develop self-control and discipline.

I am not laying this all on the parents, as young people are responsible for the decisions they make. But, I have seen many

well-intentioned adults who were so fearful of their children going astray that they never let them develop the maturity they will need once they are living on their own.

Most young people eventually develop the life skills they need, but it does make the transition to college much more difficult if they do not possess that level of maturity their first year away from home.

The second reason that so many students have difficulty maintaining their academic standards in college is because they did not develop the study skills that are necessary in college.

A typical high school class contains a wide range of academic abilities, and teachers must to some extent teach to the middle ground. Not all students have the ability to read and assimilate information on their own, so most of the content is covered in the classroom using a variety of teaching methods. As a result, many advanced students find that they can get good grades simply by paying attention in class. They don't have to study at home.

Once a student moves on to college, it is assumed that they have a certain level of academic proficiency. Standards vary from college to college, but it is generally expected that students will be able to read and process course materials on their own. Thus, the responsibility for mastering much of the content of a course is left to the students working on their own or in small groups.

This shift in responsibility from the teacher to the student is the factor that trips up the most students. Students may be able to maintain acceptable grades in high school without studying, but their lack of study skills will come back to haunt them in college.

I do want to note that there are some excellent high school teachers who do prepare their students well for college. Often, they are not the most popular ones. I remember back to my own high school days when, I must confess, I was the typical student who was satisfied just getting decent grades while not studying at home. There were only two teachers, one an English teacher and one a science teacher, who really made the students work. Of course, they were the most feared and dis-

liked teachers at the time, but they were the ones whom students appreciate after graduation.

The difference between a high school classroom and a college classroom is an excellent reason for students to take at least one or two dual enrollment college courses. By taking college courses that count for high school credit, students have the opportunity to experience the expectations of college while they still have their support system at home.

Finally, the third reason that students have difficulty maintaining a B average in college is that many of them were not actually B students to begin with.

There are some school districts that have a reputation for inflating grades. In some cases, this occurs because a system has fewer good students, so they tend to lower their standards in order to get a more equal distribution of students across the spectrum. In other cases, schools lower their standards because of pressure from parents or students seeking HOPE eligibility.

One indicator of high school grade inflation comes from comparing End of the Course Test (EOCT) scores with overall course grades. There are school systems in Georgia where over one-third of the students who received an A for a course actually failed the EOCT. Either the test is not measuring what is taught, or the students are not actually A students.

Further evidence of grade inflation can be found in the fact that 10 percent of all HOPE eligible students are required to enroll in remedial courses based on their math and English placement tests. Remedial courses do not count for college credit because they are below basic entry level college courses. One would think that a true B student would be prepared for the most basic college courses, but 10 percent do not meet this basic standard.

While it may be too late for new high school graduates to change their high school experiences, it is not too late to enter college with the proper motivation and perspective to do well.

During most college orientations, students will be told that they should devote two

Jim Heinzl Gets a Degree... and a Promotion

Jim Heinzl just earned his Bachelor of Applied Science (BAS) in Technology Management with a concentration in Aviation Administration from Clayton State University. He also just moved up on the job at Delta Air Lines, to a management position in Ground Support Equipment (GSE). And, yes, these two milestones are related.

Although Heinzl is not the first student at the Clayton State - Fayette instructional site in Peachtree City to earn a degree in the Aviation Administration program (he's actually the ninth), he is the first Delta employee in the ICAPP-funded program to graduate and be promoted as a result of his degree from Clayton State.

"In April of this year, a management position in GSE became available. I bid on the position, had an interview, and accepted the offer for the job," he explains. "One of the requirements for the job is to have at least a bachelor's degree in a technical or business field, so my education from Clayton State made it possible for me to qualify for this position."

(GSE includes all the airline equipment on the ground that supports the aircraft and flying operation, e.g.; baggage tugs, aircraft tugs, loaders, passenger loading bridges, electrical power for the aircraft, baggage conveyor systems, etc.)

Retired ASA President Bryan LaBrecque developed the Airline Administration course for Clayton State - Fayette, beginning with the spring 2008 semester. The program is designed for individuals who already hold an associate's degree - an AA,

AS, AAS or AAT -- or who have completed the core curriculum. Depending on the student's prior credits, they can enter either the Bachelor of Science in Integrative Studies or the Bachelor of Applied Science in Administration or Technology Management.



Jim Heinzl

Originally a native of Peoria, Il., Heinzl moved to Georgia with his family when he began high school, graduating from Fayette County High School. In 1988 he first went to work with Delta as a GSE mechanic. Within two months of starting with Delta, he began the Electronics Technology AAS degree program at Clayton State. Then, in 1990, he was able to get a position in the GSE electronics repair shop at Delta.

"My studies in electronics at Clayton State enabled me get that job because it required some formal electronics education," he recalls. "I completed my AAS in 1992, and remained in the GSE electronics shop until 1998. In 1998 I was promoted to the position of lead mechanic in the GSE component shops."

In 2000, Heinzl started the BAS in Technology Management.

"Due to varying schedule assignments at work and family commitments, I stopped taking classes in 2005," he says. "Finally, in 2007 I decided I needed a competitive advantage if I was going to be able to advance, or even survive in my job at Delta. So I determined to finish my degree

at Clayton State, and began taking classes at Clayton State - Fayette in the spring of 2008."

Heinzl's new position at Delta involves the management of the GSE Engineering group, Technical Analyst group, GSE Training group, GSE Technical Publications group, and ULD (aircraft luggage containers and cargo pallets) group.

"I was thrilled and excited about the challenges of the position. I believe that leading these groups to work together efficiently will be a very rewarding and satisfying experience," he says. "My prior experience working in GSE certainly helped secure the promotion, and will further help me with my new duties. My experience and education in electronics will particularly help me with this job since so much of our airline equipment is electronically operated these days.

"In addition to my technical education at Clayton State, the management specific and general core education is valuable for performing the duties of the position. Management specific courses provide the knowledge and skills to manage the particulars of the business, especially as it applies to the airline industry. Courses such as philosophy and psychology provide the knowledge and skills to better understand people, which is valuable for personnel management. Of course the English and Literature classes play a vital part in being able to communicate in all aspects of the job." ■

HOPE, cont'd. from p. 8

hours of study time for every hour they spend in the classroom. This means that if a student is enrolled in 15 credit hours, they should plan to study 30 hours per week.

Many students will laugh off this advice - and many will find themselves among the

two-thirds of students who lose their HOPE eligibility their first year.

I would like to offer a bit of advice to parents, as well. Remember, the HOPE Scholarship is your student's responsibility, not yours. The HOPE is a merit-based

scholarship, and it is essential for students to learn that this is a reward that they must earn and not one that comes automatically just for staying in college.

HOPE, cont'd., p. 11

Life's Transitions

Billy R. "Buddy" Nail

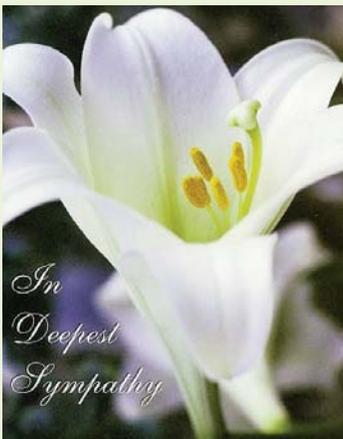
Former Clayton State dean and professor of Mathematics Dr. Billy R. "Buddy" Nail, of McDonough, passed away on June 30.

Dr. Nail was born in Roby, Texas, the son of the late Helen Juanita Parker and Rodney Harmon Nail. He received his Bachelor of Science Degree from Hardin Simmons University; his M.A., and Ph.D in Mathematics in 1962 and 1967.

He retired from Clayton State in 1995.

Funeral services for Dr. Nail were held on Friday, July 3, at Bethany Baptist Church, with the Rev. Al O'Quinn officiating. Interment at Haisten/Eastlawn Memorial Park,

For those who wish, in lieu of flowers, donations may be made to the Billy R. Nail Mathematics Award, Clayton State University, 2000 Clayton State Blvd., Morrow, Ga. 30260-0285.



Robert Charles "Bo" Bolander

May 8, 1940 - July 5, 2009

Robert Charles "Bo" Bolander was the son of Reuben and Irene (both deceased) and the brother of Steve Bolander.



He was raised in Rockford, Ill., and earned his B.A. and M.A. degrees from The College of William and Mary. Bo did graduate work at the University of Georgia and received a law degree from Atlanta's John Marshall Law School. He taught at Old Dominion University in Virginia before becoming a part of the faculty at Clayton Junior College/Clayton State College. He served as Dean of Students and Executive Assistant to the President during his nearly 32 years at Clayton State. He also taught history and journalism.

Bo was active in civic affairs and politics while at Clayton State, serving at local, state and national levels with the American Heart Association and chairing the Sixth District Democratic Party. A graduate of Leadership Georgia, he led the Leadership Clayton Program for two decades.

Bo and his wife Holli moved to Monroe, Ga., in 2000, where he served on numerous boards and commissions and became deeply involved in the first Methodist Church where he served as chairman of the church council and in other roles in several other areas of church life. He was a board member of Monroe's community theater, On Stage and was Vice-chair of the Board of Directors of the McDaniel-Tichenor House. A member of the Monroe Rotary Club he was also a member of the Monroe Historic Preservation Commission.

Bo is survived by his loving wife Holli, daughter Brooke Bolander, stepsons Nicholas O'Neal and Chip O'Neal and brother Steve Bolander. A memorial service will be held in the next few weeks at Monroe First United Methodists Church followed by a gathering of friends at the McDaniel-Tichenor House in Monroe.

-- Rob Taylor

(Clayton State Director Emeritus of Student Life Rob Taylor was hired by Dean of Students Bo Bolander in 1971. They served Clayton State's students together for 25 years prior to Taylor's retirement. "It was an honor to research and write [this]," says Taylor. "He was more than a friend to me.")

"I am saddened by Bo's passing. He was a fine person who was great to work with. He helped in many ways in my early years as president at CSU. For example, he led many of the open forums on campus as we developed the initial seven Strategic Planning Themes. He will be truly missed."

- Dr. Thomas K. Harden, former Clayton State University president

HOPE, cont'd. from p. 9

If students lose the HOPE Scholarship, they still have options to stay in college – they can take out loans or work more hours to pay for their own tuition. These options are not ideal, but they may be just the incentive some students need to put more effort into school and earn back their scholarships.

The thing I appreciate the most about the HOPE scholarship is that it is a merit-based reward. Once students graduate and enter the world of work, they will find that employers reward merit and not just participation. People value that for which they must exert effort to achieve.

If it costs a student nothing to go to college, either financially or through personal effort, then a student is likely to put nothing into it.

I think parents should assist their children by helping to pay for their education if possible. But the students have the responsibility to work hard and get good grades as their part of the deal.

If a student does not do that, then I think the best thing parents can do for their child is make them endure the financial consequences of losing the scholarship. In the long run, they will graduate as more responsible adults if they learn to grow up and take responsibility for their own future at the same time they are earning their degree.

[This article originally appeared in *The Fayette Citizen* newspaper.] ■

Cummings, cont'd. from p. 1

Cummings was an attorney with the Board of Regents, where she handled various transactions for the Regents System Office, University System and institutions. She also has worked closely with the Attorney General's office and other state agencies and departments on various projects and initiatives. Cummings has also served on several statewide committees and steering groups, as well as several University System committees.

From 1991 to 1995, Cummings served as assistant city attorney for the City of

Atlanta. Prior to that, she was an associate with the South Carolina law firm of Nelson, Mullins, Riley & Scarborough.

A native of Atlanta, Cummings earned a Bachelor of Science degree in Microbiology from the University of Georgia. She attended Washington University School of Law and received her Juris Doctor degree, cum laude, from the University of Georgia. She is a resident of Fayetteville, Ga. ■

Swans, cont'd. from p. 5

ing then-Clayton State President Dr. Richard A. Skinner to exclaim, "I have the most technologically-advanced campus in the state, and all they write about are those swans!"

Bailey came to the rescue once again, raised more money, made more phone calls, and then brought another female swan to campus -- Melanie. Like the GWTW Melanie, this bird proved somewhat sickly, and died of natural causes, in January 1999. Next up was "Belle" who joined the University in February 1999.

Belle and Ashley hatched four eggs on Mother's Day 2000, which was just after the lake was officially named "Swan Lake," after a suggestion by Assistant

Vice President of Academic Affairs Dr. Brad Rice. That happened in an impressive ceremony that was presided over by Interim President Mike Vollmer on Mar. 20, 2000.

Unfortunately, Ashley died shortly after the eggs were hatched in June 2000, also of lead poisoning from a fisherman's sinker. Three of the four cygnets ultimately died as well... the one survivor, Rhett II, continues to float around Swan Lake with Belle. ■

Trivia Time

Burr vs. Hamilton

by John Shiffert, University Relations

Andrew Jackson may have been one of the great duelists in American history, but the most famous duel in American history involved two other politicians... Democratic-Republican Vice President Aaron Burr and former Federalist Secretary of the Treasury Alexander Hamilton... on July 11, 1804 in Weehawken, N.J. Well, that's one way to settle political differences.

According to the best historical accounts, Hamilton fired first and deliberately missed. Burr didn't, killing the brilliant economist/philosopher/lawyer with a single shot. Although charged with murder in New Jersey and New York, Burr was never convicted and later went on the bigger things, including committing treason in a half-baked plot to set up a separate empire in part of the Louisiana Purchase Territory.

Although nine correct answers were received (Kathy Garrison, Todd Birchfield, Gene Hatfield, Theresa Kulesa, Lou Brackett, Kurt-Alexander Zeller, B.D. Stillion, Robert Caine, Rob Taylor), the most interesting answer came from our resident historian, the distinguished Dr. Hatfield.

"When Americans think of treason, they think of Benedict Arnold first and Burr second. My great, great, great, great grandfather, John Adair (my middle name is Adair), challenged Jackson to a duel because of what he considered Jackson's false statements concerning the battle of New Orleans. He felt Jackson had given excessive credit to Tennesseans and disparaged the Kentucky troops which he had commanded. The duel was never fought although tradition has it that Adair actually left home for the location of the duel before it was cancelled. In any case, Adair became so popular in the state for defending the Kentucky troops that he was elected Governor of Kentucky."

American history from a true American historian. Speaking of which, with Ford's Theater having recently re-opened after a couple of years worth of renovation (this according to the Shiffert brothers, Jared and Joseph), what did John Wilkes Booth have to say immediately after shooting Abraham Lincoln? Send your answers to johnshiffert@clayton.edu. ■

Sports

Davis Named Assistant Athletic Director for Student Services

by Lee Wright, Sports Information

Clayton State Athletic Director Mason Barfield announced on June 18 the hiring of Kristen Davis as the new assistant athletic director for Student Services.

Davis will be assisting with the overall administration of the Department of Athletics with specific responsibilities for supervising, coordinating and implementing all systems of adherence to NCAA, Peach Belt Conference and Clayton State University compliance and eligibility rules and regulations. In addition, she will also provide rules education for student athletes and staff, prepare and submit official reports, appeals and waiver requests, be responsible for the NCAA tracking system, act as an advisor to SAAC (Student Athlete Advisory Council) and monitor progress and advise student-athletes in all academic matters.

"I'm delighted to serve Clayton State,"

said Davis. "I look forward to assisting the administration in providing a great experience for the student athletes."

A graduate of the Vanderbilt University School of Law, Davis brings a combined 12 years of NCAA administrative experience to Clayton State. Most recently, she served as Assistant Director of Compliance at the University of Connecticut from 2004-2006.

Davis also served as Associate Director of Athletics and Senior Woman Administrator at Arkansas State from 2002 to 2004, Senior Woman Administrator at the University of Central Arkansas from 2001-02 and Director of Compliance Services at Virginia Commonwealth University from 1994-1995.

In addition to her on-campus experience, Davis also worked six years (1995-2001)

at the NCAA Headquarters as a Member Services Representative. While on the NCAA National staff, she served on eight NCAA committees, ranging from Initial Eligibility Waivers to Satisfactory Progress Waivers to Academic Requirements and Interpretations and Legislation.

"We are very fortunate to have a person with the experience of Kristen come to us with the skills and knowledge that she has accumulated over a very accomplished career," said Barfield."

A native of Boston, Mass., Davis graduated from Washington University in St. Louis with a Bachelor of Arts Degree in Political Science in 1988. She earned her Doctor of Laws Degree from Vanderbilt in 1993 and was admitted to the Missouri Bar in 1994. ■

Men's Basketball Adds Standout JUCO Duo

The Clayton State Laker men's basketball added more talent and experience to its ever-growing 2009-10 recruiting class on Tuesday as head coach Gordon Gibbons announced the signing of power forward Germeil Daniels from Louisburg College in Louisburg, N.C., and shooting guard Shasta Scott from Iowa Western Community College.

The addition of both Daniels and Scott brings Clayton State's men's basketball recruiting to six newcomers currently. The duo joins NJCAA All-Region point guard Tim Downs from Palm Beach Community College and NJCAA All-Region forward Brandon Robinson from Seminole College, in addition to pair of Division I transfers – center Armond Jones from Liberty and Robert Murry from Morehead State.

"We are excited to add these two outstanding young men to our program," said Gibbons, 155-86 entering his ninth season at the Clayton State helm. "Both players fit our system nicely and will help fill the void left by our departing senior class." ■

Clayton State Adds Three to '09 Women's Cross Country Squad

The Clayton State Laker women's cross country team have added three experienced runners to its 2009 roster. Head Coach Mike Mead announced the additions of two transfers and a freshman to the squad that will open its 15th season in September.

The newcomers include transfers Kourtney Aylor from Burnet, Texas and Megan Barnes from Stockbridge, Ga., plus freshman Paige Galvin from Posen, Ill.

"These three are going to give us some much needed depth and compliment our returnees..."I'm really looking forward to this season with the additions of Kourtney, Paige and Megan," said Mead. "We've not been a typical Clayton State women's cross country program the past two seasons, but I expect the program to turn around with these young ladies in the mix this fall."

The cross country Lakers will open their season on Sept. at the Strut's Season Opener, hosted by NCAA Division I Jacksonville State in Alabama. ■

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