



KENNESAW STATE
UNIVERSITY

**Norman J.
Radow College
of Humanities
and Social
Sciences**

**New Faculty Welcome
August 2025**

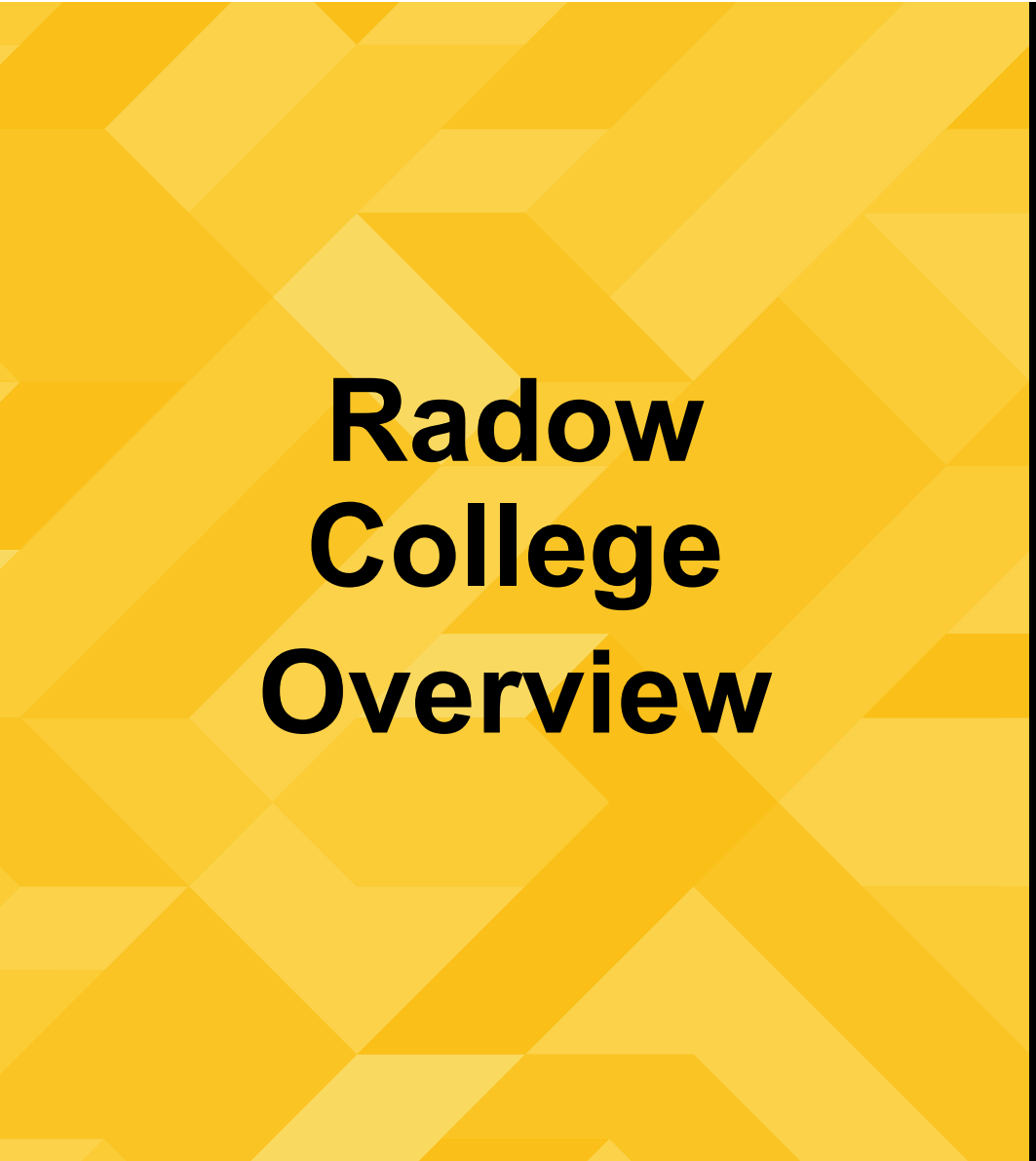
Today's Agenda

- Dean's Welcome
- Radow College Overview
- People & Process
- Q&A and Wrap-Up

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Radow College Dean's Welcome

**Dr. Catherine (Katie)
Kaukinen**
Dean

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Radow College Overview

Units & Programs



Schools & Departments

8 departments

3 schools



Degree programs

21 bachelor's programs

7 master's programs

1 Ph.D. program

People & Programs



People

430 Full-Time faculty

~ 35 Full-Time staff



Strategic plan



Programming

Professionals with Purpose

Lessons in Leadership

Faculty Matter(s)

Office of Academic
Innovation

People & Programs



Courses

~3,300 UGRD courses

~115 GRAD courses

~49% UGRD courses online



Students

~110,600 UGRD course enrollments

~1,350 GRAD course enrollments

~38% UGRD 1st gen

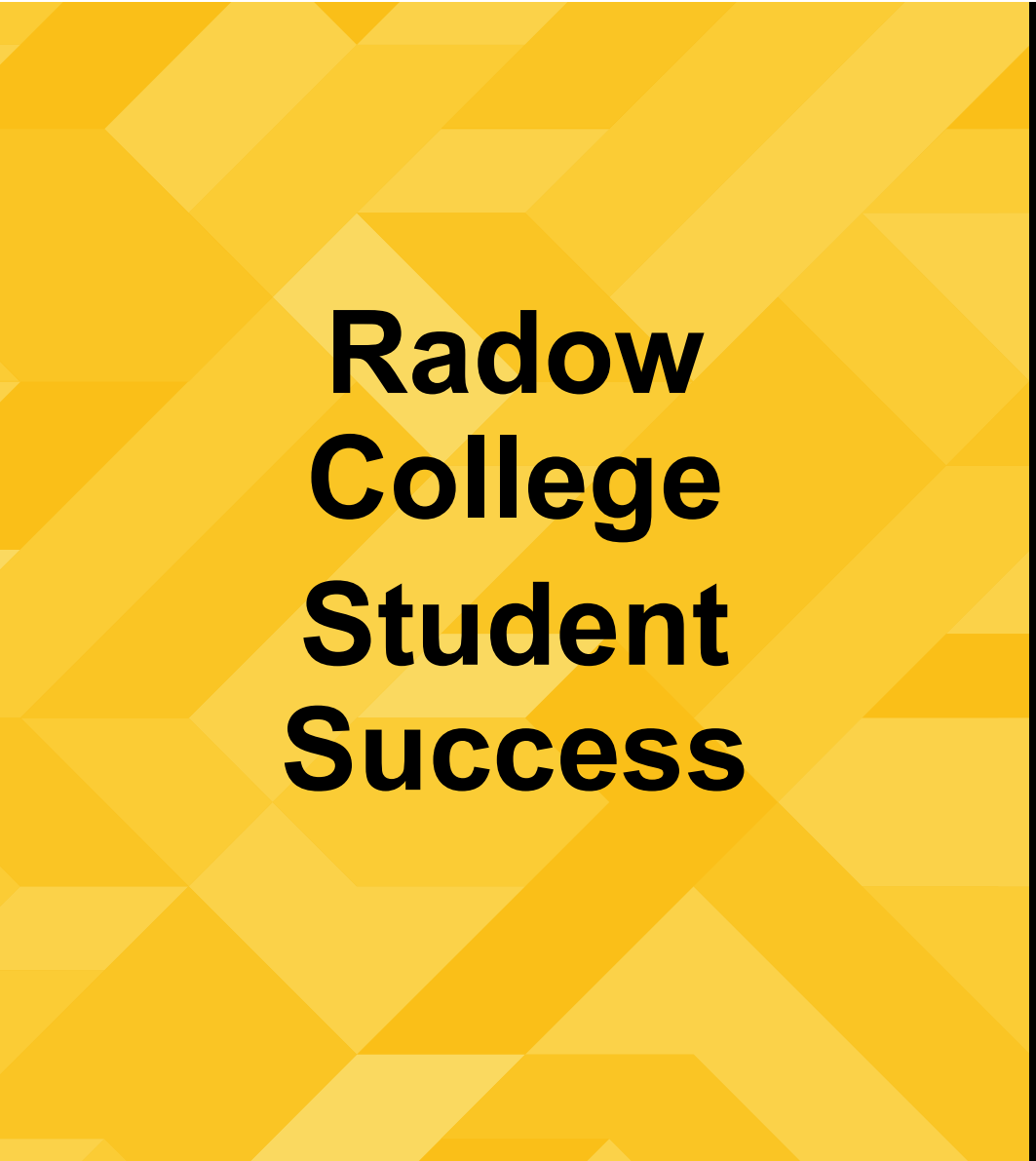
~82% UGRD commuter



Graduates

~1,600 UGRD graduates in AY24

100 GRAD graduates in AY24

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Radow College Student Success

Dr. Michael Chen

Associate Dean for Student
Success & Engagement

Responsibility Areas

- 365 Days of Learning
- Professionals with Purpose
- Other student success initiatives
 - Midterm grades & Early alerts
 - Simple Syllabus
 - Advising
 - Appeals & complaints
 - Open houses, graduations, etc.
 - Honors, study abroad, Year of UK



365 Days of Learning and Service: Universal Design

- **September: Kickoff Event**
 - Date: September 18, 2-3 PM (panel speaker in SO 5074); 3-4 PM (reception in SO 5012)
- **September: Find Your Way—A Tour of KSU**
 - Date: September 30 from 11 AM to 12:15 PM
- **October: Universal Design for Learning Empathy Fair**
 - Kennesaw Date: 10/23/2025, 12 PM to 3 PM in University Rooms in Carmichael Student Center
- **November: UnCANny Creations**
 - Donation Date: October 6th through November 10th



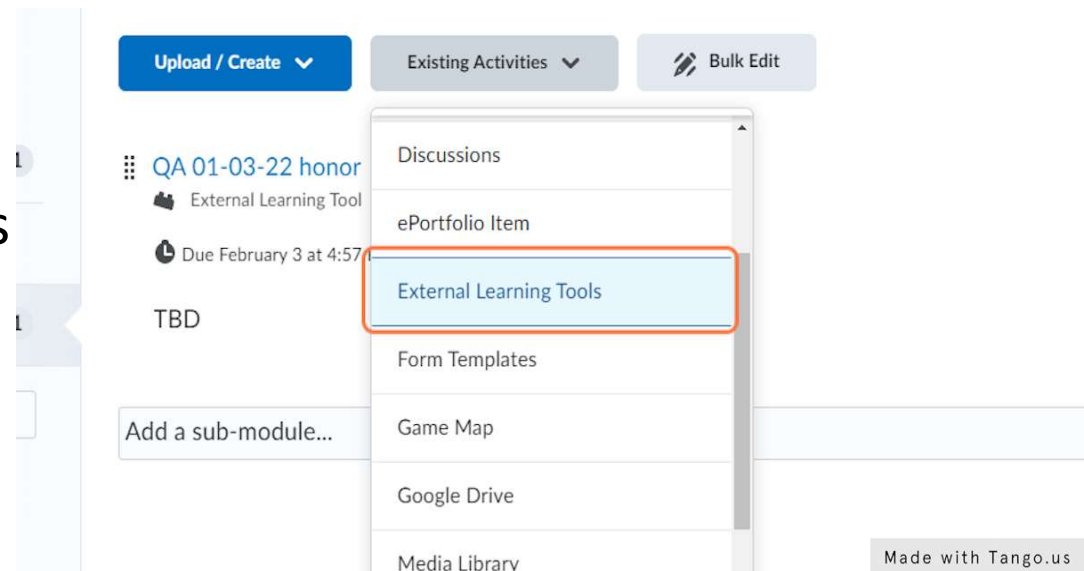
Professionals with Purpose

- September Lisa Shore-Staats: VP of Communications at Truist Bank
 - Date: September 11th
 - Location: SO 1019
- October Elizabeth Elango: Founder of the Global Village Project
 - Date: October 21, 11 AM to 12:15 PM
 - Location: University Rooms
- November Jodi Ford: Director of Career and Technical Higher Education for Ga Department of Corrections
 - Date: November 18th, 11 AM to 12:15 PM
 - Location: University Rooms



Responsibility Areas

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 - Honors, study abroad, Year of UK



Recommendations

- Have an idea about a student-facing event? Tell me about it!
- Write your syllabi carefully and think carefully about your assignments in the age of AI
- Email me at hchen33@kennesaw.edu for questions

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Radow College Academic Affairs

Dr. Kris DuRocher

Associate Dean for
Academic Affairs, Curricular
Innovation, & Enrollment
Management

Responsibility Areas

- College Programs (undergrad & grad) Excellence
- Assessment, Accreditation, and Academic Program Review (APR)
- Course Modality & College Curriculum Approval and Compliance
- Enrollment Management and Scheduling
- Graduate Assistant Funding
- Office of Academic Innovation
 - Faculty Focused Student Success
 - Resources & Handbooks & Toolkits
 - Career and Workforce Readiness
 - Innovation

When will you need me?

- Online Course Review
 - Policy Link
- Curricular Revisions
- Graduate Assistantships
- APR/Assessment
- Committees
- HIPs



How can I help?

Office of Academic Innovation

Faculty Focused Student Success

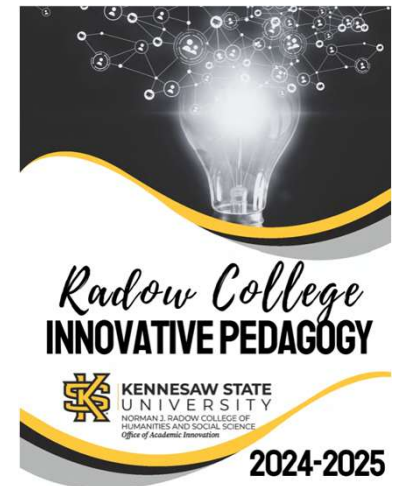
- Student Success Summit
- Save the date: May 18, 2026

Workshops

- Beyond the Summit & with CETL:
 - Monday, Sept. 8 1:00-2:00
"Motivating Students and Academic Integrity" SO 5074
 - Monday, Oct. 27 1:00-2:00
"Mindset Shifts for Joyful Teaching" (online event)
 - Spring 2026: Applying for Teaching Related Funding

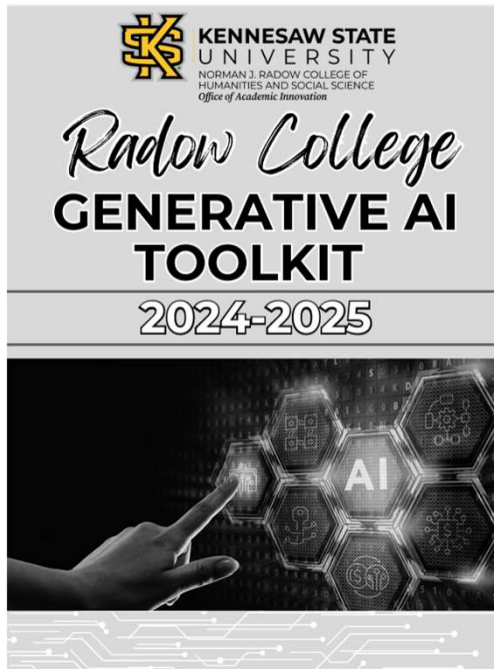
Innovative Pedagogy

- Annual Recognition of Teaching



How can I help?

Office of Academic Innovation



Resources & Handbooks & Toolkits (oh my!)

- *Faculty Toolkit for Student Success in the Classroom*
- *Faculty Toolkit for Student Success in Undergraduate Research*
- *Graduate Student Handbook*
- [Generative AI Toolkit](#)
- *Intelligent Agents Recipe Book*
- *Tools for Success Newsletters*



How can I help?

Office of Academic Innovation

- The **Student Toolkit for Success** provides faculty with resources to assist their students through self-paced modules designed to develop critical skills.
- Coming soon – Word and New Variations!



<https://ksu.percipio.com/channels/fdae4e6b-c8c0-4454-a48c-959b32522274?tab=WATCH>

Organizational Skills

Critical Reading Skills

Effective Note Taking Skills

Successful Online Learning

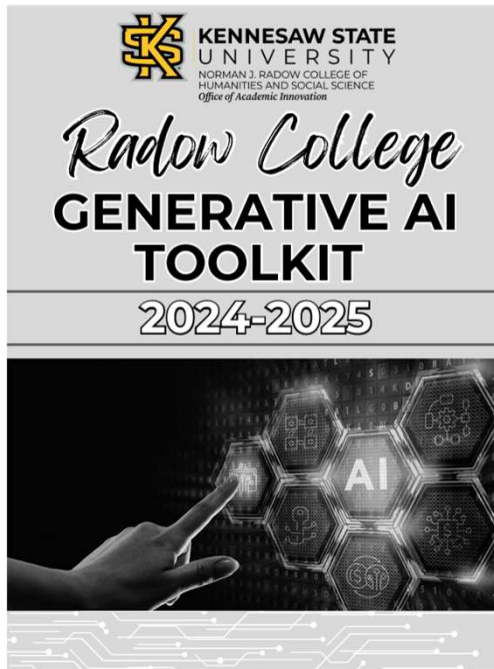
Professional Communication

Test Taking Strategies

Time Management

How can I help?

Office of Academic Innovation



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How can I help?

Office of Academic Innovation

 Budgeting Basics

 Spending Habits


 Understanding Income


 Practical Certificate of Financial Literacy Fundamentals

 U.S. Taxation Basics

 Introduction to Financial Planning

 Practical Certificate in Financial Understanding

 Fundamentals of Investing

 Decoding Student Debt: Student Loan Fundamentals

 Finance Basics for New Graduates

Career and Workforce Readiness

- Micro-credentials are focused learning experiences that certify document a learner's accomplishment in a particular skill, competency, or knowledge area.
- **Merlin Wealth Management Financial Education Micro-credentials**
- **Faculty Financial Innovators**
Call for Faculty Financial Education Innovators
 - This call seeks faculty interested in “investing” financial education concepts into their course content in an innovative way.
 - [Call for Proposals](#)
 - [Financial Education Micro-credentials](#)
 - [Micro-credential information for Faculty](#)
 - [Apply for Faculty Financial Education Innovators Stipend](#)



How can I help?

Office of Academic Innovation

I Institutional Priority - 5 Credit Hours

M Mathematics and Quantitative Skills - 3 Credit Hours

P Political Science and U.S. History - 6 Credit Hours

A Arts, Humanities & Ethics - 6 Credit Hours

C Communicating in Writing - 6 Credit Hours

T Technology, Mathematics & Sciences - 10 Credit Hours

S Social Sciences - 6 Credit Hours

Skills for Success and IMPACTS

- Level I Micro-credentials series featuring essential competencies identified by employers as critical for workforce readiness.
- Introduction to Teamwork (I/T)
- Perspective-Taking (S)
- Persuasion (P/C/S)
- Time Management (I/S)
- Introduction to Ethical Judgement and Reasoning (A)

Faculty Micro-Credential
Information

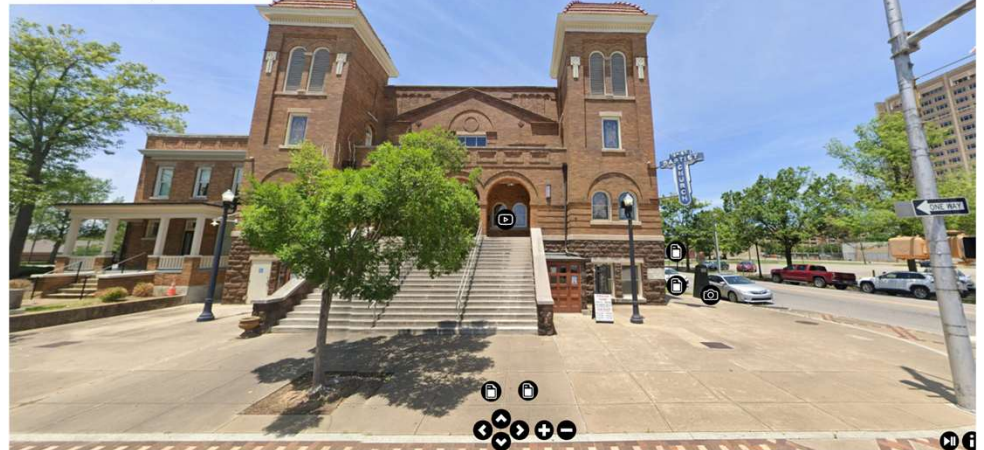


How can I help?

Office of Academic Innovation

- **Innovation in Learning**
 - Immersive Learning
 - Virtual Field Trips (VFTs): Scenario-based learning through creating immersive, real-world experiences
- **And the future:**
 - Career Pathways and Skill Mapping
 - “Ask a Scholar” Series
 - Intellectual Property Micro-credentials
 - & more!

16th Street Baptist Church



<https://p.tourit.etx.asu.edu/v1fshqa2/1g5jfewmgrlrdld/index.html>

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Radow College Research

Dr. Bernadette Heckman
Associate Dean for
Research

Scholarship & Creative Activity

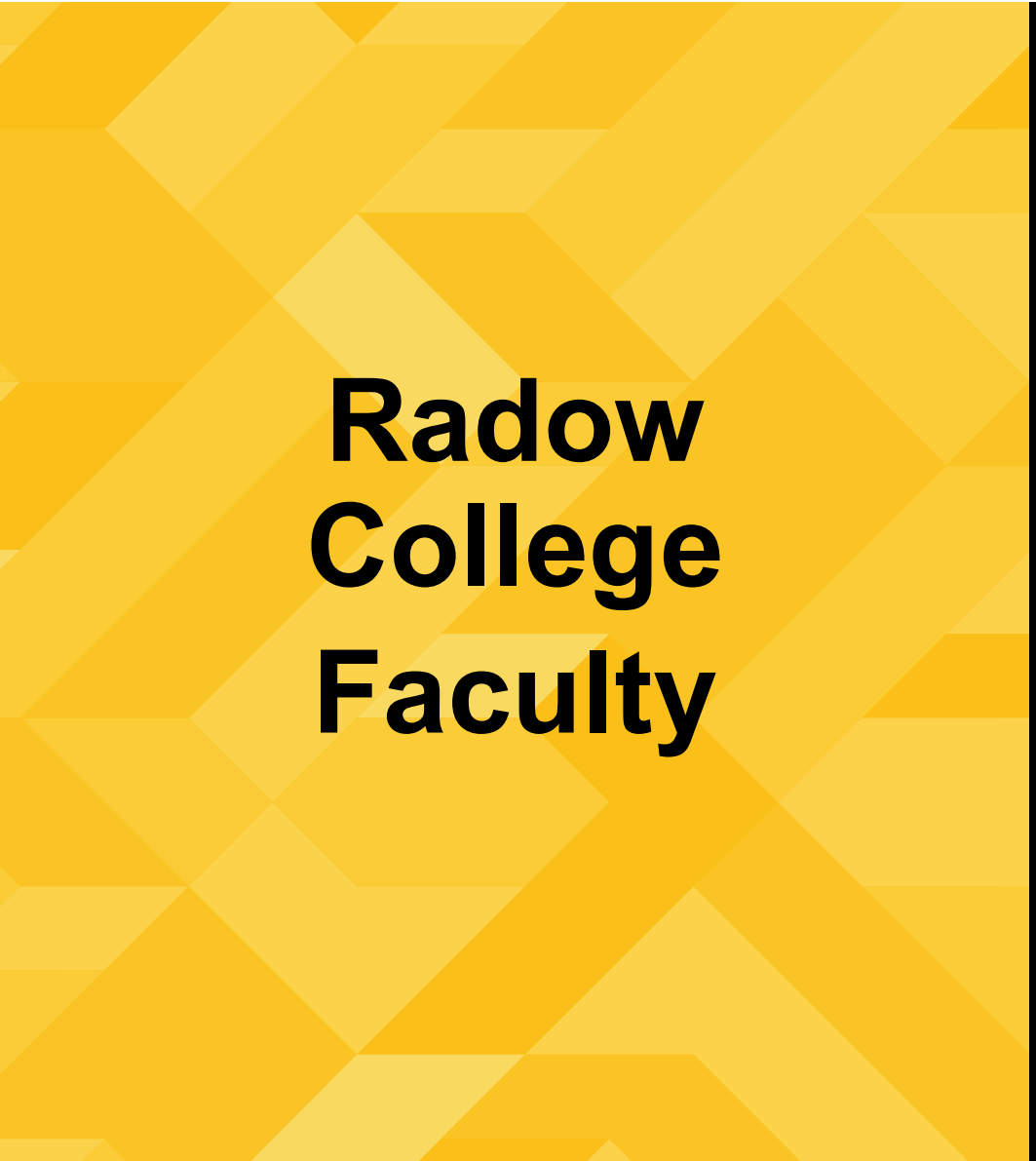
- Radow College Funding Opportunities
 - Seed (Internal) Funding
 - Research Advancement Award
 - Creative Scholarship Award
 - Interdisciplinary Award Initiative
 - Hanover Grant Academy
 - Student Research and Professional Development Fund
- Pre-submission Review Program: Grants and Manuscripts
- Mentorship Program
- Establishing Interdisciplinary Partnerships with Other Units

KSU Resources

- KSU Office of Research
 - External funding opportunities
 - Internal funding opportunities
 - Research w/ undergraduates funding opportunities
 - Office of Undergraduate Research
- Center for Excellence in Teaching & Learning
 - Scholarship of Teaching & Learning
 - SOTL funding opportunities

Recommendations

- To make the most of your first year at Radow:
 - Engage early and often – Connect with our office, join workshops, and participate in research events.
 - Seek mentorship – Whether through our formal program or informal connections, mentorship is one of the fastest paths to academic success.
 - Start building your funding plan now – Even if your first external proposal is a year or two away, begin identifying funders and project ideas.
 - Collaborate broadly – Explore interdisciplinary opportunities; many competitive grants now require multi-field approaches.
 - Prioritize visibility – Present at conferences, publish in your field's leading venues, and showcase your work through KSU's channels.
 - Balance ambition with focus – Your projects will thrive when tied to a clear long-term scholarly vision.
 - Ask questions – No inquiry is too small; our office is here to help with everything from budget forms to big-picture strategy.

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Radow College Faculty

Dr. Greg Paul

Associate Dean for Faculty
Excellence

Dr. John Havard

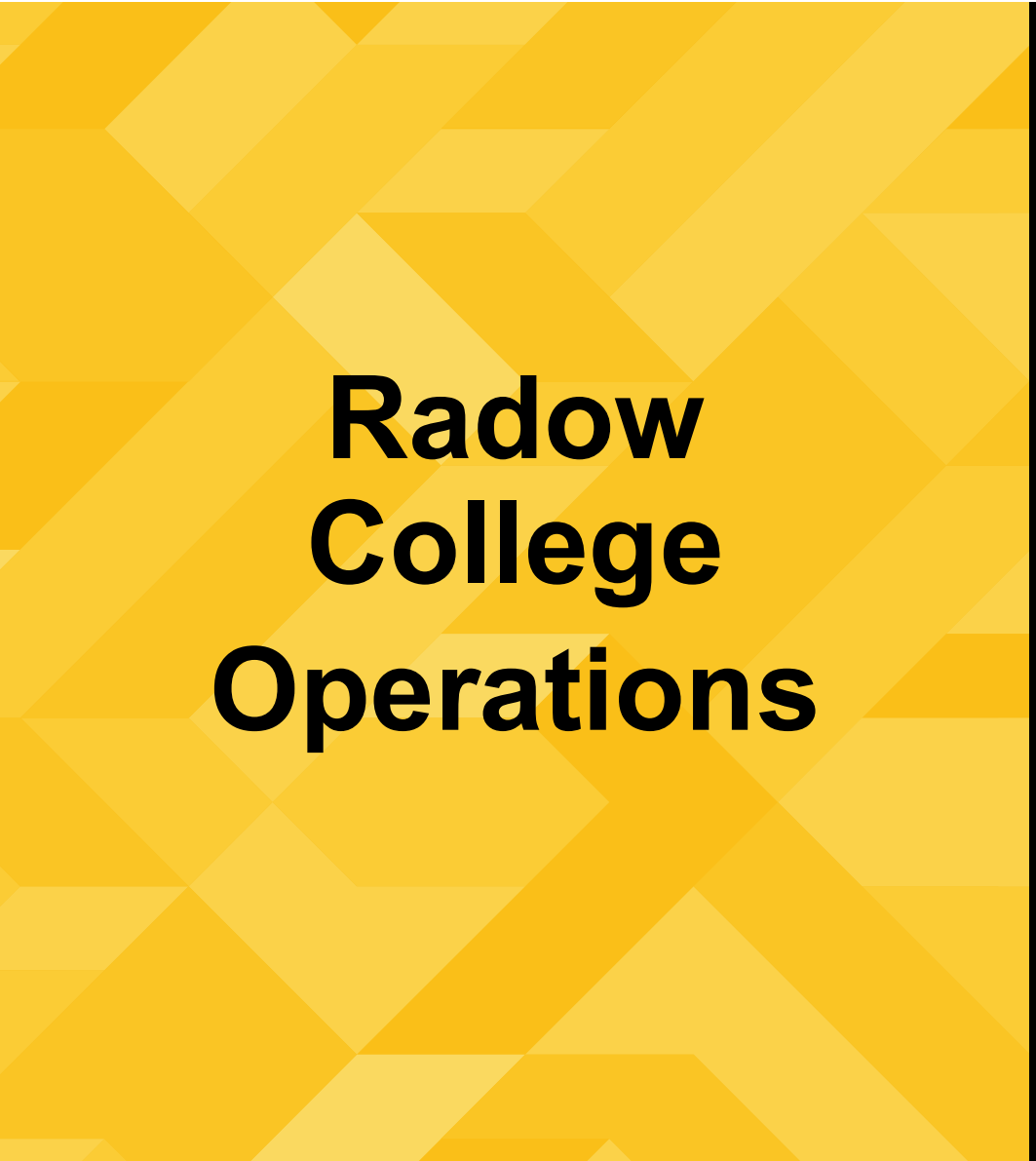
Special Asst to the Dean &
Chair of the Dept of English

Responsibility Areas

- Annual & multi-year evaluation
- Elections
- Awards
- Hiring, welcoming, & connecting
- Professional development
- Data analysis
- Shared governance

Resources

- CETL
- Faculty Matter(s)
- Mentoring program
- New Faculty Onboarding
- Faculty Affairs
 - Watermark
 - Faculty resource guide
 - Faculty handbook
 - Employee handbook

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Radow College Operations

Dr. Ruth Goldfine

Senior Associate Dean for
Operations, Planning, &
Innovation

Responsibility Areas

- Space, Facilities, & Renovations
- Budgetary Matters
- Logistical / Operational Processes
- Special Projects

My Team

- Francisco Ruiz, Office Manager
- Victoria Sinfelt, Office Manager
- Camille Pfeifle, Program Coordinator
- Eric Graham, College Operations Coordinator

Recommendations

- Facilities
 - See something, say something
- Logistics/Operations
 - There is a policy or process for everything
 - Compliance is everyone's concern
- Budgetary Matters
 - Never buy anything on your own
 - Deadlines are firm (Fiscal year 2026: 1 July 2025 through 30 June 2026)
- Special Projects
 - Read your emails
 - Ask questions

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Radow College Marketing & Communications

Leslie Germaine
Director of Marketing &
Communications

Communications Team



Leslie Germaine
Dir., Communication & Marketing



Clint Sowell
Web Digital Strategist



Allison Myers-Lyons
Sr. Multimedia Graphic Designer



Michaela Caston
Operations Coordinator



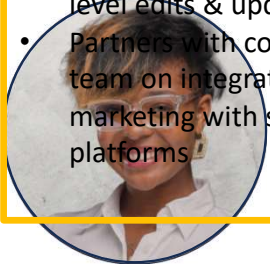
Noelle Lashley
PR/Multimedia Specialist

What we do...



WEB DIGITAL STRATEGIST

- New page builds for college-level support
- SEO optimization
- Interface between institutional level (MarComm) web team
- Support department-level edits & updates
- Partners with comms team on integrated marketing with social platforms



MULTIMEDIA GRAPHIC DESIGNER

- Design, layout, print production of hard-copy materials
- Develop & execute social media campaigns
- Report on social analytics
- Create MP4 videos for Owl TV and social media
- Design all marketing materials for Radow College initiatives



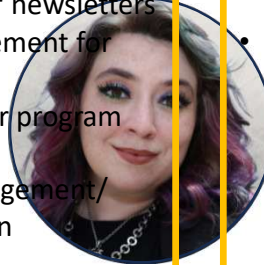
OPERATIONS COORDINATOR

- Manage and regularly update event management platform
- Develop editorial calendars and content for student and faculty/staff newsletters
- List management for newsletters
- Ambassador program oversight
- Event management/coordination



PR/MULTIMEDIA SPECIALIST

- In-house photographer & videographer and post-production editor/producer
- Content creator for socials in partnership with Allison
- PR/storyteller for all Dean's Initiatives, faculty research/success stories & student success stories



Recommendations

- Communication & Marketing Priorities are, in order
 - Office of the Dean Requests
 - College Graduate Programs
 - Unit-level requests
- Goal: To be in alignment with KSU Strategic Plan
- New Service Request form in place
- Please reach out to your school director/department chair to submit requests

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Radow College Development

Akua Andrade
Director of Development

Responsibility Areas

- Overall Major Gift Fundraising for Radow College (\$25K+)
- Radow College's Comprehensive Campaign (Endowed scholarships, etc)
- Volunteer engagement (Dean's Advisory Council & Board of Visitors)
- Serve as Radow College's liaison to KSU Foundation and the Division of University Advancement
- Help promote a culture of philanthropy among students, faculty, staff, alumni, community, and corporate partners

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Radow College Business Operations

Cecilia McDaniel
Senior Business Operations
Specialist

Responsibility Areas

Sr. Bus Ops Manager

Personnel Transactions

- All MSS transactions
- Payroll Amendments
- Anything pertaining to Position Management
- Backup for Business Ops Specialists

Bus Ops Specialist

Financial Transactions

- Concur Travel Requests and Expense Reports
- All purchasing requests, pcard prior approvals
- Food Documentation Form
- IRB Requests
- Transferring Funds within budget

Bus Ops Team

- Jamie Fielder, Business Operations Specialist
 - ENGL, PSYC, WLC/WLRC, SGIA, DEAN, COMM/MKTG, OAI
- Chris Roper, Business Operations Specialist
 - GEOANTH, SOCM, SCJ, HISTPHIL, ISD, TCID, SCMPD
- Cecilia McDaniel, Sr. Business Operations Manager
 - DEAN and College-Wide Initiatives

Recommendations

- Submit any requests to your supervisor for review and approval.
- Work with your department admin to make any expenditures.
 - Research and Startup funding provided by Dean must be 100% spent by 2/1
 - Faculty are not authorized to sign contracts.
- Use Concur to submit travel requests and statements
 - Ad Hoc your Business Operational Specialists to the approval flow
 - Airfare, rental cars and hotel must be booked in Concur. An exception is provided for hotel when the conference rate provides a cost savings.
 - Personal travel included in trips must be preapproved.

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Radow College

**Planning for the
Year**

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Radow College

Planning for the Year

Key Dates

- FPA open – due August 31
- Mid-term grades due mid-October
- Annual review due by last Friday of January

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Radow College

Q&A