



# The Review

## IE WELCOMES NEW TEAM MEMBERS

- **Megan White, IE Special Projects Coordinator:** Megan has a Bachelor of Arts from Georgia College & State University and a Masters of Arts in Higher Education. She is pursuing a Higher Education Leadership Doctoral program at Brenau University. She has been in departmental leadership roles and is familiar with the moving parts of higher education, and she is excited to bring her experience with management, research, and reporting to the IE team. Megan's office is located on the Macon Campus, Room A-304, 478-218-3258, [mwhite@centralgatech.edu](mailto:mwhite@centralgatech.edu).
- **Crystal Jolly, MSI Special Project Coordinator:** Jolly received her Bachelors of Social Work from the University of South Florida, her Masters of Science from St. Thomas University and is currently enrolled in the Organizational Leadership Doctoral program at NOVA Southeastern University. She will manage all activities in support of the Predominantly Black Institution grants that help to assist African American students succeed at Central Georgia Technical College. Jolly's office is located on the Macon Campus, Room A-401, 478-476-5240, [cjolly@centralgatech.edu](mailto:cjolly@centralgatech.edu).
- **Tiaja Tillman, WIOA Career Advisor:** Tiaja has over 7 years of experience in case management and is a graduate of Central Georgia Technical College (prior MGTC) and Troy University. She will provide case management and career facilitation for WIOA participants with a focus on case management for the youth population. Tiaja is located on the Warner Robins Campus, Room H-4, 478-218-3354, [ntillman@centralgatech.edu](mailto:ntillman@centralgatech.edu).

### Dr. Ivan H. Allen, President

**CGTC Main Campus**  
80 Cohen Walker Drive  
Warner Robins, GA 31088  
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## CGTC ACADEMY OUTCOMES FY2023



Dual Achievement Program (DAP)	Career Plus High School Equivalency (CPH) Pathway
* <b>212</b> students enrolled in DAP	* <b>27</b> students enrolled in CPH
* <b>146</b> students reenrolled for Summer 2023	* <b>7</b> graduates, as of May 2023
* <b>19</b> graduates, as of May 2023	* <b>89%</b> success/retention rate.
* <b>82%</b> success/retention rate.	* <b>40%</b> of students moved from high school courses to credit classes
* <b>90%</b> of students moving from high school courses to credit classes	
Source: INet Report 431. Student performance based on headcount who made a C or higher for the Spring 2023 Semester.	Sources: GALIS, INet Report 415 and Academic History as of May 2023 (Adult Education enrollment ends 6/30/23)

The Central Georgia Technical College/CGTC Academy is accredited by [Cognia](#) through the NCA CASI, NWAC and SACS CASI. Accreditation awarded June 17, 2022. Valid through June 30, 2027.

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### Special points of interest:

#### IE Resources Spotlight

- [Institutional Effectiveness Department Links](#)
- [IE Training Presentation Recordings](#)
- [Closing the Loop One-Stop Shop](#)
- [Program and Curriculum Reviews](#)

## TCSG/CGTC POLICIES AND PROCEDURES UPDATES

Links to the revised policy/procedure are included below

### April 2023

- [Policy: 4.5.3. \(III.U.9\)](#) Holidays

### March 2023

- [Policy: 6.8.4](#) Free Speech

### December 2022

- [Policy: 5.1.6. \(IV,H\)](#) Structure of Associate Degree, Diploma, and Technical Certificate of Credit Programs

State Board Policies and TCSG Procedures:

<https://tcsq.edu/about-tcsq/state-board/policy-manual/>

CGTC Local Procedures:

<https://www.centralgatech.edu/faculty-staff/plans-forms-policies/procedures-plans/>

## GRANT HIGHLIGHTS

### Project CAFÉ (CGTC Action for Equity) Predominantly Black Institutions (PBI) – Discretionary Grant

*Project CAFÉ* supports increasing postsecondary access, persistence, and completion for African American male students in STEM and Health Education programs through the creation of equitable, inclusive learning environments for diverse student populations over a five-year project period (Oct 2021 – Sep 2026).

#### **Project activities include:**

- Increase access to accelerated occupational training in high demand STEM and Health fields;
- Provide underserved students with academic support services that contribute to improved learning outcomes;

- Embed faculty-developed digital learning resources into STEM and Health education courses;
- Provide underserved students with expanded social supports;
- Deliver professional development in the areas of:
  1. creating digital resources that enhance remote learning and
  2. diversity, equity, and inclusion.

#### **Outcomes:**

- ⇒ Establishing baseline data in Year 1
- ⇒ Enrollment (African American males in STEM/Health programs): 810
- ⇒ Persistence (Fall to Spring) Rate: 60% (318 / 529)
- ⇒ Completion/Transfer Rate: 40% (326 / 810)
- ⇒ STEM/Health program faculty completing 20 hours of video production training: 20



### Early Childhood Care and Education (ECCE) Expansion Project Predominantly Black Institutions (PBI) – Formula Grant

The *Early Childhood Care and Education (ECCE) Expansion Project* supports increasing postsecondary access, persistence, and completion for African American students in the ECCE program over a five-year project period (Oct 2021 – Sep 2026) through program enhancements and facility improvements.

#### **Project activities include:**

- Construction of a stand-alone *Early Childhood Care and Education (ECCE)* instructional facility with a Lab School (an on-site child development center) on the Macon campus;
- Upgrades to Library and ASC facilities;

- Increasing ECCE student outcomes through program improvements (including increased access to technology, expansion to Dual Enrollment sites, modifications to online courses, increased face-to-face instruction, increased usage of academic support services, and professional development for faculty & staff).

#### **Outcomes:**

- ⇒ Establishing baseline data in Year 1
- ⇒ Pre-Construction Phase of ECCE facility
- ⇒ Enrollment (African American students in ECCE): 190
- ⇒ Persistence (Fall to Spring Rate: 58% (75 / 129)
- ⇒ Completion of AA degree (African American students in ECCE program): 7

## PROFESSIONAL DEVELOPMENT

Just a reminder, each year, faculty are **required** to complete 24 hours of professional development training and staff are required to complete 20 hours. This year, there are nine slideshows – and an additional slideshow “CGTC Introduction” that is voluntary and tells about the history of TCSG, CGTC, and our mission as well as WebEX recordings in [iNet](#) under Professional Development.

Sam Lester  
Professional Development /  
Special Projects Director,  
478-218-3247,  
[slester@centralgatech.edu](mailto:slester@centralgatech.edu)

## ASSESSMENT AND PLANNING

**2023** - All faculty and staff responsible for planning are asked to close-out 2023 Operational Plan goals and Student Learning Outcomes. Plans should be closed out by October 15, 2023. Final KMS data for AY2023 will be available in September 2023.



**2024** - Begin developing plans for 2024 Operational Plan goals and Student Learning Outcomes (minimum of 3 each) selected from the Overarching SLO Crosswalk list for assessment. Brief how-to videos, how-to guides, and training materials are available on the IE SharePoint site in the [Closing the Loop One-Stop Shop](#).

#### **For Divisions and Associated Planning Departments:**

Bonnie Quinn, Executive Director for Institutional Effectiveness  
Phone: 478-471-5184 or Cell: 478-297-3239

[bquinn@centralgatech.edu](mailto:bquinn@centralgatech.edu)

#### **For Programs:**

David VanLandingham, Director for Research and Compliance

Phone: 478-757-3512 or Cell: 478-365-2952

[dvanlandingham@centralgatech.edu](mailto:dvanlandingham@centralgatech.edu)

## IE STUDENT SUPPORT UNITS



The IE Division welcomes a new unit, WIOA to the fold.

WIOA helps job seekers access employment, education, training, and support services to succeed in the labor

market. WIOA is a federally funded program and is designed to serve dislocated workers, adults, and youth who need training to enter or re-enter the labor market. The service is contracted under WorkSource Middle Georgia and operated by CGTC. WIOA staff also provide coverage for Region 6 One-Stop locations.

### For more information contact our WIOA Career Advisors:

#### General Department Contact:

[wioa@centralgatech.edu](mailto:wioa@centralgatech.edu) or 478-476-5252

#### Warner Robin Campus:

Carolyn Clark, Building A, Room 131, (478) 218-3205,  
[cjclark@centralgatech.edu](mailto:cjclark@centralgatech.edu)  
Tiaja Tillman, Building H, Room 4, (478) 218-3354,  
[ntillman@centralgatech.edu](mailto:ntillman@centralgatech.edu)

#### Macon and Milledgeville Campus:

Bonita Macklin, (478) 757-3494,  
[bmacklin@centralgatech.edu](mailto:bmacklin@centralgatech.edu)  
• Milledgeville, Building A, Room 128  
• Macon, Building J, Room 189

#### GA VECTR Center:

Nakeisha Robinson, Room 164, (478) 218-3921,  
[nakeisha.robinson@gavectr.org](mailto:nakeisha.robinson@gavectr.org)

WIOA Sites	FUNDING Active Participants			Totals
	Adult	Dislocated Worker	Youth	
Macon	7	1	-	8
Milledgeville	7	3	22	32
Warner Robins	13	9	36	58
VECTR	-	31	-	31
Totals	27	44	58	129

## TEAMS Outreach Center: Alerted Student Retention Summary

TEAMS Alerts	Fall 202312	Spring 202314
Total # of alerts	2,056	1,528
Unduplicated	1,248	1,027
Retained*	681- (57%)	260 - (26%)
Graduated*	62	1

\*Retained or Graduated within three terms. Results not final.

Top Categories of Assistance/Self Alerts	Fall 202312	Spring 202314
Academic Challenges	28	11
Financial Assistance	48	31
Loaner Laptops	6	15
Registration	11	6
Textbooks	23	8

### TEAMS OUTREACH CENTER

TCSG EARLY ALERT MANAGEMENT SYSTEM  
Helping Students Reach Their Educational and Personal Goals

### For more information, contact:

Racheal Landers, Ph.D.,  
Student Navigator

478-757-3675  
[rlanders@centralgatech.edu](mailto:rlanders@centralgatech.edu)

Della Rutledge,  
TEAMS Outreach Center Associate

478-445-2354  
[drutledge@centralgatech.edu](mailto:drutledge@centralgatech.edu)

### The TEAMS Outreach Center VISTA Members

- Serve as Resource Specialists in the TEAMS Outreach Center.
- VISTA Members support the TEAMS Outreach Center in efforts to ensure that college students with academic barriers break the cycle of poverty by providing wraparound supports that help them complete workforce training that leads to employment.
- The VISTA project helps to build capacity by developing a sustainable recruitment and management system for the TEAMS Outreach Center.
- The VISTA Members are located in the TEAMS Outreach Center on the Macon campus, Room A403.
- Our VISTA Staff Members: Charles Curtis; Karimia Jones; Nora Hassanein

## REACH (Raising Expectations of ACHievement) Student Organization

### Outcomes for Spring 2023

- Enrollment - **41** male students of color
- Student achievements:
  - ⇒ **81%** Class Success Rate;
  - ⇒ **75%** Re-enrollment Rate (Summer or Fall)
  - ⇒ **7** Graduates earned over **24** awards
  - ⇒ **10** Mentors are participating in the REACH Student Organization
- Since Fall 2021 the REACH webpage <http://cgtc.io/reach> has had over **4,200** views or clicks
- Recordings of REACH sessions have had over **3,000** visits
- Hosted **18** student sessions on academic success, resources, leadership, etc.

- ◇ Continuing paid student internship partnership with Spherion Staffing.
- ◇ Partnered with Counseling Services - Men's Listening Sessions
- ◇ Partnered with the Academic Success Center - TEAS Focus Group Workshops
- ◇ Participated in engaging videos "Males considering a Healthcare Career"
- ◇ Practiced leadership involvement, public speaking and enhancing their communication skills by assisting at various CGTC events
- ◇ Thank you to REACH Mentors who assisted with different activities, including chaperoning during REACH field trips

### To schedule a classroom visit or become a mentor, contact:

Rolandria Tolbert,  
Program Specialist,

478-757-3404,  
[rdtolbert@centralgatech.edu](mailto:rdtolbert@centralgatech.edu)

[cgtc.io/reach](http://cgtc.io/reach)



## Barry Smith

**Awards:** Networking Specialist Degree; Technical Studies Degree; IT Professional Degree; IT Professional Diploma; Network Administrator TCC; Cisco Network Specialist TCC; PC Repair and Network Technician TCC; Computer Hardware Specialist TCC; CompTIA A+ Certified Technician Preparation TCC; CompTIA A+ Certified Preparation TCC; Network Technician TCC

Participated in a REACH podcast  
[cgtc.io/TitansTalkREACH](https://cgtc.io/TitansTalkREACH)



## Julian Epps

**Awards:** Business Management Degree; Banking and Finance Degree; Technical Studies Degree; Business Management Diploma; Human Resources Management TCC; Technical Management Specialist TCC; Banking and Finance Specialist TCC

Qualified for National FBLA Competition



## Eric Jordan, Jr.

**Awards:** Barbering Diploma; Barber Assistant TCC; Barbering Fundamentals TCC

Qualified for National Skills USA Competition



## Christopher Osobaye

**Award:** General Studies Degree

Participated in Men's Basketball Team –  
Named to the GCAA All-Academic Team



## Jovan Tucker

**Award:** General Studies Degree

Participated in Men's Basketball Team –  
Named to the GCAA All-Academic Team  
and

GCAA All-Tournament Team

<https://cgctitans.com/sports/mbkb/2022-23/releases/20230316mdps8u>



## Christopher Stone

**Award:** General Studies Degree

Participated in Men's Basketball Team –  
Named to the GCAA All-Academic Team



(left to right) Christopher Osobaye, Jovan Tucker, Christopher Stone, all made the 2023 GCAA All-Academic Team for CGTC

<https://cgctitans.com/general/2022-23/releases/20230316lzhysi>

## Lakeith McRae Thompson

**Award:** Polysomnography Technology Diploma

Participated in the Black History Month  
Change Makers Spotlight Video project  
<https://youtu.be/JxPV4bXFscs>



[cgtc.io/reach](https://cgtc.io/reach)

