Warmer temperatures, sunny days and vibrant spring colors are just a couple weeks away. But these are just a few of the things to be excited about on campus. In addition to the arrival of spring, we can also celebrate several new initiatives – or progressive updates – on existing projects.

Longstanding Partnership Grows
We kicked off March – literally – with Savannah River Nuclear Solutions (SRNS) and its incredibly generous gift of $550,000, which will provide an Endowed Professorship for the new Industrial Process Engineering Bachelor of Science degree program we launched last fall. This gift will enable us to recruit and retain the best faculty in this discipline. The SNRS gift is the largest single gift designated for this initiative, as well as largest donation from industry to the University to address workforce demands.

This is truly a win-win for all involved: the University can now add tremendous talent to our already outstanding faculty; our talented students will continue to receive an all-star education from leaders in this field; and our graduates will provide SRNS with a coveted pool of prospective employees.

“We are proud to partner with USC Aiken on the Industrial Process Engineering initiative. We hope that our contribution will create professional opportunities for our region’s students and faculty, and will strengthen the workforce of the CSRA region and beyond,” said Carol Johnson, president and chief executive officer of SRNS. “This gift will bring a unique opportunity to partner with USC Aiken, and we look forward to working more closely with the University.”

It’s my hope that this partnership will convince our high-level thinkers to remain in South Carolina.

The first cohort of students for this engineering major began this fall. The Industrial Process Engineering Program is designed to prepare students to have the technical knowledge and skills in mathematics, science, engineering and management to analyze and solve problems in today’s team-oriented business environment. Students who graduate from the program will have the knowledge of the processes of industry from multiple viewpoints: mechanical, manufacturing, and business.

Veteran Friendly Recognition
In February, Military Advanced Education &Transition (MAE&T) awarded continued on Page 7
The Campus Citizen of the Month award is given in recognition of good citizenship. All faculty, classified and unclassified staff, and university partners who have been with the University for one year and are in good standing are eligible. The nomination remains active indefinitely in the pool of candidates.

The nomination form must be signed by the nominee’s supervisor and sent to the nominee’s Vice Chancellor in that unit. The criteria to be used in the nomination are:

- **Initiative/Creativity:** Exhibits ingenuity and resourcefulness. Examples include: Improved work methods, efficiency within the department.
- **Loyalty/Dedication:** Willing to go the “extra mile” without being asked.
- **Positive Attitude:** Maintains effective relationships with others both on and off campus; serves as role model. An Example: Consistently delivers prompt, friendly service.
- **Leadership:** Acknowledge those whose efforts have inspired and supported the performance and achievement of others.

### January 2016

**Patrick Gélinas**  
**Senior Instructor for Exercise Science**

In his nomination, a co-worker stated how he was worthy of the nomination due to his positive attitude and his willingness to help out when needed. Patrick has conducted workshops for Human Resources on several occasions at no charge, giving up his time and resources to help his fellow faculty and staff members. His optimism and energy are infectious to everyone he meets. He doesn’t know the word “No” and embodies what it means to be part of the USC Aiken family. If you ask anyone about Patrick, they have only positive remarks. One colleague stated Patrick is “a star” at USC Aiken.

In recognition of his positive attitude, good citizenship, and leadership, Patrick Gélinas has been named the January Campus Citizen of the Month. Congratulations Patrick!

### February 2016

**Carla Hayes**  
**Assistant Director of Human Resources**

In her nomination, a co-worker remarked that Carla “consistently demonstrates dedication to her work as she handles various aspects of human resources working with faculty and staff across campus. She has a positive attitude each day and is very responsive and thorough in providing helpful information pertaining to benefits, hiring processes and general human resource requests. It is evident that Carla enjoys her work and is dedicated to continually improving the experience of USC Aiken faculty and staff by providing prompt and important information and updates. You’ll always see a smile on Carla Hayes’ face as she greets everyone entering the office or helps to lead training for employees. She is an example of a great campus citizen who works to provide a positive experience for others!”

In recognition of her positive attitude, thoroughness, and leadership, Carla Hayes has been named the February Campus Citizen of the Month. Congratulations Carla!

Monday Group will review the nominations and select each month’s winner.

Contact Maria Chandler at MariaC@USCA.edu for more information.
The Cabinet has accepted the recommendation of a staff task force to maintain the full five-day work week schedule with flexible hours within individual departments for Summer 2016.

While the University will remain open for a five-day work week during the summer, beginning the week of May 9 and ending August 12, the University will allow for alternative summer schedules within operating units of the University. Supervisors may work out flexible schedules for the summer that would open offices earlier than 8:30 a.m. and maintain standard closing time of 5:00 p.m. with adequate staffing for effective service. We ask everyone to remember our core purpose is to serve the students and community at USC Aiken by being accessible and focused on their needs. We hope that providing flexible summer work options will allow staff to continue to fulfill this duty while taking advantage of the opportunities offered by the summer months.

Points to remember when working out your department’s summer schedule:
- The University’s core business hours are 8:30 a.m. to 5:00 p.m., Monday through Friday. Appropriate coverage and all regular departmental functions must be maintained during these core hours.
- A compressed workweek is defined as working four workdays instead of the normally scheduled five workdays while continuing to work either 37.5 or 40 hours per week. When a compressed workweek is used, department heads and directors must ensure different days of the week are chosen to evenly distribute the work coverage.
- A variable work schedule is defined as working five workdays during the normal workweek but with work hours other than 8:30 a.m. to 5:00 p.m.
- No flexible hours will be observed for Orientation weeks of June 20, June 27, and July 11, as well as the week of the 4th of July.
- Offices may not be staffed by student workers alone.
- An employee taking leave must take the amount of leave consistent with their approved flexible schedule.
- A non-exempt employee may not exceed 40 work hours per workweek without receiving approval from their supervisor to incur overtime or compensatory time. Generally this should not occur and all work hours must be recorded on ITAMS.
- Meal periods of at least 30 minutes in length should not be recorded as time worked. Break periods may not be used to shorten work hours or the workweek.
- The department director must recommend approval of the flexible work schedule for his/her department to their Vice Chancellor for final approval before implementation.
GOING FOR GOLD

The American Heart Association recently named USC Aiken as a Gold Fit-Friendly Worksite. This places USC Aiken in an elite group of organizations who have demonstrated exceptional commitment to improving the well-being of employees. Organizations recognized by the American Heart Association as Fit Friendly Worksites must fulfill numerous criteria related to wellness, such as offering employees physical activity support, increasing healthy eating options at work, and promoting a wellness culture. “Gold” is the highest level of recognition by the American Heart Association.

UPCOMING CONVOCATION EVENTS

Harlem Globetrotters
March 9, 2016
The Harlem Globetrotters are preparing for their most epic tour in history, as the world famous team celebrates its 90th anniversary!

Information and tickets are available at http://uscatix.com/

For groups of 10 or more, contact Ethan Samarel at ethan_samarel@comcastspectacor.com or call 706-262-4573.

Amy Grant "Live Life Together Tour"
April 30, 2016
World Vision Presents “Live Life Together” Tour – Amy Grant with Nicole Nordeman and Ellie Holcomb

Tickets are available online at www.georgialinatix.com, at the USC Aiken Convocation Center Box Office, and by phone at 1-877-722-8877.
Important changes have been made to our “all-hazard” emergency response plans.

These changes will be put to the test in an upcoming campus drill. To make sure you’re ready, here’s a challenge for you: invest just 10 minutes of your time to watch the online tutorial. The tutorial will provide you with useful information so you’ll know what to do and how to respond in the event of an actual emergency.

Visit our emergency alert webpage (http://web.usca.edu/alert/emergency-action-plan/index.dot) and listen to the 10-minute tutorial that links together our three emergency plans:
• Emergency Action Plan umbrella plan
• Your building plan
• Pacer Alert flip-page guide

When you’re finished, email lene@usca.edu to indicate that you took the challenge, and ask any questions you may have. You’ll be entered in a drawing for a $50 Subway restaurant gift card.

In the long run, we’ll all be winners. Even if you don’t win the drawing, you may save a life should we be faced with an emergency.

Round 2 of the fair wage plan is planned for implementation in April. Employees who were considered in Round 1, as well as those previously not considered due to earnings level, will be reviewed in Round 2.

Please note that individuals hired after January 15, 2015 are not considered in the fair wage plan as related benchmarks were factored into initial salaries after that date. More information will be distributed in late March.
Pedestrian Bridge:
• Construction contract has been awarded.
• Official pre-construction meetings have been held.

Greenhouse:
• Structure completed.
• Electrical and equipment installation is currently in progress.

Office of Veteran and Military Student Success
• Penland 107 is undergoing renovations. The new location will provide a significantly larger meeting and work space.
• Painting is complete and new flooring and entry door is in place.
• Move-in will begins during Spring Break.
• Soft opening for students is March 14.
• Grand opening is April 11.
• Career Services has moved Penland 108.

Clocks Project
A new clock system will be deployed on our campus in the coming months. This system is synchronized with National Institutes of Standards and Technology atomic clock located in Boulder Colorado and “auto-adjusts” the time wirelessly to ensure accurate time. The new clocks will be placed at conspicuous locations in every building. Maintenance is currently procuring the clock system and anticipates that all clocks will be replaced by Fall 2016.

SAVE THE DATE
CAMPUS BUDGET FORUM
Monday, April 4
3:00 p.m.
B&E 124
the University the designation of a Top School in its 2016 MAE&T Guide to Colleges & Universities, measuring best practices in military and veteran education.

From more than 600 community colleges to state universities, online universities and nationally known centers of higher learning – whether private, public, for-profit, not-for-profit, four-year, and two-year colleges -- MAE&T's 2016 Guide to Colleges & Universities arms students with information about institutions that go out of their way to give back to our men and women in uniform. This is extremely important for us, especially with so many veterans in our local area – and so many more expected as neighboring Fort Gordon continues to expand.

I expect once word of this special distinction gets out among veterans, Robert Murphy and his staff will be extra busy. I certainly hope so!

The current Guide, the ninth of which was released late December and available online at www.mae-kmi.com, evaluated institutions on their military culture, financial aid, flexibility, general support, on-campus support and online support services.

“Our goal is to be a dynamic resource for active service members and those who have moved from the military to their civilian careers, helping them find the school that best fits their plans for the future,” said Kelly Fodel, Military Advanced Education & Transition’s editor.

Construction Underway
At long last, construction started on the much anticipated pedestrian bridge. I’m extremely thankful this needed addition to our campus is finally underway and expected to be completed by the fall semester. Not only will this be a convenience for our faculty, staff and students, but it’s an important safety feature, too, especially as Robert M. Bell Parkway widens. The really – really – good news about the pedestrian bridge is that it did not increase the tuition rates for our students by one penny! I’m looking forward to walking across the bridge in the fall with many of you and our students.

We’ve also started working on the fireplace near the Natatorium. In response to our student body’s suggestion, we’re hoping to create a unique place for our students to gather. It will certainly be available to our faculty and staff as well. Once complete, consider gathering your department around the fire for a fun, out-of-the-office social event.

Alumnus Embodies University Values
Commencement will be here before we know it, and that always prompts me to think of our alumni, where they are, how they are making a difference in their communities, and how did USC Aiken prepare them. This month, I had the opportunity to meet Mamadou Samba, Class of 2005, who visited with students March 2 as part of our Intercultural Experience program.

Mamadou was appointed by DC Mayor Muriel Bowser in January 2015 to serve as the director of the Mayor’s Office of African Affairs (MOAA). He truly embodies the University’s mission to provide the most enriching and dynamic academic experience possible in order to develop responsible critical thinkers who contribute in significant ways to their communities.

“Something in me always advocated the desire to serve others,” Mamadou said. “While I’m here [in the mayor’s office] I want to do what I can do so that when I go back [to West Africa] I can give back.”

Originally from Dakar, Senegal, Mamadou shared that he’s writing a book, which will include insights from his four years at USC Aiken where he played soccer. During our discussion, he praised the support he received from our dedicated faculty while he was a student on campus. Some faculty members continue to stay in touch with him, including the Communication Department’s Senior Instructor Peggy Elliot. He specifically shared how Peggy, his public speaking instructor, helped him overcome his shyness.

“She saw something in me; she recognized my potential,” he said.

Peggy worked closely with Mamadou developing his speaking skills; she even entered him in a contest at Clemson, where he took second place in the impromptu competition. Now look at him! He’s representing the mayor of DC – and the University of South Carolina Aiken -- all over the world.

When he was here, only 1 percent of our student body was made up of international students, and 99 percent of them were athletes. Currently, international students comprise 4 percent of our student body, and only 1 percent of them are athletes. My goal is to see international students represented as 6 percent of our student body.

I was delighted to share with Mamadou how very proud we are of him and his accomplishments and warned him that we will continue reaching out to him to help link us with other prospective international students who can help enrich the experiences of our entire student body.

Looking Ahead
I’m pleased to share that the Office of Institutional Effectiveness has completed an initial audit of SACSCOC Compliance in advance of our Fifth Year Interim Report. The report, due next spring, must demonstrate that we are in compliance with 17 of the almost 100 Core Requirements, Comprehensive Standards, and Federal Requirements that constitute accreditation standards.

In addition, we will be required to submit our Quality
Chancellor’s Remarks continued

Enhancement Plan Impact Report in which we describe and demonstrate through evidentiary sources the impact our Critical Inquiry Program has had on student learning. Among the most frequently cited principles of noncompliance is Comprehensive Standard 3.3.1.1 which deals with the annual review of our academic programs.

Academic Chairs and Deans have been notified of the results of the audit with respect to this important IE standard in which we must identify student learning outcomes and how they are being assessed, show that data have been collected and examined, and that actions have been taken based upon the data that have a measurable impact on student learning.

I know the IE Office stands ready to assist academic departments and schools as they continue their efforts to continually improve the educational experience of students in their academic programs.

Get Ready for Summer Fun
As we already look forward to the next – even hotter season in Aiken – I’m thrilled about our new summer work hours. I certainly hope the flexibility of this approach allows you more time with your family and friends. Make plans now to maximize your fun this summer. For more specifics, see page 3.

You’re the Best
It is my honor to serve as your chancellor. I’m so proud of each of you and am grateful you’re your dedication and support to our students. Please continue to keep the lines of communication open, and please share with our marketing team the exciting initiatives, programs, and studies you’re doing in your classrooms and departments. If you have ideas or concerns you’d like to discuss with me personally, please e-mail me: sandraj@usca.edu.

Sandra J Jordan