



KEVIN GECOWETS
DIRECTOR, CUL

Kennesaw State University has made remarkable progress from its origins as a small technical institute with 116 students in 1948, and a community college with 1014 students in 1966. At the start of the 2015-2016 academic year we have 33,000 students on 5 campuses and satellite locations including our first permanent international campus. Our student body reflects the growing, diverse population of Cobb County, the Atlanta area, the state of Georgia, the nation, and the world. During our emergence as a major university, our students, visitors, and employees have treasured our sense of community.

Kennesaw State and its colleges have always been a special place, a community that cares and makes a difference in the lives of those we serve. Maintaining what is special about our university, while experiencing sustained growth and change is one of our greatest challenges.

Responding well to the challenges of success means learning to serve each other, so we can turn and serve our students, our community, and the world. The Center for University Learning can help you retain and develop talented people who can fulfill our vision of transforming our future through scholarship and service, while preserving our great culture and sense of community.

As you scan this report consider how our programs might help you and your team professionally. We would love to help your team learn more of our history and service excellence through The Owl Way, navigate the challenges of change with Thriving During Change, or strengthen leaders with the Management Development Certificate Program. We can address specific needs like Online Language Learning, Managing Conflict Productively, and Process Improvement. Or provide team building and leadership coaching customized for your unique needs.

Contact us. Let us serve your team, so they can better serve others.

We look forward to this exciting and promising year with you!

Kevin Gecowets, Director

UPCOMING FALL COURSES

Writing With Impact

Essentials of Leadership

7 Habits of Highly Effective People

Thriving During Change

Leading During Change

Setting Performance Expectations

The Owl Way

Dealing With Difficult People

Coaching for Peak Performance

Building Trust in the Workplace

Introduction to Project Management

Resolving Conflict in Teams

Essentials of Leadership

Making Meetings Work

Emotional Intelligence

Delegating With Purpose

**FOR COURSE DATES &
DETAILS PLEASE VISIT
KSULEARNING.COM**

***Our Mission** is to foster a culture of learning by providing professional, personal and leadership development for university faculty and staff.*

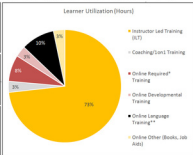
***Our Vision** is to be the premier source of learning and development services for our customers.*

BY THE NUMBERS

Professional development through the Center for University Learning is extremely cost effective for faculty and staff at Kennesaw State University at 35% the average cost for educational institutions, and 14% of cost per employee compared to similar size organizations. (Most recent available benchmarking numbers are from the Association of Talent Development, 2013 State of the Industry Report).

Overall customer satisfaction is high with 95% of participants reporting they would recommend courses they attended to colleagues.

However, there is room for improvement with only 24% of employees (41% of FTEs) participating in training and development activities. Increased attendance in classes would lower per employee cost significantly. Plans to address utilization in FY 2016 include creating front-line employee certification programs and expanding course offerings.



Course Category	KSU Completed	USG PDC Completed	Total Completions	Hours Completed
Instructor Led Training (ILT)	1148	161	1309	6169.50
Coaching/1on1 Training	25		25	268.00
Online Required* Training	930		930	636.11
Online Developmental Training	139		139	267.50
Online Language Training**	122		122	807.50
Online Other (Books, Job Aids)	598		598	276.00
Total	2962	161	3123	8424.61

*excluding EHS and UITs

**9 months since 10/14



1291

Unique Participants



3123

Completions



95%

Would Recommend

EXCEL 2015



"In order to become a leader of excellence you have to first look for ways to continue to be a student, exploring every opportunity to learn, grow, and evolve. The key to maintaining a level of excellence is to continuously build strong relationships through a willingness to serve others. Creating a legacy requires taking the time to invest in others what you have learned and encouraging them to move beyond their limitations into a place of excellence. Excel Leadership provides the tools to become a leader of excellence."

Jessica Baker, 2015 Excel Participant

KSU's Excel Leadership Program is in its 15th year of providing a cohort of 20-24 faculty and staff the opportunity to experience leadership courses, teambuilding activities and learning and networking opportunities with University System of Georgia (USG) and KSU senior leaders. The program is co-sponsored by the President's Office and the Center for University Learning (CUL).

Participants learned and practiced the essential key elements of personal and practical communication, delved into innovation leadership activities, experienced project management elements and ventured to KSU's outdoor Challenger Corner and rock climbing. Facilitators included Kevin Geowets and Lisa Lewis-Fears of CUL, Harry Vardis - Center for Innovation Leadership/ Coles College of Business, and Peter St. Pierre -WellStar College. The 2014 class also spent a day in downtown Atlanta visiting USG leaders and State Representative Ed Setzler, culminated by a President's Cabinet discussion and reception.

The week-long program held during Maymester, added a campus/ community service component in 2013. Since then, cohorts have cleaned trash from the trails and woods around the Kennesaw State Sports and Entertainment Park, replanted the herb garden outside the Commons and prepared planting medium for one of the greenhouses on the Kennesaw State farms properties supporting our Farm to Campus to Farm initiative. The 2015 cohort chose to support our Marietta Campus by supporting operations with mulching, painting, cleaning university vehicles, and planting the beds around the Marietta Campus Globe.

Participation in the program requires an application process and selection. Watch for the 2016 application in March.



Enlightening Minds, Enriching Careers.

AT A GLANCE

KSU's Management Development Certificate Program kicked off Fall Semester 2011.

Initially designed for intact management teams until 2013, the program is also available through open enrollment classes to individual managers and those aspiring for supervisory or management positions.

To date, the teams have included University Information Technology

To date, the teams have included University Information Technology Services (UITS), Enterprise Systems Services (ESS), Enrollment Services (ES), the Sturgis Library and Accounting/Finance & Procurement/Contracting. A dozen individuals from several areas including Academic Affairs, Environmental Health & Safety, the College of Science and Mathematics and the College of Arts and have also completed the program.

Participants receive a certificate of completion after 6 courses and are eligible to receive an advanced certificate upon completion of 3 additional courses and an improvement project.

The curriculum consists of management development courses from the global talent management company, Development Dimensions International (DDI) and KSU-specific courses facilitated by the Center for University Learning staff and KSU colleagues. Courses include the Essentials of Leadership, Setting Performance Expectations, Coaching for Peak Performance, Resolving Conflict in Teams and Delegating with Purpose.

To learn more, contact CUL at cul@kennesaw.edu or view the CUL website: www.ksulearning.com



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<http://www.tinyurl.com/cullinkedin>



PROGRAM GRADUATES FROM THE DIVISION OF FINANCE



PROGRAM MANAGER, LISA LEWIS-FEARS
& GRADUATE, JEREME ALLISON