



2025

Employee Recognition Awards & Program

April 29, 2025



COLUMBUS STATE
UNIVERSITY

FACULTY & STAFF AWARDS

TODAY'S PROGRAM

WELCOME

President Stuart Rayfield

YEARS OF SERVICE RECOGNITION

Tamara Wade, Chief Human Resources Officer

RETIREE & EMERITI RECOGNITIONS

Tamara Wade

Dr. Shannon Campbell, Provost & Chief Academic Officer

COUGAR MILESTONE RECOGNITIONS

Tamara Wade

L.I.V.E. CSU RECOGNITIONS

President Stuart Rayfield

STAFF EXCELLENCE AWARDS

Jessie Merrell, Staff Council Chair

Maya Shakoor, Employee Experience Coordinator

FACULTY EXCELLENCE AWARDS

Dr. Shannon Campbell

CLOSING REMARKS

President Stuart Rayfield

FIVE YEARS OF SERVICE

Laurie Aiken, Center for Career Design
Patricia Anafi, Department of Kinesiology
& Health Sciences
Jessica Banks, Department of Teacher
Education, Leadership & Counseling
Bailey Brado, Enrollment Services
Tim Bragg, Cunningham Conference Center
Charles Garner, Office of the Registrar
Dana Griggs, Department of Teacher
Education, Leadership & Counseling

Daysha Hope, Student Health Services
Xavier Matthews, Men's Cross Country
Victoria Neundorfer, Oxbow Meadows
Environmental Learning Center
Brooke Quarterman, Enrollment Services
Michael Tullier, Office of Strategic
Communication + Marketing
Reba Wissner, Schwob School of Music
Steven Wright, Department of Teacher
Education, Leadership & Counseling

10 YEARS OF SERVICE

Tamara Allen, CSU Advise
Nicholas Bolden, School of Policy, Justice
& Public Safety
Alison Cook, CSU Library
Christy Cook, Counseling Center
David Courson, Plant Operations
Michelle Folta, Schwob School of Music
Joseph Girard, Schwob School of Music
Leslie Haines, Department of English
Janescia Harvey, Shared Administrative
Services
Daniel Holt, Department of Biology
Mark James, Department of
Management & Marketing
Sandra Lewack, University Advancement

Scott Lundgren, Office of Residence Life
Tiffany McBride, Department of
Communication
Margaret McCollum, Student Health
Services
Elizabeth McInnis, Department of
Mathematics
Michael Newbrey, Department of Biology
James Ogburn, Schwob School of Music
Holli Redden, CSU Libraries
Willie Sanders, Vehicle Maintenance
Jennifer Stone, TSYS School of Computer
Science
Cedricia Thomas, Leadership Institute
Kristin Youngquist, Department of
Earth & Space Sciences

15 YEARS OF SERVICE

Amanda Adams, Shared Administrative Services
Vivian Bonamy, Department of Society, Culture & Languages
Phillip Bryant, Department of Management & Marketing
Marie Conklin, School of Nursing
Thomas Davis, CSU Advise
Lawrence Dooley, Department of Theatre & Dance
Andrea Frazier, Department of Teacher Education, Leadership & Counseling
Paul Hostetter, Schwob School of Music
Beverly Johnson, Student Financial Services
Eduardo Leon, Department of Society, Culture & Languages

Laurence Marsh, Department of Management & Marketing
Franklin Mixon, Department of Accounting & Finance
Robert Moore, Men's Basketball
Takeia Mosala, Office of Legal Affairs, Ethics & Compliance
Terry Moshier, Office of the Chief Operating Officer
Jamie Nix, Schwob School of Music
Jasmine Reid, Honors College
Hattie Stringer, Custodial Services
Brian Tyo, Department of Kinesiology & Health Sciences
Eric Van Bibber, Shared Administrative Services
Wendy Warner, Schwob School of Music

20 YEARS OF SERVICE

Anil Banerjee, Department of Chemistry
Michelle DeBruyn, Schwob School of Music
Bridget Downs, School of Policy, Justice & Public Safety
Bradford Huskisson, Women's Softball
Kenneth Jones, UTeach
Simone Jones, Office of Strategic Communication + Marketing
Sungwoo Jung, Department of Management & Marketing

Judith Moore, CSU Libraries
Clayton Nicks, Department of Kinesiology & Health Sciences
Rodrigo Obando, TSYS School of Computer Science
Jennifer Pitts, Department of Management & Marketing
Christine Shaw, Center for Global Engagement
Stephanie Speer, Office of the Registrar
Oula Weaver, Counseling Center

25 YEARS OF SERVICE

Roger Hatcher, College of Education & Health Professions

Mary Holmes, CSU Libraries
Cheryl Yatsko, Counseling Center

30 YEARS OF SERVICE

Robin Snipes, Department of Management
& Marketing

COUGAR MILESTONE AWARDS

Added to the 2025 awards ceremony, the Cougar Milestone Awards recognize the exceptional tenure of our full-time colleagues whose service to Columbus State exceeds 30 years but is between their five- and 10-year anniversary milestones.

Amanda Hawkins
School of Nursing
31 years

Hassan Hassani
Department of Mathematics
32 years

Abiye Seifu
Robotics Engineering Program
34 years

Joseph McCallus
Department of English
31 years

James Chappel
*University Information &
Technology Services*
33 years

Nancy Marino
Office of the President
36 years

Neal Thomson
*Department of Management &
Marketing*
31 years

Angela Johnson
College of Letters & Sciences
33 years

Fonda Carter
*Department of Accounting &
Finance*
37 years

Patricia Chappel
*Department of History,
Geography & Philosophy*
32 years

Gina Sheeks
Division of Student Affairs
33 years

David Schwimmer
*Department of Earth & Space
Sciences*
47 years

RETIREE RECOGNITION

Carlos Almada
Professor
Department of Mathematics
August 2025

Anil Banerjee
Professor
Department of Chemistry
June 2025

Anna Brooks
Comptroller
*Vice President for Business
& Finance*
October 2024

Julie Ballenger
Professor
Department of Biology
January 2025

Laura Bennett
Chief of Police
University Police Department
December 2024

Randall Casleton
Senior Lecturer
Department of Mathematics
June 2025

Kimberly Garcia
Lecturer
*Department of Theatre &
Dance*
August 2025

Nancy Marino
Senior Executive Assistant
Office of the President
June 2025

Joseph McCallus
Professor
Department of English
June 2025

Lawrence McDonald
Associate Professor
*Department of
Theatre & Dance*
June 2025

Donna McKenzie
*Payroll Accounting & Reporting
Manager*
Human Resources
January 2025

Sherri Nagamatsu
*Academic Advisor & Student
Retention Specialist*
TSYS School of Computer Science
January 2025

Aaron Reese
Vice President
Enrollment Management
March 2025

Neal Rogers
Assistant Professor
*TSYS School of Computer
Science*
August 2024

Yolanda Troche
Custodian Team Lead
University Support Services
November 2024

EMERITI RECOGNITION

Warren Church
Professor Emeritus
*Department of Earth & Space
Sciences*

Alyce Cook
Professor Emerita
*Department of Society, Culture
& Languages*

Timothy Howard
Professor Emeritus
*Department of Mathematics and
Office of the Provost*

Shamim Khan
Professor Emeritus
*TSYS School of Computer
Science*

James "Pat" McHenry
Professor Emeritus
*Department of English and
Office of the Provost*

Mark Schmidt
Professor Emeritus
Department of Psychology

L.I.V.E. CSU

L.I.V.E. CSU is Columbus State's internal leadership development program for all employees to learn and practice what it means to Learn, Invest, Value and Engage with our students, colleagues and partners as they work to identify, explore and improve their leadership style.



CLASS OF 2025 LEAD CSU

LEAD CSU is a year-long program that builds the skills and competencies needed to be an effective leader at Columbus State. Each academic-year cohort is limited to eight faculty members and eight staff members, representing diverse university units and roles.

Elke Brumbaugh
TSYS Center for Cybersecurity

Susan Lovell
*Military-Connected Student
Services*

Joseph Sawyer
CSU Advise

Lauren Davis
Campus Recreation

Joshua May
Schwob School of Music

Barbara Smith
*University Information
& Technology Services*

Venus Frank
Office of Human Resources

Rebecca Gerdes McClain
Department of English

Theresa Willey
*School of Policy, Justice &
Public Safety*

Yulandra Hall
University Support Services

Youngrak Park
Department of Communication

Reba Wissner
Schwob School of Music

LaWanna Hayes
*Office of the Chief
Operating Officer*

ELEV8

ELEV8, a collaboration between Human Resources and the Leadership Institute, equips leaders with the skills to lead more effective teams. It is required of new managers and supervisors.

Gypsi Alexander
Purchasing Office

Yulandra Hall
University Support Services

Vernita Harris
*Continuing & Professional
Education*

EMERGE

EMERGE is an application-based program with fall and spring semester cohorts open to all employees. Through the program, participants explore and reflect on their leadership styles and develop and present a professional leadership development plan.

Craig Butera
*William B. Turner Center for
Servant Leadership*

Whitney Gaines
CSU Libraries

Sarai Hitchcock
University Advancement

Tomiko Roberts
Center of Online Learning

Kennedy Stone
Enrollment Services

Beth Wisham
CSU Advise

Dr. Steven Wright
*Department of Teacher
Education, Leadership &
Counseling*

ESSENTIALS

Essentials is a curriculum designed for all new faculty and staff.

Rashael Apuya
Department of English

Cami Benton
*Oxbow Meadows Environmental
Learning Center*

Himanshu Bohra
*University Information &
Technology Services*

Anayia Cook
*University Information &
Technology Services*

Brian Giffin
Athletics Department

Felicia Harris
Shared Administrative Services

Brittany Hewitt
*Department of Teacher
Education, Leadership &
Counseling*

Sarai Hitchcock
University Advancement

Yolanda Johnson
CSU Advise

Alexis Jones
*Department of Society,
Culture & Languages*

Tomiko Roberts
Center of Online Learning

Tiera Rowan
*Department of Kinesiology &
Health Sciences*

Briana Terry
Enrollment Service Center

Beth Wisham
CSU Advise

STAFF EXCELLENCE AWARDS

PRESIDENT'S STAFF EXCELLENCE AWARD

VICKI ROEBUCK

Director, Student Health Services

As the director of Student Health Services, **Vicki Roebuck** has fostered a positive, supportive and inclusive environment for students and employees by establishing the Student Health and Wellness Fund. This fund assists students who encounter financial barriers to obtaining necessary medical care. This initiative ensures that our students—many of whom are uninsured—have access to essential medical services. Last year, Roebuck worked diligently to launch this fund, rallying philanthropic support for it on campus and in the community. Her consistent and selfless efforts significantly benefit our students' health and, consequently, their academic success. Roebuck embodies the very spirit of this award as she quietly and persistently makes a difference with compassion and dedication, often without fanfare.

The **President's Staff Excellence Award** recognizes a staff member who consistently demonstrates superior performance and contributes to advancing one or more of the university's six core values: excellence, creativity, engagement, servant leadership, sustainability and inclusion.

STAFF INNOVATION AWARD

DOUGLAS DUNLAP

Training Sergeant, University Police Department

Douglas Dunlap's creative solutions—from new methods to enhance service quality to innovative approaches for completing work more efficiently and effectively—significantly benefit the University Police Department and the broader university community. Chief among these has been creating a single SharePoint platform through which the department handles daily tasks and accesses vital operational, training and reference documents. This platform enables the Criminal Investigations Division to respond swiftly to judicial and other legal requests—especially when those involve UPD's extensive collection of video judicial file footage, which saves money that would otherwise be spent on expensive physical hard drive storage. Daily, CID receives open-records, state court and superior court requests for case files and records. Overall, this online file repository has been instrumental in facilitating the quicker and more convenient completion of department responsibilities and assignments.

The **Staff Innovation Award** recognizes individuals or groups of staff who have been creative and innovative in serving the campus community in ways that promote and reflect our core values of excellence, creativity, engagement, servant leadership, sustainability and inclusion.

STAFF COLLABORATION AWARD

JOHN WRIGHT

Assistant Director for Community Development, Office of Residence Life

Since joining Columbus State, **John Wright** has fostered collaboration and growth through his office's residential programming curriculum model, PAWS, emphasizing personal responsibility, academic success, wellness and service. He coordinates Residence Life's "experience trips" within the PAWS program to help students build community and enhance their on-campus living experience. By working closely with campus and off-campus partners, Wright ensures these experiences are enjoyable, safe and impactful—and student feedback confirms that. This year's experiences included trips for Residence Life students to Atlanta Falcons and Atlanta Braves games, a regional art tour featuring Pasaquan and the Columbus Museum of Art, and an exclusive AMC Theatre movie premiere. Beyond these efforts, Wright's collaborative spirit is evident throughout the university as he innovates and creates interactive opportunities for students, making him a go-to resource for various university-wide events.

The **Staff Collaboration Award** recognizes a staff member or group collaborating effectively with others on campus or in the community, demonstrating actions that promote and reflect the university's six core values: excellence, creativity, engagement, servant leadership, sustainability and inclusion.

STAFF COMMITMENT TO SERVICE AWARD

STAFF OF THE WILLIAM B. TURNER CENTER FOR SERVANT LEADERSHIP

Cortney Wilson, MSOL, Director

Laura Pate, MSOL, Assistant Director

Theresa Donahoe, M.S., Care Services Coordinator

The William B. Turner Center for Servant Leadership team is recognized across campus as colleagues who not only dedicate their time and energy to the betterment of their unit and university, but whose eagerness to assist others sets the standard. Through their active and hands-on involvement in a variety of initiatives, this team has devoted countless hours to developing and fostering the undergraduate Servant Leadership Program, ensuring that their student fellows receive

meaningful opportunities to grow as leaders through community service projects, participate in leadership seminars, and support their peers during times of personal hardship. Additionally, their efforts make possible the CSU Food Pantry and Embark Program—both essential in helping students facing food insecurity and unforeseen challenges. Their commitment often extends beyond the traditional workday into evenings and weekends as they facilitate emergency services for students in crisis.

The **Staff Commitment to Service Award** recognizes an employee or group consistently providing superior service within the university. It is characterized by “above and beyond” actions that promote and advance the university’s core values of servant leadership and effective, ethical leadership through empowerment and service.

STAFF ENGAGEMENT AWARD

JONATHAN “SKYLAR” FRITZKY

Student Records Specialist, Office of the Registrar

Skylar Fritzky provides outstanding, timely and responsive customer service both in front of and behind the scenes—service considered by his Office of the Registrar coworkers to be top-tier and unmatched. Whether interacting with students or his colleagues, he approaches each request with professionalism, patience and a genuine desire to help. His proactive attitude ensures that he meets others’ needs efficiently and effectively. He often anticipates questions or concerns before they arise, ensuring that everyone he works with feels heard, valued and supported. Beyond his exceptional customer service, Fritzky frequently participates in broader organizational efforts outside the scope of his assigned duties, lending his expertise and support to various projects. He has become the go-to person for assistance on a wide range of initiatives, earning the trust and respect of his peers. His willingness to step up and take on new challenges has made him a key contributor to the Office of the Registrar’s success.

The **Staff Engagement Award** honors a staff member who is engaged within the university and contributes to advancing and promoting Columbus State’s core value of engagement through active civil participation by students and employees in the university experience.

STAFF AWARD FOR SUSTAINABILITY

SARAH SECOY, MPA

Director, Center for Accommodation & Access and Title IX Compliance Coordinator

Sarah Secoy has been crucial in promoting sustainability by implementing practices that reduce environmental impacts and foster a culture of sustainability among students and her colleagues. This dedication reflects her deep sense of responsibility and stewardship toward our environment and future generations. Her leadership, advocacy and support have been vital in advancing our comprehensive sustainability initiatives, inspiring others to join in these efforts. Secoy has transitioned all Title IX-related resources to digital storage and delivery using Microsoft's security features to ensure privacy for those involved in the investigation and hearing processes, including information about support services shared with employees to assist our students. Additionally, Title IX-specific training for investigators, hearing panelists and advisors is now conducted online through Cougarview. This change enhances the experience for those involved in the Title IX process, allowing them to access on-demand online instructional resources, which supports their scheduling commitments and reduces operational costs. She has streamlined the overhead associated with her dual accommodations/Title IX roles by maintaining a single-office environment that preserves confidentiality while maximizing shared office resources and equipment.

The **Staff Sustainability Award** recognizes a staff member or group that significantly contributes to advancing and promoting the university's core value of sustainability and its commitment to recognizing and respecting our environmental context.

FACULTY EXCELLENCE AWARDS

EXCELLENCE IN ONLINE TEACHING

LINQIANG GE, D.SC.

Associate Professor, TSYS School of Computer Science

Dr. Linqiang Ge is recognized for delivering engaging, high-impact online computer science and cybersecurity instruction. He creates an inclusive and interactive digital classroom that promotes student success and encourages real-world learning through thoughtfully designed multimedia content, hands-on projects and personal mentorship.

The **Excellence in Online Teaching Award** honors faculty members' dedication to high-quality online teaching and learning. Its selection criteria include demonstrating teaching, service and scholarly activities that enhance the quality of online education; employing effective and innovative online teaching practices that lead to student engagement, satisfaction and success in achieving desired learning outcomes; and showing an extraordinary commitment to supporting the academic success of online students by building rapport with individual learners both in and beyond the virtual classroom.

The winner of this award represents Columbus State as the nominee for the University System of Georgia Regents' Teaching Excellence Award for Online Teaching. Additionally, the winner receives a certificate and a stipend sponsored by the Faculty Center for the Enhancement of Teaching & Learning

FACULTY RESEARCH AND SCHOLARSHIP AWARD

PATRICIA PATRICK, PH.D.

Associate Professor, Department of Teacher Education, Leadership & Counseling

Dr. Patricia Patrick is recognized for her influential international research in informal science education, biodiversity conservation and community-based learning. A two-time Fulbright Scholar and extensively published researcher, she leads cross-cultural projects integrating indigenous knowledge with science education, mentors graduate students in research and consistently secures external funding to support global scholarly collaboration.

The **Faculty Research & Scholarship Award** honors exceptional efforts by faculty members in research and scholarship, celebrating the importance of these activities—especially their contribution to faculty intellectual growth. It implicitly acknowledges the role of research and scholarship in enhancing a faculty member's teaching and service capabilities.

FACULTY SERVICE AWARD

SAOUSSAN MAAROUF, ED.D.

Associate Department Chair, Elementary Education Program Coordinator,
Associate Professor, Department of Teacher Education, Leadership & Counseling

Colleagues recognize **Dr. Saoussan Maarouf** for her exceptional service and leadership in the College of Education & Health Professions, where she supports curriculum development, part-time faculty mentoring and advising for more than 130 graduate students. Her impactful community engagement includes board service with the Enrichment Services Program and a nationally recognized school-university partnership that promotes STEM education in local K-12 schools.

The **Faculty Service Award** recognizes faculty members who provide exceptional professional service to the university, their profession, and the community. Service is defined as contributing expertise from the faculty's primary discipline to valuable university, community, educational, environmental, business and economic initiatives.

SCHOLARSHIP OF TEACHING & LEARNING AWARD

JASMINE BORDERE, PH.D.

Associate Professor, Department of Accounting & Finance

Dr. Jasmine Borderre is regarded for her rigorous and innovative research on the effectiveness of teaching practices in accounting and business education. Her published work explores student evaluation patterns, servant leadership and the socio-cultural factors influencing student success—contributions that inform pedagogical innovation and enhance student learning in both the classroom and the profession.

The **Scholarship of Teaching & Learning Award** recognizes faculty members who enhance the understanding of teaching and learning through scholarly inquiry. It celebrates faculty who utilize strategies for investigating and evaluating the impact of teaching practices on student learning, rooted in research literature; engage in public, peer-reviewed scholarship that invites critique; produce scholarly work that generates new questions and knowledge about teaching and learning; develop a clearly defined teaching philosophy that informs research questions; and document the dissemination of their scholarly results.

The winner of this award represents Columbus State as the nominee for the University System of Georgia Regents' Scholarship of Teaching & Learning Award. Additionally, the winner receives a certificate and a stipend sponsored by the Faculty Center for the Enhancement of Teaching & Learning.

TEACHING EXCELLENCE AWARD

SHELBY BARSON, MSN-NE, CCRN

Assistant Professor of Nursing, School of Nursing

Shelby Barson is acclaimed for her innovative and immersive nursing education teaching methods, including student-led disaster simulations, virtual reality clinical scenarios, and a creative “escape room” lab experience. Her dedication to experiential learning, teamwork, and critical thinking enables students to engage deeply and equips them for the realities of modern healthcare practice.

The **Teaching Excellence Award** honors faculty committed to teaching, student success and innovative instructional practices. It celebrates faculty for utilizing classroom activities designed to develop critical thinking and problem-solving skills, as well as global and multicultural understanding; employing effective teaching strategies to enhance student learning, such as innovative uses of technology, active learning, learning communities, student portfolios and assessments; and fostering academic success through interactions with students outside the classroom (e.g., advising, mentoring, recruiting, etc.).

The winner of this award represents Columbus State as the nominee for the University System of Georgia Regents’ Teaching Excellence Award. Additionally, the winner receives a medallion and a stipend sponsored by the Faculty Center for the Enhancement of Teaching & Learning.

TEACHING INNOVATION AWARD

RODRIGO OBANDO, PH.D.

Associate Professor, TSYS School of Computer Science

Dr. Rod Obando is recognized for his innovative pedagogy in computer science education, blending game development, storytelling and immersive design into project-based coursework. Through gamified classes, live coding, interdisciplinary game jams and simulated tech studios, he fosters creativity, collaboration and career-ready skills that inspire students to become both problem-solvers and creators.

The **Teaching Innovation Award** recognizes faculty members who implement novel teaching methods that enhance student learning and engagement by developing and practicing innovative pedagogical methodologies. It highlights creative faculty innovations that promote improved learning—specifically regarding unique “program actions” that increase student interest and drive achievement.

CREATIVE ENDEAVORS AWARD

ERICK RICHMAN, M.S.

Senior Lecturer & Wellness Program Coordinator,
Department of Kinesiology & Health Sciences

Through his innovative "Un-Essay" project framework, **Erick Richman** empowers students to explore health and wellness creatively through diverse formats such as films, artwork and community engagement. His course design encourages agency, reflection and communication—helping students discover and develop their creative voice

The **Creative Endeavors Award** honors faculty whose creative work enhances their discipline and enriches the intellectual and artistic life of the campus community. It celebrates the value of these activities, particularly in fostering students' and faculty members' scholarly and creative growth. While the award is given without consideration of the recipient's teaching or service skills, it implicitly acknowledges the importance of creative endeavors in enhancing a faculty member's teaching and service abilities. The award also allows the university to identify and reward faculty contributions to creating, extending, or enhancing knowledge, skills or aesthetic products.

INTERNATIONAL EDUCATOR OF THE YEAR AWARD

DAEWOO LEE, PH.D.

Associate Professor, School of Policy, Justice & Public Safety

Dr. Daewoo Lee creates impactful global experiences that broaden students' cultural awareness by connecting them with Korean history, culture and international affairs. From leading study abroad programs and new speaker series to founding the Korean Institute at Columbus State (KICS) and establishing the first Korea Defense Veterans Association Campus Club in the United States at Columbus State, his work brings global learning to life on our campus and international recognition to the university.

The **International Educator of the Year Award** honors faculty or staff members who have significantly contributed to campus internationalization and global student learning.

CHAPPELL GRADUATE AWARD

BRETT COTTON, PH.D.

Professor, Department of Accounting & Finance

Dr. Brett Cotton is known for designing and teaching a rigorous Managerial Finance course emphasizing practical application through financial analysis and capital budgeting projects. His student-centered approach, clear communication and commitment to applied learning greatly enhance graduate-level business education in the Turner College of Business & Technology.

The **Chappell Graduate Faculty Award** honors full-time graduate faculty who, following the tradition established by Dr. William "Bill" Chappell, demonstrate excellence in graduate teaching and service to students, the university and the community. Chappell passed away in 2011 after serving 34 years on the university faculty.



COLUMBUS STATE

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