

SEPTEMBER 2021

Question, Persuade, Refer (QPR) Suicide Prevention Training

September is Suicide Prevention month and the Georgia Department of Behavioral Health's Suicide Prevention Program, in which GICA participates, is pleased to be able to offer QPR Training under the COVID-19 Emergency Response for Suicide Prevention Grant. Just as people trained in CPR help save thousands of lives each year, people trained in QPR learn how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. Given the suicide rates among college students, this is a vitally important skill for GICA's campus communities to embrace. QPR-trained staff and faculty members will learn to recognize the warning signs of suicide, be able to offer hope to an individual contemplating suicide, and are trained to know how to get help. There are multiple training sessions offered during September. If you would like to attend one of the trainings, [please register](#) no later than September 8.

Join Us For SharePoint Training Opportunity

GICA is pleased to partner with ScholarBuys and Microsoft to offer the next session in the Microsoft 365 professional development training series to address Cloud Storage capabilities on September 15 at 10 a.m. We encourage you to share this information with any staff members or faculty on campus who would appreciate a greater understanding of these Microsoft Cloud Storage capabilities.

In new hybrid work environments, you can learn to create, view, edit and share files on the go as you change from working in the office to working in the home. The modern experience in SharePoint Online is designed to be compelling, flexible, and faster, making it easier for anyone to create beautiful, dynamic sites and pages that are mobile-ready. This training will teach how to access and edit files from various devices, share inside or outside the institution, work together in real-time on Office documents, quickly find the files that matter, and keep files protected and backed up. To register, click [here](#). If you have any questions, please contact [Darren Shahinian](#) at ScholarBuys.

Title IX Investigator Training

GICA is hosting in-person trainings created exclusively for Compliance Collaborative members. This in-depth training is designed to provide Title IX Coordinators, Deputy Coordinators, Investigators, Hearing Panel Members, Advisors, Appeal Officers, HR personnel, and anyone associated with administering Title IX with an up-to-date understanding of current compliance requirements using a scenario-based training. This training will utilize newly developed training videos detailing an interesting fact pattern. Attendees will be exposed to the overall alleged Title IX issue, develop an interview/investigative plan, watch the video interviews, develop interview summaries, and write an investigative report.

Presenter is Judy Spain, J.D., CCEP, GICA Compliance Collaborative Consultant.

Attendees only register at one location/date. All trainings are from 9:00 am to 4:00 pm. POST certification credit is available.

[Tuesday, September 7, 2021 - Zoom](#)

Registration only open to those who are immunocompromised or are not vaccinated due to medical or religious exemptions. To register, please contact

jspain@georgiacolleges.org

[Wednesday, September 8, 2021 - Wesleyan College](#)

[Thursday, September 9, 2021 - LaGrange College](#)

[Friday, September 10, 2021 - Life University](#)

[Monday, September 13, 2021 - Piedmont University](#)

[Tuesday, September 14, 2021 - Oglethorpe University](#)

[Wednesday, September 15, 2021 - Reinhardt University](#)

[Thursday, September 16, 2021 - Covenant College](#)

IMA: Property and Casualty Renewals

In this difficult insurance market, GICA members don't have to go at it alone! With increasing high dollar and high-profile claims, natural disasters, and the COVID-19 pandemic, there is no better time to leverage the power of the Coalition's Property & Casualty program, managed by IMA. Because Coalition members are part of an even larger group of insureds represented by IMA, premium increases are minimized without sacrificing comprehensive risk management, claims advocacy, and broader coverage terms than what is available in the standard insurance marketplace. IMA can help your campus protect assets while reducing costs.

Recap of July 2021 Property & Casualty Renewal:

- As we predicted last year, insurance premiums for colleges have continued to increase between 20%-40% during 2021, and the expectation is this trend will continue heading into 2022.
- Carriers continued to reduce limits and added exclusions for things such as Traumatic Brain Injury, Athletic Participation, and Communicable Disease.

IMA's Higher Education practice has a 100% success rate in driving down colleges' net cost of their Property & Casualty Insurance. If you are interested in learning more about the practice, please reach out to [Chad DeLine](#) at IMA, for a streamlined benchmark assessment and a quick snapshot comparison of this best in class higher education insurance program.

GICA Diversity, Equity, and Inclusion Idea Exchange: Date Change and Registration Launch

GICA is pleased to announce that registration is now open for the Diversity, Equity, and Inclusion Idea Exchange, which has been shifted to October 21, 2021 to allow for safer gathering of interested campus staff and faculty members. The meeting will be held in Atlanta at the Hurt Building from 9 a.m. – 3:30 p.m. GICA institutions are addressing DEI issues on their campuses in a variety of ways to recruit, support and retain students, staff and faculty members from historically underserved and/or underrepresented groups. This will provide a forum to all GICA institutions to share effective ideas they have launched and are utilizing that address the following four themes: Organizational Structure and Financing Models for DEI Work on Campus, Enrollment and Recruitment of Students, Student Retention and Culture, and Faculty and Staff Recruitment and Engagement. Registration will open on Wednesday, September 8. If you have questions about this event, please contact [Lisa Macke](#).

GEER Funding Grant Proposals

Did your institution submit a proposal for GEER funding? If so, we'd love to learn more about your application for our own awareness when engaging with the Governor's office. Please email a copy of your proposal to jcolvin@georgiacolleges.org. The deadline for submitting applications for the \$5B state fiscal recovery funds has been extended to October 31, 2021.

Register and Join us for the GICA Fall Board Meeting

We have finalized the details for this fall's Board Meeting, including a few changes to the meeting structure. We hope you'll be able to join us for an in-person reception from 5-7 pm on October 26, 2021, at the Cobb County Chamber of Commerce offices (overlooking the Braves stadium). In addition to hosting Barbara Mistick, President of NAICU, we will be inviting legislators and other education leaders to the reception.

Our business meeting will occur the following morning in Board Member, Nancy Juneau's offices. Breakfast will start at 8:00 and the meeting will conclude at lunch. Box lunches will be available after the meeting for those that want to enjoy some fellowship, and for those that have to hit the road to return to campus. Please register for the meeting [here](#).

Update from the Georgia Chamber Transforming Talent Event

On Wednesday, August 25, 2021, the Georgia Chamber of Commerce hosted an event called Transforming Talent: Addressing Georgia's Current and Growing Labor Shortage. The program is available virtually and can be accessed by purchasing an online ticket [here](#).

President Jenna Colvin attended and has summarized her notes from the program for your benefit. The program opened with an overview of Georgia's Labor Crisis. Several staffing company leaders provided an interesting perspective based on their position of working with both individuals looking for employment and the employers in the market for talent. They do not anticipate the labor shortage going away, and instead predict challenges for the next 8-10 years.

There are both short-term and long-term reasons for people not coming back. Some workers are reluctant to come back because of health risks—they are afraid, unstable and trying to figure out how to balance everything. "Immediately available" and "benefits included" are the most searched for terms by workers. Job seekers are looking for three things –assistance with transportation, childcare and sick/leave policies. Employers looking for front line workers are paying candidates for interviews and paying retention bonuses for new employees who persist with employment through key milestones (second day, one week, one month, etc.). Turnover in the first 60 hours has tripled. Tactics for success include: (i) online or mobile application processes, (ii) hire quickly, (iii) flexibility to work from home, especially for women, (iv) evaluate attendance policies, (v) have an incredible onboarding experience, and (vi) focus on connecting with individuals who connect with your company's employee value proposition (go back to your grass roots, what do you stand for?).

HR leaders from the Racetrac, WaffleHouse and CW Mathews (road construction company) talked about the extra challenges of hiring in the retail, hospitality and transportation sectors. Second and third shifts are very

challenging to fill. The long term solutions they are looking at include: (i) making the job easier (increasing automation, limiting menu offerings), (ii) shortening the job application, (iii) exploring childcare solutions, (iv) developing partnerships with schools to provide work experiences and internships.

Leaders from Achieve Atlanta, the Georgia Justice Project and TCSG added perspectives regarding expanding the talent pipeline. TCSG shared information regarding their new [Registered Apprenticeship Program](#), which involves registering internships with the Department of Labor. These internships are tied to industry sectors and positions and any education provider can be involved (not just TCSG). In these scenarios, the intern can gain a nationally recognized credential after completion of the work. There's also potentially access to federal grant funds to pay interns to work while pursuing their education. Many TCSG institutions have employees trained to assist with setting up registered apprenticeships and Deputy Commissioner, Karen Kirchler, (kkirchler@tcsge.edu) can also provide additional details.

The program also included the Provost from Albany State University, discussing their approach to USG's new [Nexus degree](#), which includes a mandatory experiential learning component, in partnership with industry. [Albany State offers several credentials in block chain](#) and their industry partner, IBM, is hiring nearly every student that completes the program at Albany State.

The TCSG CIO also shared information about the new [Online Cloud Computing Academy](#) they developed during COVID. The program was announced in February 2020 and already has over 100 graduates. 100% of the program cost is covered by the HOPE Grant for high demand careers. The courses are available through their new eCampus platform that allows students from across Georgia to enroll in online courses offered by other Technical College System of Georgia (TCSG) colleges, providing students access to program courses that may not be available during the current term at their home college.

Georgia Chamber President, Chris Carpenter's presentation on the Talent Transformation noted that 65% of the jobs from 2020 will no longer exist by 2050. Sectors expected to grow include hospitality, technology, retail and manufacturing. He believes more career counselors are needed in high schools—each counselor serves an average of 464 students. They expect 65% of millennials to work for themselves.

More Research Regarding COVID's Impact on the Labor Market

McKinsey Global Institute's [The Future of Work After COVID-19](#) report examines the long term impact of COVID-19 on work across several work arenas and in eight economies with diverse labor markets. This report is highly recommended.

UPCOMING EVENTS

September 1, 2021

Title IX Training- Overview
Webinar

September 7, 2021

Title IX Investigator Training- Scenario
Based
Albany, GA

September 8, 2021

Title IX Investigator Training- Scenario
Based
Wesleyan College

September 9, 2021

Title IX Investigator Training- Scenario
Based
LaGrange College

September 10, 2021

Title IX Investigator Training- Scenario
Based
Life University

September 13, 2021

Title IX Investigator Training- Scenario
Based
Piedmont University

September 14, 2021

Title IX Investigator Training- Scenario
Based
Morehouse College

September 15, 2021

Title IX Investigator Training- Scenario
Based
Reinhardt University

September 16, 2021

Title IX Investigator Training- Scenario
Based
Covenant College

September 28, 2021

Compliance Initiative Series: Who Tells
Your Compliance Story - Part II
Webinar

October 5, 2021

DEI Series: Building Inclusive Environment

October 26 -27, 2021

Fall Board Meeting
Atlanta

November 2, 2021

DEIO Series: Logistics of DEI
Webinar

November 9, 2021

Title IX Hearing Panel Member
Training
Young Harris College

November 10, 2021

Title IX Hearing Panel Member
Training
Brenau University

November 11, 2021

Title IX Hearing Panel Member
Training
Oglethorpe University

November 12, 2021

Title IX Hearing Panel Member
Training
Agnes Scott College

November 15, 2021

Title IX Hearing Panel Member
Training
Reinhardt University

November 16, 2021

Title IX Hearing Panel Member
Training
Berry College

November 17, 2021

Title IX Hearing Panel Member
Training
LaGrange College

November 18, 2021

Title IX Hearing Panel Member
Training
Albany, GA

November 19, 2021

Title IX Hearing Panel Member

Webinar

October 12, 2021

Reporting Process under Religious Liberty
and Free Inquiry Rule
Webinar

October 21, 2021

Diversity, Equity, and Inclusion Idea
Exchange
Location TBD

October 26, 2021

Compliance Initiative Series: Who Tells
Your Compliance Story - Part III
Webinar

Training
Wesleyan College

November 30, 2021

Compliance Initiative Series: Who
Tells Your Compliance Story - Part IV
Webinar

December 7, 2021

Title IX Hearing Panel Member
Training
Webinar

December 10, 2021

Title IX Hearing Panel Member
Training
Webinar

December 14, 2021

Compliance Initiative Series: Who
Tells Your Compliance Story - Part V
Webinar

Thank you for letting us serve you. It remains our honor to do so.

Jenna, Chip, Lisa, Melissa, Juliet & Judy
GICA Staff & Consultant



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