



TAKING THE NEXT STEP



Photos by Allison Carter, Rob Felt, and Kenedy Thorne

Georgia Tech celebrated its 256th Commencement ceremonies Dec. 14–15, 2018, at McCamish Pavilion. Around 3,600 students earned bachelor's, master's, and doctoral degrees this fall. Former U.S. Secretary of State Condoleezza Rice (top left) served as speaker for the bachelor's ceremony, and Seth Marder (bottom left) served as mace-bearer and speaker for the Ph.D. ceremony. See more photos and videos at commencement.gatech.edu.

2019 Legislative Priorities Focus on Third Phase of Tech Square

LAURA MEANS
GOVERNMENT AND COMMUNITY RELATIONS

The Georgia General Assembly will begin its 2019 legislative session on Monday, Jan. 14, with new and returning faces under the Gold Dome following elections in November. Later that day, state leaders will gather at McCamish Pavilion for the inaugural swearing in ceremony.

For Georgia Tech's Office of Government and Community Relations, it's business as usual to promote Tech's legislative priorities. After securing the final round of construction funding last year for the Price Gilbert Library and Crosland Tower renewal project, this year Tech will request \$4.3 million for planning and design funds for Tech



Photo courtesy of Getty Images

Georgia Tech's Government and Community Relations team will soon be busy downtown at the Georgia State Capitol.

see **LEGISLATIVE**, page 2

Employee Mentoring Program Returns in February

BETHANY SCHUSTER
HUMAN RESOURCES

Consider your path: Do you have a few years of work experience under your belt? Have you learned a thing or two after many years in the industry? Or, are you interested in growing your career? Are you experiencing a major work-life change?

Wherever you are in your journey, if you bring the experience or interest, Human Resources will provide the platform to leverage it. MentorTech Professional Partnerships is back by popular demand and returning for a second cohort beginning in February.

Launched in 2018, MentorTech is an employee mentoring program that strategically pairs mentees and mentors into a

see **MENTOR**, page 3

New Professional Development Opportunity for Managers

BETHANY SCHUSTER
HUMAN RESOURCES

Imagine a table where your peers are exchanging problem-solving techniques, conference highlights, and tips for faster paperwork processing. A table where voices are not just heard, but amplified and appreciated. It's a natural environment for encouragement and connection — it's a circle, and there is room for you at the table.

Enter 2019 with purpose and join the newest manager resource from Georgia Tech Human Resources: Professional Development Circles.

Professional Development Circles are small, organized groups of professionals

see **CIRCLES**, page 3

NEWS BRIEFS



Monitoring the Partial Government Shutdown

As the shutdown continues, Georgia Tech administrators are continuing to monitor effects to campus. Learn more at:

c.gatech.edu/shutdown



Georgia Tech Hosts '1st and Future' with National Football League

The annual competition is hosted in conjunction with the Super Bowl to spur innovation in athlete safety and performance. The event will take place at the Ferst Center for the Arts on Feb. 2.

c.gatech.edu/1standfuture



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EVENTS

ARTS AND CULTURE

Through Jan. 31
The Office of the Arts hosts the Faculty/Staff Art Exhibit at the Ferst Center for the Arts.
arts.gatech.edu

SEMINARS AND LECTURES

Jan. 22
The ADVANCE Program hosts a Demystifying Georgia Tech session on Balancing Research and Family from 11 a.m. to 12:30 p.m. in Room 343, Student Center. RSVP at: advance.gatech.edu

WORKSHOPS AND TRAINING

Jan. 16
The Center for Teaching and Learning hosts New Faculty Welcome and Orientation to Teaching from 4 to 6 p.m. in the Peachtree Room, Student Center. Refreshments will be served. Register to attend at: ctl.gatech.edu

Jan. 17
A free bike/scooter safety class will take place from 11 a.m. to noon in Room 240, Campus Recreation Center.
pts.gatech.edu

Jan. 17
The Center for Teaching and Learning hosts a workshop on Supporting Students While We Teach from 11:30 a.m. to 1 p.m. in the Piedmont Room, Student Center. Register to attend at: ctl.gatech.edu

Jan. 23
Human Resources hosts a Be Well session on Preventing Identity Theft from noon to 1 p.m. in the Crescent Room, Student Center. RSVP at: hr.gatech.edu/bewell

MISCELLANEOUS

Jan. 11
The deadline for students to make schedule changes and/or drop courses without a “W” grade for Spring 2019 is 4 p.m.

Jan. 19
Swimming and Diving hosts a meet with South Carolina at 11 a.m. at the McAuley Aquatic Center.
ramblinwreck.com

EVENTS continued on page 3

New Financial System Will Improve Transparency, Efficiency of Financial Transactions

RACHAEL POCKLINGTON
INSTITUTE COMMUNICATIONS

The Financials Transformation project has reached another milestone and is ready to move into the test phase with Workday Financials – a cloud-based financial management solution. During this next phase, the program team will be able to thoroughly test how processes will work from beginning to end, based on Georgia Tech’s financial data needs and requirements. The test phase is the last phase in the project before deployment this summer.

“The Institute is transforming its financial systems to increase efficiencies and streamline financial processes across all units on campus,” said Jim Fortner, interim executive vice president for Administration and Finance. “The configured workflows and improved reporting capabilities will allow for checks and balances throughout a transaction’s lifecycle and will help align our administrative processes with Georgia Tech’s priorities.”

During this comprehensive testing phase, a variety of business transactions and integrations will be tested for functionality, compatibility, and reporting capabilities using the new cloud-based system. In parallel, user acceptance testing (UAT) will validate that integrations have been built to business requirements while identifying underlying issues or required adjustments. UAT will also give Georgia Tech financial users the knowledge and experience needed to own and maintain each integration after the new system is live.

Of the many improvements the Financials Transformation project aims to provide, a critical component is enhanced transparency across all of Tech’s financial transactions. Once the new system is in place, campus financial users will be able to easily see workflows and determine where a task is within a process. Moving to a single

platform and reducing systems will allow units to work more collaboratively and will improve transparency between decentralized and centralized units on campus. And since Workday is a cloud-based solution, Georgia Tech will always be on the latest version with access to new features.

Get Informed, Get Involved

To help ensure a two-way dialogue with the campus community, the Financials Transformation team is conducting a variety of information sessions to help build awareness and an understanding of the new system as well as to collect feedback and input from faculty, researchers, and staff.

In the past five months, the team has covered topics including the Financial Data Model (FDM), which is replacing the PeopleSoft Chart of Accounts, and expenses using Workday. More than 800 campus members attended these sessions. Recordings of these sessions are available on the Enterprise Transformation website.

The next series of info sessions begin in January and will cover grants management in Workday. These sessions are especially relevant for campus financial users who oversee, manage, and support grants and awards.

Community members are also encouraged to subscribe to The Workday Buzz, a bimonthly publication that provides an overview of the financial transformation progress and a digest of upcoming events. Complete the signup box at the bottom of the page at transformation.gatech.edu.

Lastly, keep an eye out for communication from your unit’s change agent. There are more than 100 change agents representing more than 140 units on campus that can help answer questions about Workday and point to helpful resources.

For more information, visit transformation.gatech.edu.

Info Sessions Introduce Grants Management in Workday

Registration is open for the third series of info sessions for the Financials Transformation Program covering Grants in Workday. During these sessions, attendees will learn about managing grants and awards in Workday. These sessions are especially relevant for campus financial users who oversee, manage, and support grants and awards. Attendees will receive an overview of terminology and functionality including a live demonstration of processes. The 90-minute session lays the groundwork for training that will continue in Spring 2019.

There are four sessions to choose from at various locations across campus:

Thursday, Jan. 10
1:30 – 3 p.m.
Rooms 1116–1118,
Marcus Nanotechnology Building

Wednesday, Jan. 16
9:30 – 11 a.m.
Rooms 1116–1118,
Marcus Nanotechnology Building

Wednesday, Jan. 23
1 – 2:30 p.m.
Children’s Healthcare of Atlanta
Seminar Room, Krone Engineered
Biosystems Building

Wednesday, Jan. 30
1:30 – 3 p.m.
Online

More than 800 financial users attended the past two series of info sessions, and you can view the recordings from the Workday Overview & FDM session and the Expenses in Workday session on the website.

Register at c.gatech.edu/workdaygrants to secure your spot.

LEGISLATIVE, from page 1

Square Phase III, a two-tower complex in Tech Square to enhance innovation and academic programming.

Georgia Tech will also seek to strengthen partnerships for Georgia Smart Communities programming, an initiative out of Georgia Tech that serves both metro and rural communities throughout the state to enhance infrastructure through technology-based solutions.

Together with the University System of Georgia (USG), the Georgia Tech team will also work to promote important System-wide priorities. This includes \$82.6 million in new Formula Funds for enrollment growth, shared among all USG institutions to support critical day-to-



Photo by Rob Felt

Buzz makes an appearance under the gold dome at the Georgia State Capitol building.

day operations and academic quality, and \$75 million in Major

Repair and Rehabilitation Funds to repair aging facilities across

the USG, including more than \$100 million for Tech in deferred maintenance needs.

On Tuesday, Feb. 12, Georgia Tech will join the USG’s other research institutions under the Gold Dome for the annual Student Day at the Capitol. This event allows students to share their appreciation for the ongoing support from state lawmakers and learn more about Georgia’s legislative and budgetary processes.

During the 2019 legislative session, Georgia Tech will have 13 students serving full-time as interns to legislators, committees, and staffers through the Georgia Legislative Internship Program, offered in collaboration with the Georgia General Assembly and colleges and universities throughout Georgia.

CIRCLES, from page 1

who gather to encourage each other, build connections, and enhance their management fluency.

Unlike other offerings from the Workplace Learning and Professional Development team, Circles offer a shared responsibility among participants for the facilitation and direction of the group’s learning. They are designed to grow naturally, through open inquiry and discussion.

Starting in February, registered participants will be placed into pre-assigned groups of eight to 10 at a kickoff event. They will meet each month to explore topics of interest and develop extended campus networks.

During the first four meetings, the groups will be provided discussion guides to assist in structuring the conversation. From there, the group will establish its own meeting cadence and cover group topics of interest.

The anticipated time commitment is about two hours a month (one hour every other week), but groups will have the freedom to decide what works best for them. Studies show that the more often circles meet, the better the chances of deeper connection.

Registration is open until Wednesday, Jan. 23. Visit hr.gatech.edu/circles to learn more and register.

MENTOR, from page 1

one-on-one experience focused on creating professional partnerships.

Interested participants register for either a mentee or mentor role after completing a brief interest form. If a strategic match is available, the employee will be notified.

Registration is open until Wednesday, Jan. 23, at hr.gatech.edu/mentoring.

The program is designed to accommodate participants’ diverse needs and will pair employees based on interest in one of the following categories: General Career Guidance, Work/Life Transitions, Sponsor, and Technical Competency.

Throughout the six-month partnership, mentors and mentees will have access to resources to support and enrich the professional partnership, including development opportunities and career guidance.

In 2018, MentorTech accepted and paired 142 mentors and mentees who invested 1,140 hours in one another.

“I really valued having someone outside of my usual group that I could go to and ask questions or share ideas with for a fresh perspective,” said Stephanie Niebuhr, academic program manager in the School of Physics and a 2018 participant.

All faculty and staff are invited to participate in the program. Learn about the perks and requirements, and read more experiences from the 2018 cohort, at hr.gatech.edu/mentoring.

STAY UP TO DATE ON
COMPREHENSIVE ADMINISTRATIVE REVIEW



Photo by Allison Carter

Employees participate in a workshop for the Comprehensive Administrative Review on Wednesday, Dec. 12, 2018, in the Student Center. Discussions focused on talent and people management, one of four areas of emphasis under review.

As the Comprehensive Administrative Review (CAR) continues, many employees have been asking questions about the process and what effects it will have for Georgia Tech.

Those questions and their answers are being collected and shared online.

One such question is below — view more at c.gatech.edu/carfaqs.

Is this process going to lead to massive layoffs?

Massive layoffs are not expected as part of this process, nor are they the goal. Rather, the goal is to achieve administrative savings by improving the efficiencies of the existing processes and structures. In some cases, this may result in a reduction of roles and positions needed to perform these functions. It may also result in situations where tasks or

activities are realigned or reassigned. These decisions will be weighed carefully and with consideration for the Institute’s longer-term workforce needs.

The CAR working and decision groups will work with campus leaders to look for opportunities for position realignment or redirection of administrative costs through vacancies and attrition first. Positions that become candidates for redirection will follow the Georgia Tech and Board of Regents Reduction in Force policies and procedures related to notifications and support services. In all instances where individual roles or occupied positions are affected, a thoughtful discussion with the affected employee will take place in advance of the change.

Read more about the CAR at c.gatech.edu/carfaqs.

FACULTY AND STAFF ACHIEVEMENTS

Susan Embretson, professor in the School of Psychology, has won the 2019 Career Award of the Psychometric Society. Embretson is the first woman to win the prestigious prize. The award is for lifetime achievement, honoring individuals whose publications, presentations, and professional activities over a career have had widespread positive impact on the field. Nominees for the award must have demonstrated excellence in psychometric research over a minimum of 25 years.

The National Academy of Inventors (NAI) has included School of Chemical and Biomolecular Engineering Professor **William J. Koros** among 148 academic inventors

elected as NAI Fellows in 2018. Koros, who develops energy-efficient separations technology, is the Georgia Research Alliance Eminent Scholar in Membranes and holds the Roberto C. Goizueta Chair for Excellence in Chemical Engineering.

The American Mathematical Society and the Society for Industrial and Applied Mathematics announced that **Arkadi Nemirovski**, John Hunter Chair and professor in the H. Milton Stewart School of Industrial and Systems Engineering, is a recipient of the 2019 Norbert Wiener Prize. The societies cited Nemirovski’s “fundamental contributions to high-dimensional optimization and his discovery of key

phenomena in the theory of signal estimation and recovery.”

Marilyn J. Smith, professor in the Daniel Guggenheim School of Aerospace Engineering, has been elected to fill the academic seat on the board of the Vertical Lift Consortium, a consortium of academic and industry partners who team together to solve Army applied research for rotorcraft. Her service begins this month and will run through December 2020.

Arash Yavari, a professor in the School of Civil and Environmental Engineering, has been elected a fellow of the Society of Engineering Science. Going back to the first class in 1975, only 50 people have been honored as fellows of the society.

EVENTS

Jan. 23
The Sports, Society, and Technology Program hosts a screening and discussion of the documentary *Black in Blue* from 7:30 to 10 p.m. in Room 236, Global Learning Center. Learn about the film at: blackinblue.org

MLK
CELEBRATION

Jan. 15
Students with King: Celebrate Differences will take place from 9 a.m. to 1:30 p.m. Location TBD.

Jan. 15
The MLK Campuswide Student Celebration, with a theme of *Bending the Arc Towards Justice*, will take place at 7 p.m. in the Student Center Ballroom.

Jan. 16
The Moral Education of Albert Einstein, a distinguished lecture featuring Robert Schulmann, will take place at 3 p.m. in the Student Center Ballroom.

Jan. 17-19
The FOCUS Program, one of the nation’s premier programs for raising awareness of graduate education among the brightest underrepresented students, will take place at the Georgia Tech Hotel and Conference Center.

Jan. 21
The MLK Day of Service will take place from 8 a.m. to 1 p.m., convening in the Student Center Ballroom. RSVP at: engage.gatech.edu

Jan. 21
The 2019 MLK Lecture features engineer, physician, and NASA astronaut Mae Jemison, who will discuss King’s legacy and the journey individuals must take to change the world together and create a shared future at 7 p.m. at the Ferst Center for the Arts.

Jan. 24
The “*Sunday*” *Supper: A Community Meal and Conversation* will take place from 6 to 8 p.m. in the Bill Moore Student Success Center.

Jan. 25-26
Komansé Dance Theater presents *Skid* at 8 p.m. at the Ferst Center for the Arts. Purchase tickets at: tickets.arts.gatech.edu

Jan. 29
Forces Behind Movements, a conversation about women in leadership roles in social movements, will take place at 6:30 p.m. in the Bill Moore Student Success Center.

More information and registration for these events is available at: diversity.gatech.edu/mlk-celebration-events

For a more comprehensive listing of events, or to add your own, visit calendar.gatech.edu.



Facilities Project Manager Cary Ogletree and recently retired Facilities Coordinator Dorothy McDuffie, in the George W. Woodruff School of Mechanical Engineering, occupy a “floating” workspace in the atrium of the J. Erskine Love Jr. Manufacturing Building. The space, formerly a computer lab, was turned into an office in 2013. We'll highlight other interesting workspaces in this ongoing series called Office Space. See more at news.gatech.edu/features/office-space.

Photo by Rob Felt

Employee Turned Double Jacket: Meet René Meadors

SCHELLER COLLEGE OF BUSINESS
AND INSTITUTE COMMUNICATIONS

René Meadors already had a bachelor's degree in biology from Georgia Tech and was a Tech employee when she began pursuing an MBA in 2016. Meadors is from Covington, Georgia, and completed Georgia Tech's Evening MBA program in December. The “business-minded scientist” is a licensing associate with the Georgia Tech Research Corporation (GTRC) and has worked at Tech full-time since 2013. She recently shared some of her experience as an employee and graduate student.

Did you use the employee Tuition Assistance Program (TAP) benefit for your degree?

Yes. When I first started in 2016, TAP did not cover the MBA program. However, I was fortunate enough to have the option to use the GTRC Tuition Reimbursement program. In January 2018, TAP started covering the MBA program, so I used it for my last year. This is the second master's degree I have received through employee tuition assistance while working at Georgia Tech.

How long did it take you to complete the degree?

It took me three full years to complete the MBA degree. I began

in January 2016 and took classes every semester.

How did you balance grad school with full-time work?

I truly couldn't have done it without the support and encouragement I received from family, friends, colleagues, and my supervisor. Logistically, I balanced it with meticulous time management. Knowing when to take off my “work hat” and put on my “student hat” was crucial to my success.

Why would you encourage other employees to pursue earning a degree, or an additional degree?

Education is something no one in the world can ever take from you. No matter where you are in your career, there is never a downside to learning something new. I consider myself to be a lifelong learner, and I would encourage others to keep that perspective as well.

Why did you choose the Scheller College of Business?

I work on campus, so Scheller was convenient for me. Plus, its reputation was enough to sell me.

Who was your favorite professor, and why?

Arn Rubinoﬀ was my favorite because he is engaging,



Photo by Danny Kamik

Meadors shakes hands with President G.P. “Bud” Peterson at the master's Commencement ceremony on Friday, Dec. 14, 2018.

knowledgeable, really cares about his students, and remembers them.

What was your favorite course and what was the biggest insight you gained about business from it?

Consumer Behavior was my favorite course. I was able to apply my psychology background to business and it was awesome!

How will your business education impact your work?

I work on campus in the Office of Industry Engagement, and recently accepted a new position as a licensing associate. This role allows me to work at the unique

intersection of business and science. My scientific background allows me to comfortably understand the research side of my job, and I am confident my MBA has fully equipped me with the skills I will need to tackle the business side of my new role.

“If I hadn't gone to business school, I would be...”

...in my third year of law school.

Georgia Tech offers several educational assistance programs for faculty and staff. These programs provide a tuition and mandatory fee waiver or reimbursement to full-time employees and research-titled faculty. Learn more about the programs at hr.gatech.edu/education-assistance.

CLASSIFIEDS

VEHICLES

2002 Mercedes-Benz 430S, ~240k miles; runs well; photos available; \$4,500 OBO. Contact wggreene116723@bellsouth.net; 404-667-5033.

REAL ESTATE/ ROOMMATES

2BR/1BA apt. for rent in Midtown on 14th Street NW. One mile from campus. Conveniently located near Stinger Green Route stop (GTRL). New flooring, fresh paint. One assigned parking space w/ street parking on Francis Street. Available immediately. \$1,550/mo. Email sammcinnis@hotmail.com.

Room available in furnished 2BR Virginia-Highland apt., 1.5 miles from campus. \$750/mo. includes utilities (gas, electric, water, cable TV, Wi-Fi) and use of laundry facilities. Contact carol.colatrella@lmc.gatech.edu.

For rent: Retired professor's 3BR/2BA hilltop home overlooking Atlanta Memorial Park in Buckhead. Close to jogging paths, playground, golf, tennis, Northwest BeltLine, and Morris Brandon Elementary. 5.5 mi. from Tech campus. \$3,200/mo. Contact vibhadesai@hotmail.com, 404-563-5795.

Room available in 2BR/1BA apt. located 1.5 mi. north of campus. Rent \$550/month, electric typically \$30/mo., internet \$25/mo. Contact ztowner6@gatech.edu.

MISCELLANEOUS

CATEA is recruiting employees with disabilities (e.g., mobility impairments, hearing loss, learning disabilities, back pain), for a study of the impact of universal design in the workplace. Participants will be paid \$100 (as long as you complete the 1.5 hour study outside of work hours). More information is available at catea.gatech.edu/accessible-workplace-study.

Looking for a carpool partner for the daily commute from East Cobb to Tech campus. Email bdespy@hotmail.com.

Cat named Mika looking for a new home. Friendly, cuddly indoor cat with all of her shots (no health problems, spayed). Her owner went off to college, and she is now often home by herself. Contact Molly, 404-983-5390.

Microwave for sale: 1.3 cu. ft. Panasonic, stainless steel, 1 year old, barely used. \$95 OBO. Contact John, 404-430-7600.

Keurig K-cup coffee/tea machine w/ reusable coffee filter. Slightly used. Great shape. \$35. Pick up on Tech campus or near Midtown MARTA Station. Call Lynne, 770-547-3189.

Men's DryJoy brand golf shoes, size 9M; cloth bag; golf balls; gloves. Used, in good shape. \$35. Pick up on Tech campus or near Midtown MARTA Station. Call Lynne, 770-547-3189.

Ads run for at least three issues in the order in which they are received. Submit your 35-word-or-less ad to editor@comm.gatech.edu.