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# The WHISTLE

The Georgia Institute of Technology

Faculty/Staff Newspaper Volume 23, No. 32

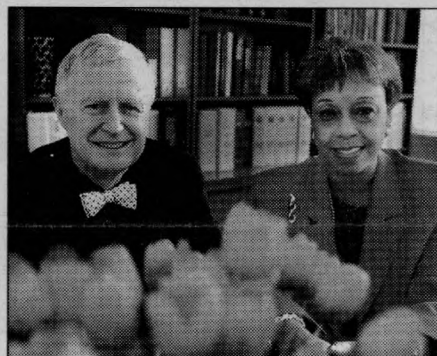
September 13, 1999

## Tech develops new Dispute Management System

As part of a University Systemwide effort to more effectively manage conflict among faculty, staff and students, Georgia Tech has developed a system to provide early intervention and assistance. The new Dispute Management System (DMS), a hybrid of existing dispute resolution programs and newly developed alternative programs, is designed to handle disputes at the point of impact and at the lowest organizational level possible.

### Purpose of the Ombuds Program

The focal point of the system for faculty and staff is the new Ombuds Program. The mission of the program is to ensure that all members of the Institute receive fair and equitable treatment. President Wayne Clough recently appointed Helen Grenga, professor emerita, MSE; and Dave McGill, director emeritus of the Center for the Enhancement of Teaching and Learning, to serve as faculty ombuds. Grenga and McGill will report to the Office of the President. Jean Fuller, director of Faculty and Staff Support Services/OHR, will serve as interim classified staff ombuds. Ombuds appointments are effective Oct. 1. Student disputes are processed through the Office of the Dean of Students.



Jean Fuller (right) will serve as classified staff ombuds, and Dave McGill will serve as one of two faculty ombuds.

"We're hoping that we can help faculty and staff who have grievances or problems to address them early," said McGill. "We want to give faculty and staff an outlet that helps them see all their options and helps them address their difficulties before they become much bigger problems than they need to be."

The dispute resolution offices (Ombuds Office and the Office of the Dean of Students) are safe places where faculty, staff and students can receive advice if they are unable to resolve a problem. The offices serve as a prompt, impartial and confidential means of facilitating discussion among any parties on campus, and as a way to resolve differences apart from formal grievance procedures.

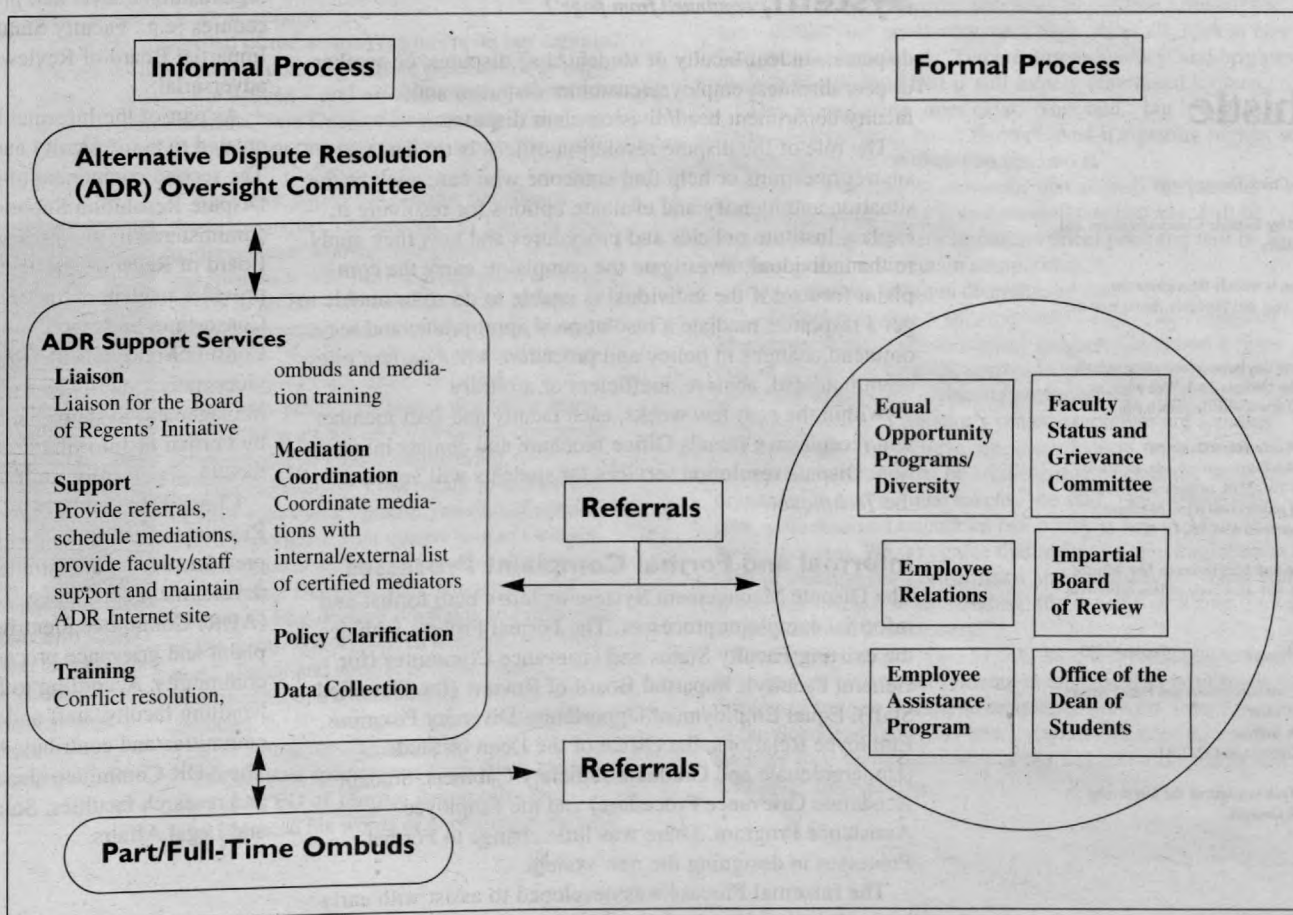
The system is independent of any existing administrative or academic structures. Faculty, staff and students will be able to voice their concerns, evaluate their experiences, organize their thoughts and decide which facts are important and relevant to their situation. Each person will be assisted in exploring options that fit his or her particular circumstance. Options can range from talking about the problem to requesting a formal grievance proceeding. Each person's privacy will be respected. Conversations are confidential except in unusual circumstances, such as information received that indicates a threat to safety.

Types of issues addressed by the new program include sexual harassment; racism or other kinds of discrimination; professional/scientific misconduct; ethics; feelings of stress or anxiety; personality conflicts; intellectual property; working conditions; favoritism; fear of retaliation; supervisor-employee



Helen Grenga will serve as one of two faculty ombuds.

See System, page 2



Georgia Tech's new Dispute Management System



# Triplets boost family tradition at Tech

Amanda Hainsworth  
Institute Communications and Public Affairs

One of the attractions—or sometimes it's a fear—of starting university life is striking out on your own, breaking away from the safety and comfort of family and a familiar environment.

The Moseley triplets from Martinez, Ga., who just started their freshman year at Georgia Tech, have the best of both worlds. They're starting an exciting new episode in their lives, but they'll be setting off with some very familiar companions, their siblings.

The triplets, Sean, Erin and Matthew, who turned 18 in June, have left behind Lakeside High School and their home in Martinez, near Augusta, to enroll at Georgia Tech.

Sean said they didn't get together and plan to go to the same school, but the cost to the family of all three starting

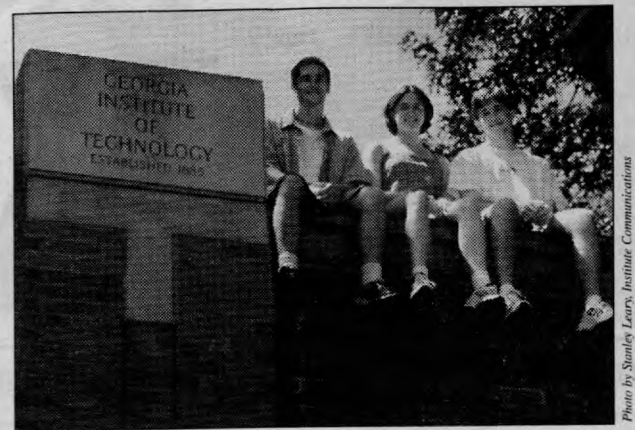
college at the same time meant they had to carefully consider their options.

Erin and Matthew are National Merit Scholars, two of 78 in the freshman class, and all three are HOPE scholars. Even though the Moseley triplets have chosen to attend the same university, they intend to take different academic directions. Erin wants to study architecture, Sean is considering physics, while Matt is still undecided, but interested in engineering.

They all agree that there are advantages and disadvantages in starting college with two siblings very close at hand. But, as Erin said, "It would be strange not to have my brothers around."

Matt is pragmatic about the situation: "I'll have someone here to borrow money from."

Their father, Norman Moseley, graduated from Tech with a degree in mechanical engineering. He said he didn't try to influence his children to choose his old school, but he's glad they will be together. Plus, they have many rela-



The Moseley triplets (l to r), Sean, Erin and Matthew, carry on the family tradition.

tives in Atlanta.

The triplets boost the number of family members who have attended Tech. In addition to their father, a grandfather and two uncles also are Tech alumni.

The Moseley triplets are not the only "multiples" enrolling at Georgia Tech this fall. Eleven sets of twins have signed up, including one set from Malaysia and another from Pakistan.

## Fast facts on Tech's Class of 2003

	1999*	1998
Total size of freshman class	2,318	2,206
Women	664	611
All minorities	606	555
African-Americans	139	150
International freshmen	78	75
Georgia residents	1,426	1,395
Non-Georgia residents	892	811
Georgia residents receiving HOPE	98%	98%
National Merit scholars	78	89
National Achievement scholars	10	10
Most popular majors	Undecided	Undecided
	**CS	**CS
	**CE	**CE
Average SAT	1305	1296

\*1999 information is based on estimates as of September 7. Actual numbers will be available after the Bursar's Office runs the cancellation process for students who have not paid fees.

\*\*CS: Computer Science \*\*CE: Computer Engineering

## Other freshman facts:

- ✓ Most popular first name for females: Jennifer, Amanda
- ✓ Most popular first name for males: Michael
- ✓ Most popular last name: Johnson
- ✓ There are:
  - two Michael Johnsons
  - 11 sets of twins (one set from Pakistan, one from Malaysia)
  - 1 set of triplets
  - 6 students with perfect SAT scores (1600 or 800 on both verbal and math)

**Georgia Tech**

## The Whistle

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All phone numbers listed in The Whistle are in the 404 area code unless otherwise indicated.

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Georgia Tech is a unit of the University System of Georgia.

## System, continued from page 1

disputes; student/faculty or student/staff disputes; co-worker or peer disputes; employee/customer disputes; and faculty/department head/division chair disputes.

The role of the dispute resolution offices is to: listen; answer questions or help find someone who can; analyze the situation and identify and evaluate options for resolving it; explain Institute policies and procedures and how they apply to the individual; investigate the complaint; carry the complaint forward if the individual is unable to do so or unable to get a response; mediate a resolution if appropriate; and recommend changes in policy and procedure when current ones seem outdated, abusive, inefficient or arbitrary.

Within the next few weeks, each faculty and staff member will receive an Ombuds Office brochure and contact information. Dispute resolution services for students will appear in the *Technique*.

## Informal and Formal Complaint Processes

The Dispute Management System includes both formal and informal complaint processes. The Formal Process includes the existing Faculty Status and Grievance Committee (for General Faculty), Impartial Board of Review (for Classified Staff), Equal Employment Opportunity/Diversity Programs, Employee Relations, the Office of the Dean of Students (Undergraduate and Graduate Judiciary Cabinets, Student Academic Grievance Procedure) and the Employee Assistance Program. There was little change to Formal Processes in designing the new system.

The Informal Process was developed to assist with early intervention of disputes by establishing processes and procedures that will attempt to resolve disputes at the lowest

organizational level and provide an alternative to formal procedures (e.g., Faculty Status and Grievance Committee or the Impartial Board of Review), which may be perceived as adversarial.

As part of the Informal Process, Ombuds Offices were created to assist faculty and staff with dispute resolution. The second component of the Informal Process is Alternative Dispute Resolution Support Services (ADRSS). ADRSS, administered by Fuller, serves as the campus liaison for the Board of Regents' (BOR) Conflict Management Initiative; provides mediators (neutral facilitators) through the BOR Consortium on Negotiation and Conflict Resolution; provides Conflict Management Training; and provides referral services, policy clarification and data collection for the Dispute Management System. Mediation services may be requested by Formal or Informal Process referrals, department heads, faculty, supervisors, staff and students.

Chuck Donbaugh, associate vice president for Human Resources, was appointed by Bob Thompson, senior vice president for Administration and Finance, to chair the system development committee. The Alternative Dispute Resolution (ADR) Committee identified and evaluated existing complaint and grievance processes used by the Georgia Tech community. According to Donbaugh, organizations currently handling faculty, staff and student complaints served on the committee and contributed valuable input to the new system. The ADR Committee also included members of the academic and research faculties, Student Affairs, administration, staff and Legal Affairs.





## Spotlight

### Meet Bill Hunt

**Full Name:** William Hunt

**Age:** 44

**Occupation:** Professor

**Current projects and/or research:** Surface acoustic wave chemical sensors and high frequency acoustic resonators wireless applications

**Years at Tech:** 12 in August

**Education:** B.S., University of Alabama; M.S., MIT; Ph.D., University of Illinois

**Marital status:** married to Mary Hallisey

**Children:** Owen 5, and Roger 3

**Pets:** See children listed above.

**The last book I read, and enjoyed, was:** *Look Homeward Angel* by Thomas Wolfe ... the real Tom Wolfe, not that guy who wrote that superficial book, *A Man in Full*, which is supposedly about Atlanta.

**One CD in my stereo is:** anything by the "Yellow Jackets."

**My ideal weekend would include:** spending time making up knock-knock jokes with my children.

**What brought you to Georgia Tech?** The growing reputation of the school and a desire to get back to the South.

**One thing I would like to improve about Georgia Tech is:** faculty

empowerment and a sense of intellectual community among the faculty.

**One job I had that is not on my resume:** Working in a wholesale grocery warehouse during the Mississippi summers. Temperature ~100°F day in, day out.

**When I was younger I wanted to be:** less confused.

**Most people don't know that I:** have a CD (Primal Heart) of original solo piano work and that they should purchase it.

**If I could do it all over again, I would:** do it more efficiently and not stub my toes as much.



Photo by Stanley Leary, Institute Communications

## Women engineers encouraged to set high goals in male-dominated field

Victor Rogers  
Institute Communications and Public Affairs

Nearly 70 years after Georgia Tech first opened its doors, the Institute admitted and graduated its first women students. Since then, the school has made up for lost time, and now graduates more women in engineering than any other U.S. university.

"We are very proud of the women engineers on our campus. We are proud of their number - about 24 percent of our engineering students are women - and we also are very proud of their accomplishments," said Dean of Engineering Jean-Lou Chameau at a banquet honoring outstanding women engineering students at Tech.

The event, called the Meritor Excellence Awards Banquet, recognized 237 Georgia Tech undergraduate women in engineering (excluding freshmen) who have a grade point average of 3.5 or higher - approximately 21 percent of the women students in engineering. In comparison, about 19 percent of male students in engineering have a GPA of 3.5 or better.

Fifty-two percent of Tech's women in engineering have a GPA of 3.0 or better, compared to 45 percent of men in engineering.

"This celebration is not meant to isolate you or hold your hand, because you do not need it, but to underscore your unique role in Georgia Tech's mission and in the future of this great nation," said Dr. Mimi Philobos, director of Women in Engineering Programs and organizer of the event. "Georgia Tech is richer, brighter, more vibrant and special because of you... With your success and achievements, you can do anything. So fly, innovate, dream and engineer a better future for all," she said.

The keynote speaker was Larry Yost, chairman and CEO of Meritor Automotive Inc., who balanced his words of encouragement with

a dose of reality.

"In 1990 the number of women earning engineering degrees was 14 percent; today it is up to 16 percent. The pace of progress is not fast enough, but it is increasing," said Yost. "The doors for opportunities are open like never before."

"This is, without question, the greatest time in history for you to take charge of your own career and write your own ticket," he said. "However, you have to position yourself for success. Set your goals very, very high. After all, look at how far you've come already. You are among the best and brightest in an academic field that is still largely dominated by men."

"The 'glass ceiling' does exist," Yost said, "but it is getting thinner and easier to break through. And it's getting higher, so you can go further before you run into it."

According to Yost, "Companies that address the barriers [faced by] women, and knock down those barriers, will be able to develop this very important talent pool and will be in the best position to remain competitive."

Global success requires diversity, he said.

"...Diversity makes a sound business case. The American Management Association studied and concluded that a mixture of genders, ethnic backgrounds and ages consistently correlates to superior corporate performance," Yost said.

"Forty percent of Meritor's senior executives are females and minorities. We believe the senior leaders must set an example, and they must be credible role models for the entire organization and not just tokens," he said. "The senior officers' influence and impact on our policy is key to Meritor's hiring practice. We recognize that hiring women engineers is vital to increase our performance and productivity. When you get to that level of understanding, the concept of filling quotas is outdated and unnecessary."

During the banquet, two \$1,000 awards were given to faculty (voted on by women students in engineering) who made a difference in their lives. The recipients were Dr. Jane Ammons of the School of Industrial and Systems Engineering and Dr. Richard Bass (posthumously) of the School of Electrical and Computer Engineering.



Photo by Gary Meek

Larry Yost (l), chairman and CEO of Meritor Automotive, talks with Dr. Mimi Philobos, director of Tech's Women in Engineering Programs, at the recent Meritor Excellence Awards Banquet.



# Campus EVENTS

## Arts/Culture

### Sept. 17

**Gary Lewis and the Playboys, Mitch Ryder of the Detroit Wheels, Sony Geraci, lead singer of The Outsiders and Climaxx.** Three rock and roll groups who rose to fame in the mid-1960s perform hits, including "This Diamond Ring," "Count Me In," "Everybody Loves a Clown," "Sealed with a Kiss," "Devil with a Blue Dress/Good Golly, Miss Molly," and "Time Won't Let Me." 8 p.m., Robert Ferst Center for the Arts. Tickets are \$24.65 for faculty and staff. Call 894-9600.

### Sept. 25

**Guitarist/composer/producer Chuck Loeb.** Classically trained, Loeb has toured with many jazz greats and has written themes for Montel Williams, Nightline, New York Yankees, Atlanta Braves and CNN's Headline News. 8 p.m., Robert Ferst Center for the Arts. Tickets: \$29.54 for lower level, \$26.78 for upper level. For reservations, call 894-9600.

## Brown Bags/Lectures

### Sept. 16

GVU Brown Bag Lecture Series. "What Do Programs Think about Life?" by Colin Potts, College of Computing, and "The Smart Floor: A Mechanism for User Identification and Location Tracking," by Robert Orr, College of Computing. Noon, Pettit Building (MiRC), Rm. 102. Contact: 894-4488 or gvu-info@gvu.gatech.edu.

### Sept. 17

School of Earth and Atmospheric Sciences Colloquium Series presents "Drilling for Methane Ice: Gas Hydrates in Continental Margins," by Dr. Carolyn Ruppel, School of Earth and Atmospheric Sciences. 3 p.m., Student Success Center, Clary Theatre. Contact: 894-3893.

## Courses/Workshops

### Sept. 23

**Excel 97 Expert Topics,** 8:30 a.m. - 5 p.m., Savant, Rm. 203, \$50.

### Sept. 24

**Achieving Quality Customer Service,** 8:30 a.m. - 12:30 p.m., Savant, Rm. 308, \$50. Instructor: Deborah Covin Wilson. To register for either of the preceding classes, complete the registration form on the Web at [www.training.gatech.edu](http://www.training.gatech.edu). For more information, contact Wansley Dennis, 894-2249 or [wansley.dennis@success.gatech.edu](mailto:wansley.dennis@success.gatech.edu).

### Sept. 28

**Anger Management,** 11 a.m. - 12:30 p.m., Counseling Center. Instructor: Gayle Roberts, Ed.D. To register, call 894-2575.

## Sports

### Sept. 16

**Women's volleyball,** Tech vs. Illinois State, 7:30 p.m., O'Keefe Gymnasium. Tickets are \$3. For more information, call 894-5447 or see [www.ramblingwreck.com](http://www.ramblingwreck.com).

### Sept. 18

**Football,** Tech vs. Central Florida, 7 p.m. For more information, call 894-5447 or see [www.ramblingwreck.com](http://www.ramblingwreck.com).

## Miscellaneous

### Sept. 15

**Georgia Tech Faculty Women's Club** kicks off its 78th year with an open house at the President's home, 11 a.m. - 1 p.m. Contact: Pat Webb, 770-487-5410.

### Sept. 18

Volunteers needed to sort food donations at the **100 Black Men Food Drive** at the Atlanta Community Food Bank. At 8 a.m., help with registration and collection of food donations for the run/walk. Later in the day, help in a variety of ways during their football game. Contact the MOVE Office, 894-2002.

*Editor's Note: Calendar items should be e-mailed to [denise.noble@icpa.gatech.edu](mailto:denise.noble@icpa.gatech.edu) or faxed to The Whistle at 894-7214 at least 10 days prior to desired publication. For more information, contact 894-8324.*

## Classifieds

### APPLIANCES

Mayfair washer/dryer, only 2 yrs old, like new, only \$400. Contact 875-8933 or [markus@acl.gatech.edu](mailto:markus@acl.gatech.edu).

Sears washer, GE dryer, \$200 for both. Call 352-5620.

Amana double-door refrigerator/freezer with ice/water dispenser, \$250. Kenmore heavy duty electric dryer, \$100. Contact 894-6172 or [mike@cc.gatech.edu](mailto:mike@cc.gatech.edu).

Used appliances, double oven, microwave, cooktop, refrigerator with auto ice maker. Best offer. Contact 603-9594 or [lqli.iii@worldnet.att.net](mailto:lqli.iii@worldnet.att.net).

Whirlpool air cond., \$125. Used 5 months. Contact [leslee.trammell@conted.gatech.edu](mailto:leslee.trammell@conted.gatech.edu).

Refrigerator (white) good working condition. Whirlpool side-by-side 21.4 cu. ft. Auto ice maker. \$150 OBO. Call 894-1028.

### AUTOMOBILES

1984 Chevrolet Cavalier station wagon, 4-dr, auto, a/c, pwr steering/brakes, 200K miles, but in great mechanical shape, \$1,550 OBO. Contact 770-445-2448 (eve) or [joe.brooks@gtri.gatech.edu](mailto:joe.brooks@gtri.gatech.edu).

1993 Honda Accord EX, 130K miles, black w/ tan int., 4-dr, 5-sp, sunroof, power

everything, a/c, am/fm/tape, alloy wheels. \$6,500. Contact 894-8689 (day); 577-1289 (eve); or [bonnie.mcquagge@icpa.gatech.edu](mailto:bonnie.mcquagge@icpa.gatech.edu).

1995 Honda Civic EX, red, auto, pwr everything, sunroof, new tires, brakes, 69K miles, \$10,900. Contact 894-2865 (day), 770-944-8850 (eve) or [susan.elliott@che.gatech.edu](mailto:susan.elliott@che.gatech.edu).

1995 Saturn SL1, \$7,300 OBO. One owner, 57K miles, am/fm/cassette, starter disable security, a/c, pwr steering, dual airbags, 5-sp manual transmission. Contact 770-437-9643 or [cheri.bernard@success.gatech.edu](mailto:cheri.bernard@success.gatech.edu).

1995 Honda Accord EX Coupe, black, leather interior, spoiler, moon roof, alarm/keyless entry, 42K miles, new paint. Must sell! Call for price, 995-9626, or contact [teresa.young@oit.gatech.edu](mailto:teresa.young@oit.gatech.edu).

1995 Ford Crown Victoria LX. Red, 4.6L am/fm/tape, ac, ps, pb, pw, pdl, auto, cruise, tilt, ABS, air bags, 102K miles. \$10,200. David, 894-5517, 770-505-0547 (eve) or [david.bowman@facilities.gatech.edu](mailto:david.bowman@facilities.gatech.edu).

1995 Dodge Intrepid ES, metallic gray, 4-dr, fully loaded: ac, pl, pb, ps, tilt, cruise. \$6,800 OBO. Contact 770-987-2247 (eve); 894-0870 (day); or [marie.mcvay@icpa.gatech.edu](mailto:marie.mcvay@icpa.gatech.edu).

1998 Honda CRV-EX. Assume low lease payments (\$300/mo) or refinance/make your own deal. SUV, loaded w/ options. Contact Andria, 894-9190 or [andria.cole@vpss.gatech.edu](mailto:andria.cole@vpss.gatech.edu).

### COMPUTERS

PowerPC MAC 6100/60MHZ, 350MB-HD, 16MB-RAM, CD, Modem 14.4K, keyboard. 15" Apple multiscan display. \$350, OBO. Apple Personal Laserwriter, \$200, OBO. 894-2107 or [ly14@prism.gatech.edu](mailto:ly14@prism.gatech.edu).

### FURNITURE

Newly recovered sofa and loveseat, teal green with multi-colored accents, dark wood frame. Excellent condition. Will e-mail photo on request. \$400 OBO. 894-7613 or [aimee.anderson@icpa.gatech.edu](mailto:aimee.anderson@icpa.gatech.edu).

Full-size sofa, over-stuffed, neutral color, \$65 OBO. You pick up. Contact 467-1497 or [masako.kanno@modlangs.gatech.edu](mailto:masako.kanno@modlangs.gatech.edu).

### REAL ESTATE

For sale by owner: 1930 brick bungalow, Decatur—\$289,900. 3 BR on 1st, sleeping porch. Updated: HVAC, kit, 2 BA, roof, insulation, deck, hardwoods. 770-863-9892 or [bill.borland@gtri.gatech.edu](mailto:bill.borland@gtri.gatech.edu) (agents protected; no listing calls please).

Bungalow, Candler Park. 10 min. from Tech. 2 BR/2 BA, fully renovated, central heat/air, hardwoods, den, LR, DR, built-in office, front porch, back deck. W/D. Avail. 10/1, \$1,600/mo. Call 688-6364.

Unit in duplex, Inman Park. 2BR, 1BA, kitchen, LR, deck. Parking space in back. Central heat/air. \$1,000, incl. utilities. 658-1852 or [fakhri.haghani@library.gatech.edu](mailto:fakhri.haghani@library.gatech.edu).

Lots for sale on large trout stream (Fighting Town Creek), Blue Ridge, Ga. 3/4 to 3 acre level lots, \$25K and up. Contact 770-386-3181 or [charles.twiggs@gtri.gatech.edu](mailto:charles.twiggs@gtri.gatech.edu).

### SPORTS/FITNESS/RECREATION

Freestanding basketball goal, refrigerator, older men's bicycle, girl's bicycle. Name your price. Contact Robin, 894-1953 or [robin.cubbage@success.gatech.edu](mailto:robin.cubbage@success.gatech.edu).

Total Gym, home gym system. Bought new for \$600, asking \$300 OBO. Health Rider,

barely used, \$85. Contact 770-437-9643 or [cheri.bernard@success.gatech.edu](mailto:cheri.bernard@success.gatech.edu).

1976 Apache Roamer pop-up camper, sleeps 6, includes shower, hot water heater, stove, refrigerator, heater. Asking \$2,000; price negotiable. Contact Kathy Wingate, 894-1252 or [kathy.wingate@chemistry.gatech.edu](mailto:kathy.wingate@chemistry.gatech.edu).

Whitewater kayak. Perception Super Sport, red. \$500. Contact Will Marble, 894-6267 or [will.marble@sac.gatech.edu](mailto:will.marble@sac.gatech.edu).

### MISCELLANEOUS

1987 Yamaha Virago 535 cc, maroon, garage kept, 3,260 miles, like new, \$2,500 firm. Contact 770-972-1123 or [glen.williamson@ohr.gatech.edu](mailto:glen.williamson@ohr.gatech.edu).

Sharp 21-in. color stereo TV w/ remote, \$100. Contact [leslee.trammell@conted.gatech.edu](mailto:leslee.trammell@conted.gatech.edu).

Cat, 1 1/2-yr-old male, black striped tabby, loves attention. Call 770-955-7288.

Percussion instruments for beginners: Ludwig snare drum, drum stand, case, bells, sticks, mallets for bells, timpani, practice pad. All for \$180; cost \$360 new. Contact 385-0290 or [debbie.pearson@coop.gatech.edu](mailto:debbie.pearson@coop.gatech.edu).

14" Panasonic color TV w/ remote, \$75; queen mattress frame, \$25; twin mattress, box, frame, \$40. 385-1155 or 770-577-6267.

*Editor's note: Faculty and staff may submit classified ads via e-mail to [whistle.ads@icpa.gatech.edu](mailto:whistle.ads@icpa.gatech.edu) or fax to 894-7214. The deadline for submissions is 10 days prior to issue date. Ads run for a maximum of three weeks in the order in which they are received. For more information, call 894-8324.*