Annual Compliance Campaign Underway

RACHAEL POCKLINGTON
INSTITUTE COMMUNICATIONS

Ethically challenging decisions can arise at any point in our career. As a result, it is important to remind ourselves what conduct is encouraged, what conduct is prohibited at Georgia Tech, and where to turn for help and support when we’re unsure.

The 2019 Integrity and Compliance Campaign will continue the momentum from Ethics Awareness Week by focusing on the commitments that define an engaged, ethical campus culture: transparency, community, and integrity. Faculty, staff (including Tech Temps), and student employees are expected to review and comply with the Institute’s Code of Ethics and the University System of Georgia’s Ethics Policy, as well as policies regarding cybersecurity, alcohol and illegal drugs, and conflict of interest.

The Integrity and Compliance Campaign for 2019 begins March 13 and will end April 3. This year’s campaign also features a new tutorial: What it Means to be a Yellow Jacket. During this 15-minute spotlight feature, employees from across campus will share stories, processes, and resources they use to cultivate character and preserve the public trust. The Integrity and Compliance Campaign can be completed on a desktop or laptop. It should take

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FIGHTING FOOD INSECURITY

STACY BRAUKMAN
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Many of us are familiar with the problems of food waste — in the U.S., the Department of Agriculture estimates food waste to be between 30-40 percent of the food supply. But it might come as a surprise that there is a significant number of college students, including here at Georgia Tech, who don’t have the resources to eat regular, nutritious meals.

A recent survey conducted by a team from the Grand Challenges Living Learning Community suggests that as many as 10 percent of Georgia Tech students are food insecure, or in need of food assistance. A slightly larger percentage reported feeling anxious about running out of money to pay for food.

Enter the Campus Kitchen.

Made up entirely of student volunteers, the Campus Kitchen

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EthicsPoint: One of Many Resources for Employee Concerns

VICTOR ROGERS
INSTITUTE COMMUNICATIONS

Since last summer, many employees have taken to EthicsPoint — a third-party system that allows the Tech community to anonymously file complaints of ethics violations — to report concerns of alleged fraud, waste, or misconduct. As a result, many employees now use the system to report all manner of suspect behavior, including issues that may be better addressed in other ways.

The Institute, said Aisha Oliver-Staley, interim vice president for Ethics, Compliance, and Legal Affairs, deemed it critically important to encourage employees to use the system to log their complaints following recent ethical lapses.

see ETHICS, page 4

Revamped GT 1000 Seeks Instructors

VICTOR ROGERS
INSTITUTE COMMUNICATIONS

GT 1000, Georgia Tech’s first-year seminar course, supports the retention and success of first-year students. The course meets one hour a week and is taught by faculty and staff volunteers. The Center for Academic Enrichment revamped the course last year and is looking for instructors for fall. March 29 is the deadline for instructor applications.

“Starting last summer we instituted a new curriculum for GT 1000, which now has more streamlined learning outcomes focusing on holistic student development as well as a reduced number of assignments for the class,” said Lacy Hodges, assistant director for the Center for Academic Enrichment. The changes are based on student surveys and a self-study.

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A Citywide Celebration of Science
Campus Gears Up for Workday Training
FOLLOWING THE PATH

Thorne Anderson and Tommy McCurry install window framing for the new referral-and-assessment center, located on the first floor of the Smithgall Student Services (Flag) Building, which is intended to improve the process for students seeking support from campus counseling and psychiatric services. This is one of several projects that came together as a result of A Path Forward — Together. Learn about other updates at president.gatech.edu/path-forward-together/updates.

During the 2019 Georgia Tech Emory Bayou King Bowl, the women’s basketball team played hard against Alabama State University and won by a final score of 78–63.

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Hodges said GT 1000 now asks students to be more self-reflective in thinking about their interests and what they want to accomplish as Tech students, as well as how Georgia Tech can help them achieve their goals.

The class has three projects:
- A team project with emphasis on collaboration and leadership (including identification of personal strengths and appreciating the strengths of others).
- An academic plan outlining the student’s path from first semester to graduation (including classes as well as curricular and extracurricular activities).
- Career exploration (including options for various majors and resume writing).

On average, GT 1000 needs about 120 instructors every fall. GT 2000, a similar course to help incoming transfer students adjust for a talk on Hellish or Habitable? — The Distribution and Preservation of Ice Sheets on Mars from 11 to 11:50 a.m. in Room L1205, Ford Environmental Science and Technology Building.

March 12
The School of Earth and Atmospheric Sciences hosts Elizabeth “Beth Ann” Bell, University of California Los Angeles, for a talk on Hellish or Habitable? — The Distribution and Preservation of Ice Sheets on Mars from 11 to 11:50 a.m. in Room L1205, Ford Environmental Science and Technology Building.

March 13
Human Resources hosts a 2½-Wall session on Education Assistance Programs from noon to 1 p.m. in Room 117, Smithgall Student Services (Flag) Building.
Let the Financial Testing Begin: Campus Gears Up for Workday Training

Georgia Tech is preparing to go live in July with its new cloud-based financial system by Workday. As such, financial users across campus have been coming together to test various scenarios. During these testing sessions, the program team has been thoroughly testing and validating Workday business processes from beginning to end. In addition, the team has been confirming the integration with Georgia Tech’s extended systems and ensuring the integrity of data conversions.

Apart from helping the financial community prepare for the transition this summer, these testing activities are helping the training team develop future training materials and other supporting documentation that will be needed as planned system updates are implemented. Being a cloud-based solution, financial system updates are anticipated throughout the year, making proactive training and learning vital to the success of the financial community.

“Administration and Finance is excited to embrace this move to the cloud,” said Jim Fortner, interim executive vice president for Administration and Finance. “Georgia Tech financials will always be on the most up-to-date version of the system. This financial transformation will help us improve efficiencies and overcome workarounds that come with using overly customized and legacy software.”

Campuswide Workday training is set to launch in May, and the learning approach will utilize multiple learning styles, which involve structured learning, social learning, and experiential learning.

Structured learning follows a more traditional approach, providing financial users with web-based and instructor-led trainings.

Social learning consists of open lab sessions and utilizing a network of system experts to create a culture of peer-to-peer support.

Experiential learning is focused on self-help and on-demand learning. Users will be able to access interactive tutorials, job aids, and videos as needed for their tasks. This training model encourages financial users to be self-sufficient and learn to access the resources available to them.

Training content has been organized by the process areas in scope for Georgia Tech’s Workday implementation. The full course catalog can be viewed at transformation.gatech.edu/training. Web-based training will be available on demand to the entire financial community, while seminars and classroom (instructor-led) training will be targeted toward specific security roles in Workday.

Registration details will be communicated later this spring.

In the meantime, information sessions have been taking place on campus to give financial users a preview of the Workday process areas and to lay the foundation for training. Over the past year, sessions have included Workday Overview and the FDM, Expenses in Workday, and Grants Management in Workday. All sessions have been recorded and can be accessed from the Transformation website’s resource repository.

Beginning in March, financial users can attend a Workday Procurement information session. During the Workday Procurement sessions, attendees will learn about procurement process changes, get an overview of Workday Procurement, and see live demonstrations on creating requisitions and using a PCard with Workday.

Learn more about the sessions and register at bit.ly/workday-procurement today.

If you have any questions about the Financials Transformation, you can reach out to the team at erp.ask@gatech.edu.

A CITYWIDE SCIENCE CELEBRATION

This year, the Atlanta Science Festival — of which Georgia Tech is a founding partner — will be taking over Atlanta and the surrounding metro area from March 9–23. The festival includes more than 100 events, many of which feature Georgia Tech faculty or groups, are hosted on campus, or have other connections to Tech.

The target audiences for these activities range from preschool-age children, to adults, to families. Note that all ticketed events are subject to price changes or selling out as the festival draws nearer. More information, a full list of events, and tickets are available at atlantasciencedestival.org.

Escape Lab
March 9
2 to 6 p.m.
$6
Clough Commons
Parts of Georgia Tech’s own Clough Commons will be transformed into abandoned labs, simulating “the rules of civilization in the year 3018.”

Teams of up to 10 will solve biology, physics, and chemistry-based challenges to try and escape these locked-down laboratories.

Margaret Guthman
Musical Instrument Competition
March 9
7 to 9:30 p.m.
Free
First Center for the Arts
Each year, the Guthman Musical Instrument Competition attempts to discover the next generation of musical instruments and highlight the newest innovations at the intersection of engineering, music, and technology. In the past, the event has received rave reviews from The Guardian, The New York Times, and Atlanta Magazine, among others.

Unreal Time with Lew Lefton
March 11
8 to 9 p.m.
$5 for students, $10 for non-students
Synchontry Theatre, 1545 Peachtree St. NW
Lew Lefton, assistant vice president for research in the College of Engineering, will host an evening talk show that attempts to combine time travel and comedy.

He will be pulling scientists from the past into the present to hear how it is that they actually made such amazing discoveries. Rumor has it that Charles Darwin himself will be there.

Preparándonos Para Lo Próximo: Líderes Latinos
En STEM
Preparing for the Next: Latino Leaders in STEM
March 13
6 to 7:30 p.m.
Free
Ferst Center for the Arts
Lew Lefton, assistant vice president for research in the College of Engineering, will host an evening talk show that attempts to combine time travel and comedy.

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Science Riot
March 14
7:30 to 9:30 p.m.
$15
Highland Inn Ballroom
Morte will be tailoring his usual Silver Scream Spookshow to fit the science-y occasion. Morte’s hand, Leucine Zipper and the Zinc Fingers, will be playing after the film. Members of the band may look familiar — they claim to be genetically modified versions of Georgia Tech faculty members and alumni. (This performance is for adults, but a family-friendly show will be held at 1:30 p.m. on the same day.)

March for Science – Atlanta
March 23
10 a.m. to noon
Free
Historic Fourth Ward Park
This year’s march will follow the Bissell Beltline Trail as the finale event of the Atlanta Science Festival. The event is intended to demonstrate support to lawmakers for the value of science and evidence-based policies.

Exploration Expo
March 23
11 a.m. to 4 p.m.
Free
Piedmont Park, corner of 10th St. NE and Charles Allen Drive, Atlanta, Georgia
Though not specifically hosted by Georgia Tech, the Exploration Expo will come at the conclusion of the festival and will be the city’s largest interactive science event, with more than 100 booths for attendees to visit.

The Fulton County Public Library System will hold a library card drive from 11 a.m. to 4 p.m. in the Library Store, 847 Atlantic Drive, Clough Commons. Bagels will be served.

March 9
Daylight Saving Time begins. Clocks should be set forward one hour.

March 12
Georgia Tech Baseball hosts Georgia Southern at 6 p.m. at Russ Chandler Stadium.

March 13
The K-12 InVenture Prize will take place throughout the day in the Student Center Ballroom.

March 13
The 2019 InVenture Prize finals will take place at 7:30 p.m. in the Forsyth Center for the Arts.

March 18-22
Classes will not meet during Spring Break.
ETHICS, from page 1
— but not every complaint or crisis rises to the level of an EthicsPoint filing.

“We issued a directive to put everything into EthicsPoint,” Oliver-Staley said. “Now that we have seen this coming in, we realize that we may have swung the pendulum too far, so we want to reset based on a better understanding of employee concerns and to facilitate a more efficient review of these concerns.”

Phil Hurd, director of Internal Auditing, said complaints filed in EthicsPoint run the gamut from suspicion of fraud to frustration about administrative documents that were not delivered in a timely manner. At Tech, EthicsPoint reports are reviewed and triaged by a team of members from Georgia Tech Human Resources, Internal Auditing, and Ethics, Compliance, and Legal Affairs. The University System of Georgia also receives notification of each complaint filed in EthicsPoint.

“We look at everything that comes into EthicsPoint,” Hurd said. “We want to avoid delaying cases involving fraud, waste, or misconduct while we’re investigating management or administrative issues that could be resolved more efficiently at the unit level.”

Kim Harrington, associate vice president for Human Resources, said the key is communication.

“We encourage employees to talk through employment issues and concerns with their manager first, and work with their local HR support as an initial step,” said Harrington. “It is important for managers to be open to discussing these important issues with their employees.”

Harrington further suggests that employees give their management team an opportunity to address employment and other issues not associated with ethics or fraud before using EthicsPoint. If that doesn’t work, then the Office of Human Resources is another option, she said.

“Have a conversation with an HR representative or with the HR business partners embedded in the units. If the conversation needs to be facilitated, it can be handled within the unit with the support of HR,” Harrington said.

“Working with the staff ombuds is another viable path. If you have exhausted all of those options and still believe there is an unethical or fraudulent situation, then go to EthicsPoint.”

The Ombuds Program at Georgia Tech is a confidential, neutral, informal, and independent conflict resolution and management resource. It is available to assist any member of the Tech community seeking assistance.

“We encourage these conversations to continue and are here to support that at the unit level and to work to ensure effective resolution of complex workplace issues and concerns,” she said, emphasizing the importance of not minimizing employees’ distress. Rather, she said, the new tactic is an effort to streamline how Tech handles concerns that cross a spectrum of issues.

Oliver-Staley said that some employees incorrectly assume that filing a complaint is the only way to communicate with the ethics office.

“People and Places to Consult for Resolving Conflicts

- An immediate supervisor.
- Unit HR representative or HR business partner.
- Employee relations consultants (in Human Resources).
- Staff ombuds or faculty ombuds (to facilitate dialogue): hr.gatech.edu/ombuds-support
- Benjamin Flowers, associate vice provost for Advocacy and Conflict Resolution (faculty only).
- Ethics and compliance officers within GTRI and the Athletic Association.
- Human Resources: 404-894-4847, hr.ask@gatech.edu
- Internal Auditing: 404-894-9480, audit.ask@gatech.edu
- Ethics and Compliance ethicpoint.com, 1-866-294-5565

Examples of Concerns

- Miscommunication between supervisors, workers, and employees.
- Interpersonal, intercultural, and group conflicts.
- Conflict around policies and/or procedures.
- Perceived ethical dilemmas.
- Perceived unfair treatment or bullying.
- Managerial effectiveness.

“EthicsPoint is not the only way to access the ethics office,” Oliver-Staley said. “You can call us and set up an appointment. We can discuss your concerns and make a decision together before you take action.”

“Why? Because they know that it’s difficult to be a college student under any circumstances, but even harder for those students who have to worry about finding their next meal while trying to study for their next test.”

“Considering all the food waste that happens in general, it’s really amazing how we’re able to just recoup and repurpose this food instead of letting it go all away,” said Mia Floyd, an international affairs and modern languages major, and a Campus Kitchen volunteer.

Students with regular volunteer shifts notice the pantry’s supply levels each time they show up with packaged food. What they see makes their efforts worthwhile.

“Every time we check on our pantry, we see that it’s cleaned out,” said Conor Kelley, a mechanical engineering major. “So, we know we’re providing food that’s getting used by students every single time we’re here.”

With food insecurity being a reality here at Georgia Tech, faculty and staff members can help address the problem by supporting the Campus Kitchen project, which stocks the Klemis Kitchen pantry — named for former Junior’s Grill proprietor Tommy Klemis, who left a legacy of caring for students and often feeding those who were hungry but could not afford to pay.

Donations of food and philanthropic gifts are both welcome. Specific food needs include:
- Breakfast bars
- Shell-stable packaged meals
- Gift cards to Waffle House, or other local on-campus restaurants are also accepted.
- Finally, employees can set up one-time or monthly donations through the Faculty/Staff Fponds in TechWorks. After logging in at techworks.gatech.edu, click on My Payroll and Compensation, then click on Faculty/Staff Fund under “Payroll.” Choose to add a pledge. The designation code for Students’ Temporary Assistance and Resources (STAR), the umbrella group that includes Klemis Kitchen and other student resources such as Campus Closet, housing assistance, and a hip pocket fund, is 338091. The designation code for Klemis Kitchen is 335130.

To learn more about campus resources and students in need, visit studentlife.gatech.edu/content/star-services. For more information, contact Steve Faenzbaker, STAR coordinator, at steve.faenzbaker@gatech.edu, or Caroline Wood, executive director for corporate relations, Office of Development, at caroline.wood@dew.gatech.edu.

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at Georgia Tech is dedicated to reducing food waste on campus by repurposing and packaging meals from on-campus dining facilities to feed food-insecure members of the Tech community. They are also working to expand their impact by finding more sources of food waste on (and off) campus, and working to improve the daily operations and offerings of Tech’s food pantry, Klemis Kitchen.

Why? Because they know that it’s difficult to be a college student under any circumstances, but even harder for those students who have to worry about finding their next meal while trying to study for their next test.

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Kelley and fellow students prepare food donations at British Dining Hall in January.

Photo by Christopher Moore

Photo by Christopher Moore

Aisha Oliver-Staley

Kim Harrington

Phil Hurd

Classifieds

REAL ESTATE/ROOMMATES


Seeking roommate for Loring Heights home (1642 Loring Drive NW). $1,250/mo., $550 off first month’s rent. Updated w/ cathedral ceilings, ceiling fans, spacious open floor plan. Fully furnished, great backyard. Private furnished bedroom w/ shared bathroom (share w/ one late-20s male). Seeking housemate who is respectful, clean. Contact Jason, jnzldjy@gmail.com.

3BR/2BA peaceful, furnished waterfront cottage w/ a view located along the southern Outer Banks, near Manteo, NC. $1,200/mo., utilities included. Peaceful, quiet neighborhood. Close to the Beach BeltLine. Ideal for family w/ young kids. Can be trad w/ or w/o furniture. Contact dhsanr3@gatech.edu.

Room available in furnished 2BR, 1BA apartment in Virginia-Highland, 0.1 miles from campus. $750/mo., includes utilities (gas, electric, cable TV, Wi-Fi) and use of laundry facilities. Contact carol.cisterna@klemis.gatech.edu.

Classifieds

MISCELLANEOUS

Light beige dining room table w/ extra leaf. 6 chairs, China hutch, $400 for all. Must pick up from Prowler Springs. Pictures available. Contact swills@gatech.edu.

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 hour). 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 bdplesy@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 alone by herself. Contact Molly, 404-983-5390.

Microwave for sale. 1.3 cu. ft. Panasonic, stainless steel, 1 year old, barely used. $80. OBO. Contact 404-430-7600.

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