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 clearly 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

see CAMPAIGN, page 2

FIGHTING FOOD INSECURITY

STACY BRAUKMAN
INSTITUTE COMMUNICATIONS

The Tech students who spend their Tuesday and Friday nights packaging unused dining hall food are on a mission. They call it “student-powered hunger relief.”

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 are 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

see KITCHEN, page 4

Campus Community Steps in to Support Students

Students volunteer with the Campus Kitchen project to repackage food that will be distributed through Klemis Kitchen.

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.

see GT1000, page 2

Finalists Selected for 11th Annual InVenture Prize

The six teams will present their ideas and prototypes to a live television audience on Wednesday, March 13, at 7:30 p.m. in the Ferst Center for the Arts. Request tickets at:

inventureprize.gatech.edu

NEWS BRIEFS

SGA, CTL Partner on Classroom Best Practices
Based on feedback from A Path Forward – Together, students drafted ideas and received faculty feedback on guidelines to make the classroom comfortable for all. Learn more at:

news.gatech.edu

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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.

GT1000, from page 1

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 first-year students succeed and become part of the Georgia Tech community, said Hodges. She estimates the total time commitment for instructors ranges from two to four hours per week, including the 50 minutes of weekly classroom time.

All instructors receive one full day of training, which will be held June 11 this year. The center partners with the Center for Teaching and Learning and other groups across campus to give instructors, particularly those new to teaching, strategies for working with students and managing the classroom.

For those interested in becoming an instructor, an information session will be held March 5, from 11 a.m. to noon, in Room 205-Q of the Clough Undergraduate Learning Commons.

Teaching is Rewarding

Faculty and staff who teach GT 1000 often say the course allows them to interact with students in a way that they normally would not.

“It’s a different environment,” Bramblett speaks at a recent campus event.

Hodges said: “It’s a way for students to get to know faculty and staff better, and for faculty and staff to get to know students a little better. The interaction can only bring our community closer together.”

Sandi Bramblett agrees with Hodges. She answered the call for instructors and taught her first GT 1000 class in Fall 2003 when it was called PSYC 1000 — and she has taught nearly every year since.

“My team studies student success, and I thought it would be neat if I could make those studies come alive. It also would be a good service to give to Georgia Tech,” said Bramblett, assistant vice president for Institutional Research and Enterprise Data Management.

She co-taught her first class with a former research analyst, Leslie Hamm.

“It was great. We had live members of the women’s basketball team in our class. The class was a combination of engineering majors, business majors, and students from the Ivan Allen College. And I recall we had great team leaders, too,” she said.

Bramblett prefers teaching with a partner. Last semester, she co-taught with Rafael L. Bras, provost and executive vice president for Academic Affairs, and Jennifer Herzay, associate provost for operations and chief of staff.

“That having a partner helps to provide a different perspective on teaching the course,” she said. “Dr. Bras was awesome with the students, especially on current events and at setting the boundaries for the course. Dr. Herzay was very practical regarding what the students needed to know, especially about resumes and working in teams. I handled the academic plan and career research areas. All three of us brought guest speakers in to cover co-curricular activities. I just can’t imagine doing this without a partner.”

Teaching the course is very rewarding for Bramblett. She said it is important for students to have someone who knows who they are, and for students to know that someone is in their corner.

That is one of many reasons she encourages faculty and staff to apply by being an instructor.

“If you’re on the fence about teaching, just do it for one semester and see what happens.”
Let the Financial Testing Begin: Campus Gears Up for Workday Training

CASEY POQUETTE
ENTERPRISE RESOURCE PLANNING

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 resources area.

Beginning in March, financial users can attend a Workday Procurement information session. During the Workday Procurement sessions, attendees will learn about procurement methodology 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 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 atlantasciencefestival.org.

Escape Lab

March 9
2 to 6 p.m.
$5
Clough Commons

Parts of Georgia Tech’s own Clough Commons will be transformed into abandoned labs, simulating “the ruins of civilization in the year 3028.”

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 crossroads of engineering, music, and technology. In the past, the event has received rave reviews from The Guardsman, 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
Clough Commons

Lew Lefton, assistant vice president for research in the College of Sciences, 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 the discoveries. Rumor has it that Charles Darwin himself will be there.

Preparándonos Para Lo Próximo: Líderes Latinos En STEM

March 13
6 to 7:30 p.m.
Free
Norcross, Georgia

Members of the Georgia Tech faculty will be hosting this bilingual panel to discuss their experiences in STEM and its impact on the Latino community. No registration is necessary to attend.

Science Riot

March 14
7:30 to 8:30 p.m.
$15
Highland Inn Ballroom

Another comedy event, Science Riot is what happens when you teach scientists the basics of stand-up comedy and then throw them on stage for a performance in front of a live audience. The College of Sciences is teaming up with ScienceRiot.org to host this event.

Silver Scream Science Spookshow

March 18
10:30 p.m. to midnight
Free
Ponce de Leon Ave. NE, Atlanta, Georgia

The second annual Wikipedia Edit-A-Thon will empower students, faculty, and staff to join the community of Wikipedia editors to add or enhance articles about diverse figures and topics in STEM.

March 6
The Fulton County Public Library System will host a library card drive from 11 a.m. to 4 p.m. in the Library Store, Grove Level, Crestland Tower. Bring your BuzzCard to get your free public library card right on the spot.

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
Colorado State University will hold its annual Wikipedia Edit-A-Thon to empower students, faculty, and staff to join the community of Wikipedia editors to add or enhance articles about diverse figures and topics in STEM.

March 16
The second annual Wikipedia Edit-A-Thon will empower students, faculty, and staff to join the community of Wikipedia editors to add or enhance articles about diverse figures and topics in STEM.

March 18–22
Classes will not meet during Spring Break.

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

EVENTS
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 the next test.

“Considering all the food waste that happens in general, it’s really amazing how we’re able to just recycle and repurpose this food instead of letting it go to waste,” 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 Connor 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:

- Snack-size bags of nuts and trail mix
- Fruit bowls
- Dried fruit
- Microwaveable bowls of soup/stews
- Cereal
- Oatmeal

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 GTPR and the Athletic Association.
- Human Resources: 404-894-8447, hr.ask@gatech.edu
- Internal Auditing: 404-894-9480, audit.ask@gatech.edu
- Ethics and Compliance ethicspointcode, 1-888-295-5685

Examples of Concerns

- Miscommunication between supervisors, coworkers, and employees.
- Intercultural, interpersonal, and group conflicts.
- Confusion 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.”