Cost of Living Salary Adjustments Coming Soon

SKYE DUCKETT
HUMAN RESOURCES

In the wake of very challenging times for many in the campus community, there is good news to share. In April, eligible Georgia Tech employees will begin receiving a $5,000 Cost of Living Adjustment (COLA) recently approved by Governor Brian Kemp and state legislators.

The majority of pay adjustments will be completed in April, but there are many unique situations, such as mid-year hires, job changes, and leave statuses, that will require manual pay adjustments into May.

"We are very appreciative to Governor Kemp, the General Assembly, and the State of Georgia for the continued investment in state employees, including those within the University System of Georgia. The increase provides recognition for the talented individuals who continue to work tirelessly at Tech and at our sister institutions across Georgia," said Georgia Tech President Ángel Cabrera. "The recent action is also a welcome addition to the investments Georgia Tech has made as an Institute, including $13.9 million committed to market and equity adjustments to date for this fiscal year that included an increase of the minimum wage to $15 per hour. Overall, these adjustments show a continued commitment to our

75 YEARS IN FLIGHT (AND COUNTING)

Photo courtesy of the Yellow Jacket Flying Club

The Yellow Jacket Flying Club (YJFC) is the oldest of its kind in the country. Members, alumni, and supporters had planned to celebrate the group's 75th anniversary in 2020, but the pandemic made an in-person gathering impossible. Until now. On Saturday, April 2, at the Delta Flight Museum, the celebration is finally happening. Learn more about the club's history and anniversary at **c.gatech.edu/yjfc75**.

Tuition Assistance Registration for Summer Closes April 15

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HUMAN RESOURCES

Did you know eligible Georgia Tech employees can apply for tuition assistance?

Two programs are available.

The **Tuition Assistance Program (TAP)** provides a tuition waiver to full-time, benefits-eligible employees who have worked for at least six months within the University System of Georgia (USG). Time worked in a temporary position does not count toward the six-month eligibility requirement.

ECHOES *of* EACH OTHER

Everyone's career path is marked by pivotal moments and people along the way. Often we learn the most about ourselves and experience the greatest personal growth from our interpersonal relationships. This month, as part of Women's History Month, we talked with women at Georgia Tech about the role mentorship has played in their experience working, learning, and researching — and how their relationships play a part in each other's histories and personal stories. Hear their stories at **c.gatech.edu/echoes**.

Why Mentorship Matters

A mentor can help you paint a picture of where you want to go, says LaTrese Ferguson, director of Workplace Learning and Professional Development at Georgia Tech. Her team developed and oversees MentorTech, a campuswide mentoring program for faculty and staff.

LaTrese Ferguson

"Mentorship is about finding someone who can help you grow into the best version of yourself," she said. "What's exciting about mentorship is you have a partner to walk with you as you navigate. It is also nice being able to see an example of the possibilities."

For women in particular, it can be hard to see yourself in leadership roles when there aren't many women as examples. Mentors can serve as role models even if they're not on the same career path, and even if the mentor is not in a senior position.

How to Get Started

For mentors, a mentoring partnership is an opportunity to give back. The heavy lifting in the relationship should be on the mentee — they should come in with a goal or objective in mind, and an idea of what they want to get out of the relationship.

The pairing of individuals is also important. For MentorTech, Ferguson's team uses a combination of AI and individual review of pairings. In less formal arrangements, the match is less crucial.

"If you see someone doing something you want to be able to do someday, ask them for coffee. Have a conversation. Most people are willing to share if you ask."

At Georgia Tech in particular, building relationships can help a big place feel smaller and break down the bubbles and silos that naturally occur.

"If you want to have a really robust career, Georgia Tech is the perfect place to do that," Ferguson said. "Mentorship can open your eyes to areas of campus you might not have known existed."

Learn more about MentorTech at **c.gatech.edu/mentortech**.

TECH LAWN AND GARDEN

Georgia Tech's main campus, with 400 acres and more than 13,000 trees, has a team of landscape professionals maintaining its beauty year-round. Tech Lawn and Garden taps into the knowledge of the experts in Infrastructure and Sustainability, showing how they do what they do and sharing tips you can use at home.

Caring for Houseplants

DON READ
INFRASTRUCTURE AND SUSTAINABILITY

Houseplants can bring the outside in, help purify the air, and add natural beauty to your home — whether it's a house or a dorm room. Selecting the right plants for the location and learning how to take care of them are two key steps to successfully growing houseplants.

Before purchasing plants, walk through your home and make note of the sunlight in each room. Is the sunlight direct or indirect? Can you control the amount of sunlight by adjusting the blinds or curtains? Also, is the room generally warm or drafty? The sunlight and temperature are important because some plants are heat tolerant and others prefer a cooler environment.

Now that you understand the conditions in each room you can purchase plants that are likely to thrive in those areas. Talk to a houseplant specialist at a garden center and ask for help selecting plants suitable for your specific needs. You can also contact your county's extension office or consult a gardening website with plant

Don Read, tree assistant in Infrastructure and Sustainability, offers advice on caring for your houseplants as the spring season gets underway.

care tips.

It's important to read and follow the plant care instructions that come with the plant. Giving the plant exactly what it needs can mean the difference between having a thriving or wilted plant. Most houseplants are happy being watered once a week. Over-watering is common, especially with succulents or cactuses, and it can be the kiss of death. If the instructions say the plant likes humidity, use a spray bottle to mist the plant instead of watering it at the roots.

In addition to the proper amount of sunlight and water, good soil is another

factor in growing healthy plants. It's worth spending a few extra dollars for quality potting soil that contains fertilizer. The cost is minimal because you won't need much soil for your plants.

If you follow the plant care instructions and do everything you're supposed to do, the plant still may die. But don't give up. Most garden centers will give you a refund or replace the plant within a certain amount of time if you return it with your receipt.

Remember, you can learn from your mistakes and try again. It's a great feeling when you get it right and your plants thrive.

COLA, from page 1

employees' well-being, which includes financial wellness, and are an extension of the values set forth in our strategic plan."

Who is eligible?

The $5,000 salary increase is for all active, regular, benefits-eligible faculty and non-academic staff at Georgia Tech. The increase will be prorated based on full-time equivalency (FTE). Employees not receiving benefits, including temporary workers and those working less than 30 hours per week, are not eligible for the increase. There may be exceptions to the eligibility population based on unit structure and funding.

When will the payments be issued?

Eligible employees paid biweekly will see the increase and one-time supplemental payment in their April 22 paychecks.

Eligible employees paid monthly will see the change in their April 30 paychecks.

How will the increase be distributed?

For eligible employees to receive up to a $5,000 increase — prorated based on FTE — for FY22, a salary adjustment will be awarded prior to June 30, the end of this fiscal year, in the following manner:

- In April, eligible employees will receive a one-time pay supplement of up to $3,750 based on the number of pay periods an individual was employed by the state between July 1, 2021, and April 1, 2022, and FTE.
- The remaining balance, up to $1,250, will be included on the normal payment schedule to finish out the fiscal year.
- The ongoing increase for FY23 will be applied and appropriately distributed across the pay calendar.

The one-time payment is subject to all applicable FICA taxes, federal income tax, and state income tax.

More information about the COLA will be provided as soon as it becomes available. Employees are invited to visit **hr.gatech.edu/cost-living-adjustment** for frequently asked questions and the latest news and updates.

VOLUNTEERS NEEDED FOR STING BREAK EVENT

Photo by Allison Carter

The Student Center Programs Council's annual student appreciation carnival known as Sting Break is coming soon — an event that doesn't happen without big rides, bigger fun, and big help from campus partners. Sign up to volunteer at **c.gatech.edu/stingbreakvol**.

TUITION, from page 1

Eligible employees may seek approval to enroll in up to nine academic semester hours for each of the three designated semester periods: Fall, Spring, and Summer. You must apply for TAP by the application deadline to receive the tuition and mandatory fee waiver.

The **Staff Tuition Reimbursement Assistance Program (STRAP)** is an educational assistance program that provides partial tuition reimbursement for classified Georgia Tech employees at any accredited private institution.

To begin the process, employees should apply for school through the admissions office of the institution you plan to attend, then complete the applicable TAP or STRAP application. A new application must be completed for each semester by the deadline. Additional information can be found in the TAP Policy and STRAP Policy — both available at **policylibrary.gatech.edu**.