



THE WHISTLE

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Somers Honored for Preserving Institute History

VICTOR ROGERS
INSTITUTE COMMUNICATIONS

Over the course of 26 years with the Georgia Tech Living History Program, Marilyn Somers interviewed 1,192 alumni including astronauts, captains of industry, and former President Jimmy Carter. Somers was recently honored by the Georgia Historical Records Advisory Council with the 2021 Award for Excellence in Lifetime Achievement for her unwavering dedication to preserving the



Photo by Scott Dinerman

Marilyn Somers was the director of the Georgia Tech Living History Program. In this photo she is reviewing letters written from 1915.

history of the Institute.

"I'm very grateful to be recognized when I thought my career was in

the rearview mirror," said Somers, who retired in

see **SOMERS**, page 2

Whistle on Hiatus

The Whistle will publish its next issue in January 2022. Happy holidays!



Commencement Season Is Here

Georgia Tech celebrates its 261st Commencement this month. View a complete schedule of events on page 2.

Comprehensive Compensation Program Review Underway

CHAUNDRA GRANT
HUMAN RESOURCES

Georgia Tech is committed to creating an unmatched workplace experience where all faculty and staff members can grow and thrive. Recognizing that compensation is an important component of the workforce experience, Georgia Tech has initiated a review of our compensation programs to address our strategic goal of providing a rewarding employee work experience.

The Institute is currently partnering with a consulting firm to assess how

our existing compensation programs compare to the market. The project is a collaborative effort among Georgia Tech Human Resources, Academic Affairs, Administration and Finance, and Research.

Update to Georgia Tech Minimum Wage

As part of the compensation review, Georgia Tech's Executive Leadership Team recently approved adopting a new minimum wage for Georgia Tech.

The Institute will raise the Job Classification and Compensation System (JCCS) minimum wage to

\$15 per hour (\$31,200 annualized for full-time employees) for regular staff. The minimum wage went into effect for eligible employees paid biweekly on Nov. 28 to be paid Dec. 17. Eligible employees paid monthly will receive the increase during the pay period beginning Dec. 1 to be paid on Dec. 31.

"Collaboration has been key in this project to ensure the approach of our review reflects industry best practices and our unique academic and administrative workforce needs," said Kim D. Harrington, Tech's chief human

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Commencement Events

Friday, Dec. 17

Ph.D. Ceremony

9–10:30 a.m.

Bobby Dodd Stadium

Master's Ceremony

1–3:45 p.m.

Bobby Dodd Stadium

Saturday, Dec. 18

Bachelor's Ceremony

10 a.m. – 12:30 p.m.

Bobby Dodd Stadium

More information at
commencement.gatech.edu.

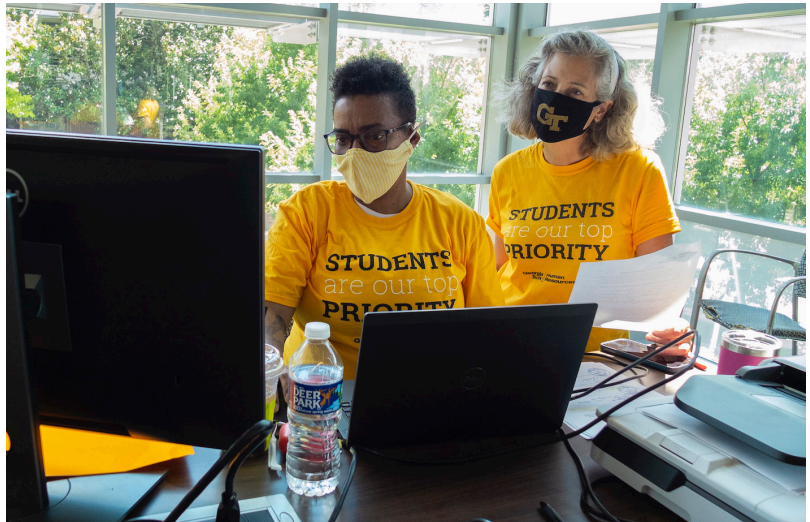


Photo by Rob Felt

Human Resources staff members Sanika Simmons (left), onboarding supervisor, and Diana Robert, student employment manager, wear shirts that feature one of Tech's nine strategic values: Students are our top priority.

Survey Underway to Assess Georgia Tech Culture

VICTOR ROGERS
INSTITUTE COMMUNICATIONS

As a continuation of Georgia Tech's focus on Living Our Values Every Day (L.O.V.E. GT), the Institute is soliciting feedback on how well we are demonstrating the behaviors and practices set forth by our stated values. Survey input from faculty and staff will help identify the areas within our culture where we are succeeding as well as where there are opportunities for improvement. Students will be surveyed in mid-January.

The survey will take no more than 10–15 minutes, and all responses will remain anonymous. The survey will be accessible until the close of business on Friday, Dec. 17.

Take the survey.

Georgia Tech defines its

organizational culture as the behaviors, beliefs, assumptions, priorities, and experiences of the people in its environment. In support of its culture, Tech recently launched a new set of values as part of its strategic plan. To accomplish the ambitious goals articulated there, it is critical to have a campus culture that supports the Institute's values.

Our values are foundational in everything we do, and they serve as guiding principles. Values define who we are, who we aspire to be as a community, and help us make decisions. They apply to every member of the Georgia Tech community — students, faculty, staff, alumni, and affiliates. Whatever our respective roles are, these values are meant to guide our priorities every day and to help us focus on our shared mission.

SOMERS, from page 1

December 2020. For her, the best parts of the job included working with students, meeting interesting people, and saving the stories told by Tech alumni. Somers and the Living History team would give each interviewee's family a transcript and a link to the video of the interview.

"What I didn't realize at the very beginning is that to be able to say, 'Here is your loved one's story' is a great gift to give to the families," she said.

The Living History Program was established in 1994 when Somers, then director of communications for the Georgia Tech Alumni Association, received a call from a nursing home asking for a recording of the Ramblin' Wreck fight song to play at the 100th birthday party of an alumnus.

To commemorate Somers' work and honor her dedication, the Marilyn Somers Living History Program Collection (1994-2020) has been unveiled. The collection is housed in the Georgia Tech Archives and Special Collections and can be found at c.gatech.edu/livinghistory.

DICKENS ELECTED MAYOR OF ATLANTA



Photo by Allison Carter

Georgia Tech graduate and former staff member Andre Dickens was elected the next mayor of Atlanta on Tuesday, Nov. 30. He joined Georgia Tech as a staff member from 2010 to 2016. During his time as assistant director of outreach initiatives for OMED: Educational Services, he led several programs: the African American Male Initiative, the Challenge program for first-year students, and the Focus program for prospective graduate students. Dickens, a member of Tech's Alumni Association Board of Trustees, will be the second alumnus to serve as the city's mayor, joining Ivan Allen Jr. He holds a bachelor's degree in chemical engineering from Georgia Tech and a master's in Public Administration from Georgia State University. Dickens has been a member of the Atlanta City Council since 2013.

COMPENSATION, from page 1

resources officer. "We want this project to reflect our goal of maintaining a compensation program that enables an exceptional work environment for all employees, no matter your department or level."

Market Equity Study

The compensation review also includes an assessment of Georgia Tech's compensation philosophy, pay ranges, and job structure categories, along with a market equity study that will help determine where salary updates might be needed based on market comparisons.

When asked what employees can expect from the project, Harrington

noted, "While we value each faculty and staff member at Georgia Tech, not every employee will receive an increase through this market equity review." Newly hired, newly assigned, and newly promoted employees still learning the skills necessary in their position will not be eligible for an increase. Employees with demonstrated skills and qualifications in their field and those with difficult to find skills and Georgia Tech experience will be considered. Future salary adjustments will be determined on an individual employee basis.

The Institute is targeting a December effective date for initial staff equity adjustments that may continue throughout the fiscal year based on unit funding. Adjustments will be

made through a phased approach, starting with the most disparate positions to market and priority areas with significant turnover.

As for faculty adjustments, Harrington said, "We are working with academic leadership to develop a strong and collaborative approach that addresses faculty needs. We are targeting an early 2022 date for any potential faculty adjustments. Just as with staff, all adjustments will be approached with careful consideration and collaboration with unit leadership."

All employees are invited to visit hr.gatech.edu/comprehensive-compensation-program-review for additional project details, FAQs, and the latest news and updates.

TO STAFF MOVING CAMPUS FORWARD THANK YOU

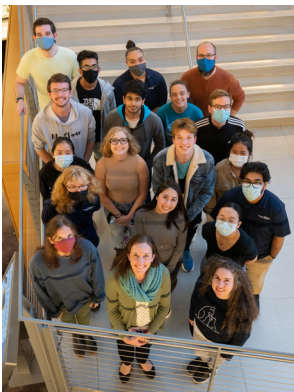
Since the beginning of the pandemic, the Georgia Tech community has worked together to keep the campus as safe and healthy as possible. Staff from across campus have played a major role in helping Tech move forward through profoundly challenging times. Many of their contributions are visible every day, but many others often go unnoticed. Together, each staff member's contributions, from departments across the Institute, have enabled Georgia Tech to thrive. Learn how these units have responded to the pandemic and been indispensable on our road to recovery at c.gatech.edu/movingforward.



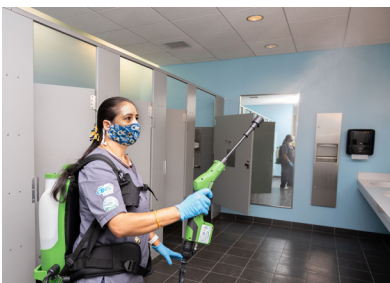
DINING SERVICES



HOUSING AND RESIDENCE LIFE

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COUNCIL STAFF