Welcome to New Faculty Orientation

Office of the Vice Provost for Graduate Education and Faculty Development
Welcome and Introduction to Tech

Bonnie Ferri
Vice Provost, Graduate Education & Faculty Development
Professor, Electrical & Computer Engineering

Dawn Baunach
Associate Vice Provost, Graduate Education and Faculty Development

Brandy Simula
Professional Development Specialist
Agenda

9-9:30am  Introduction to Tech
9:30-10am  Welcome from the Provost
10-10:15am  Break
10:15-11:15am  Students at Tech
11:15-11:30am  Optional Library Tour
11:30am-12:30pm  Lunch
12:30-2:15pm  Teaching at Tech
2:15-2:30pm  Break
2:30-3:30pm  Concurrent Sessions
    Research at Tech
    Wise Words: Teaching at Tech
3:30-4:30PM  Reception
Vision and Mission

VISION 2030: Inclusive Innovation for a Better Future

Over the next decade, Georgia Tech will be an example of inclusive innovation, a leading technological, research university relentlessly committed to serving the public good, breaking new ground in addressing the biggest local, national, and global challenges of our time, making technology broadly accessible, and developing exceptional leaders from all backgrounds ready to produce novel ideas and create solutions with real human impact.

MISSION:
The Georgia Institute of Technology is a public research university established by the state of Georgia in Atlanta in 1885 and committed to developing leaders who advance technology and improve the human condition.

STRATEGIC PLAN:
The vision has been distilled down into its key components, creating strategic focus areas to guide our priorities in the years to come.

https://strategicplan.gatech.edu
Vision and Mission

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Georgia Tech At-A-Glance

Academic
- Scheller College of Business
- College of Computing
- College of Design
- College of Engineering
- Ivan Allen College of Liberal Arts
- College of Sciences
- Georgia Tech Professional Education
- Library

Applied Research
Georgia Tech Research Institute (GTRI)
Market-focused translational research

Innovation and Entrepreneurship
Innovation eco-system: students, start-ups, businesses, researchers, economic impact
Undergraduate High-Impact Educational Practices

- CO-OP & INTERNSHIPS
- SERVE-LEARN-SUSTAIN
- UNDERGRADUATE RESEARCH
- GT 1000 & 2000
- STUDY ABROAD
- LEARNING COMMUNITIES
Student Success

Highlights

• 97% First-to-Second-Year retention rates (6th consecutive year)
• 91% 6-Year Graduation rate

Student Support

• OUE: 1-to-1 Tutoring, PLUS, Academic Coaching, Exploratory & Pre-Professional Advising
• Communication Center (CommLab)
• OMED Tutoring
• Departmental Programs
  • Math, Chemistry, Physics, & Computer Science
Georgia Tech Professional Education

Students:

• Credit: 13 online master’s programs – 19,000 in Online Masters Science Programs in Computer Science, Analytics, Cybersecurity
• Noncredit: courses, certificates, MOOCS

Annual Numbers:

• 1,676+ organizations
• 16,280+ total enrollment; 10,066+ unique individuals
• MOOCs: 3,771,000+ in 4 years

More than half of Georgia Tech’s graduate students are now online and part-time.
International Initiatives & Global Engagement

- 2400+ students participate annually in 90+ programs abroad
- 56% undergrads have intl. experience prior to graduation

Georgia Tech-Lorraine

Education Abroad (OIE)

Georgia Tech-Shenzhen

Int'l Research Collaborations

Int'l Development & Alumni

On-Campus Internationalization (OIE)

- International agreements in 250 destinations and 60+ countries
- Research & innovation, joint research collaborations, & joint academic programs
- Intl. alumni engagement and forums worldwide
- Innovation & economic development
- Online education
### Employees

<table>
<thead>
<tr>
<th>Total Employees (not including students)</th>
<th>8,151</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Faculty</td>
<td>1,349</td>
</tr>
<tr>
<td>Research Faculty</td>
<td>2,214</td>
</tr>
<tr>
<td>Postdoctoral Scholars</td>
<td>349</td>
</tr>
<tr>
<td>Staff</td>
<td>4,228</td>
</tr>
<tr>
<td>Students</td>
<td>7,246*</td>
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*includes about 4,132 graduate assistants, the rest are undergraduate student assistants

### Students — Fall 2020

<table>
<thead>
<tr>
<th>Undergraduate Students</th>
<th>16,562</th>
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<tbody>
<tr>
<td>Georgia</td>
<td>62%</td>
</tr>
<tr>
<td>Women</td>
<td>39%</td>
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</table>

<table>
<thead>
<tr>
<th>Graduate Students</th>
<th>23,212</th>
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</thead>
<tbody>
<tr>
<td>15,664 Online</td>
<td></td>
</tr>
<tr>
<td>US &amp; PR (all campuses)</td>
<td>58%</td>
</tr>
<tr>
<td>Women</td>
<td>25%</td>
</tr>
</tbody>
</table>
Faculty members have access to Fact Books and LITE here: irp.gatech.edu
Organization

Board of Regents
• University System of Georgia (26 Institutions)

President Ángel Cabrera

Executive Vice Presidents
• EVP Academic Affairs and Provost: Steve McLaughlin
  • Colleges, faculty affairs, graduate education, undergraduate education, enrollment, international initiatives
• EVP Research (EVPR): Chaouki Abdallah
  • GTRI, innovation ecosystem, Interdisciplinary Research Institutes, research support services,
• EVP Administration and Finance: Kelly Fox
  • Campus services (HR, IT, Housing, Dining, etc), Budget Office
Faculty Governance

Faculty have governance over faculty, student academic affairs, curricula

- **Faculty Handbook**
  - principles, policies, and procedures relevant to the Faculty

- **Georgia Tech Catalog**
  - academic and student regulations

- **Elected Bodies**
  - Faculty Executive Board, Faculty Senate, Faculty Committees
Mutual Expectations

To foster a campus climate that is inclusive, positive, productive, and ethical, Georgia Tech...

• supports you and your work by providing resources, programs, supportive policies, and guidance;

• promotes a sense of belonging and psychological safety among a diverse community;

• encourages a shared commitment to the Georgia Tech values;

• expects you to abide by the principles of the Student-Faculty Expectations in your teaching and the Advisor-Advisee Expectations in mentoring graduate students in research;

• expects you to highly value collegiality and respect, to act professionally, ethically, and responsibly and to abide by the rules and policies of Georgia Tech and the University System of Georgia.
Faculty Resources

Current Faculty

FACULTY RESOURCES

- Academic Freedom
- Teaching & Learning
- Library
- Policies & Handbooks
- Academic Resources
- Life at Tech Resources
- Research at Tech
- Promotion & Tenure
- Faculty Governance
- Conflict Resolution & Ombuds

Navigating your way through all of the resources that Georgia Tech offers can be challenging. That's why in this section, we've done our best to highlight every resource available, from the Georgia Tech Resolution and Ombuds Program to research at the Institute for...
Georgia Tech's Values

- Students are our top priority.
- We strive for excellence.
- We thrive on diversity.
- We celebrate collaboration.
- We champion innovation.
- We safeguard freedom of inquiry and expression.
- We nurture the well-being of our community.
- We act ethically.
- We are responsible stewards.

These values are foundational to everything we do, and they define who we are and who we aspire to be as a community.

Living Our Values Every Day (L.O.V.E. GT) campaign

strategicplan.gatech.edu/values/
living-our-values-every-day
Break

**Accessible restrooms:**
- Exit SEN Theater, immediately on your right

**Gender neutral accessible restrooms:**
- Exit SEN Theater and turn left
- Make a right past elevators
- On your right at the end of the hall
2021 New Faculty Orientation

Student Life at Georgia Tech

Moderated by:
Steven P. Girardot, Ph.D., MPH
Vice Provost for Undergraduate Education, Interim
Our Mission

The Office of Undergraduate Education (OUE) challenges students to become accomplished learners who can make meaningful connections among work, study, and community. We connect curricular and co-curricular offerings to assist students in developing a strong foundation for success, during college and after.

Our Departments

**Academic Engagement Programs**
Learning Communities, Research, Innovation

**Career Center**
Co-ops, Internships, Career Advising

**Honors Program**
Live and Learn together

**Pre-Graduate & Pre-Professional (PGPP) Advising**
Fellowships, Pre-Health, Pre-Graduate, Pre-Teaching

**Retention Initiatives**
Complete College GA, First-Gen Programs

**Tutoring & Academic Support**
1-to-1 Tutoring, Peer Led Study, Drop-In Tutoring

**Serve-Learn-Sustain**
Sustainable Communities, Affiliated Courses, Internships

**Summer & Special Session Initiatives**
Summer Session, iGniTe Program, Maymester

**Undergraduate Advising & Transition**
Exploratory Advising, GT 1000 & 2000, Academic Coaching
TODAY’S PANEL

Samuel Ellis
Undergraduate Student Body President

Rohan Sohani
Undergraduate Vice President of Academic Affairs & Transfer Student Liaison

Stephen Eick
Graduate Student Body President

PJ Jarquin
Vice President of the Graduate Student Government Association
Division of Student Life: A Friend of the Student A Tradition of Support and Advocacy

John M. Stein
AVP for Student Engagement & Well-Being and Brandt-Fritz Dean of Students Chair
Division of Student Life

The Division of Student Life is committed to enriching the academic, personal and professional growth of all Georgia Tech students.

Our Focus:

- Student Leadership
- Student Transition & Success
- Healthy Lifestyles
- Cultural Awareness & Educational Growth
Now a Unit of the Division of Student Engagement and Well-Being

• Aligned with Campus Services to provide students even better synergy and support by our programs and services
• Welcomed Vice President Dr. Luoluo Hong this August
• Providing additional opportunities for collaboration and enrichment of the student experience
Departments: Mental Health & Well-Being

- Center for Assessment, Referral & Education
- Counseling Center
- Health Initiatives
Departments: Inclusion, Advocacy & Support

- LGBTQIA Resource Center
- Student Diversity Programs
- STAR (Students’ Temporary Assistance and Resources)
- Veterans Resource Center
- Women’s Resource Center
Departments: Student Engagement & Creativity

- Arts
- Civic Engagement
- Fraternity & Sorority Life
- Student Media
- Student Organizations
- Student Organization Finance Office
Departments: Orientation & Transition

• Disability Services
• New Student & Transition Programs
• Parent & Family Programs
Departments: Leadership & Development

- Leadership Education & Development (LEAD)
- Fundraising/Development: Parents Fund
- Research & Assessment
- Student Integrity
Why Do Faculty Contact Us?

- To ask advice on how to handle a situation involving a student or student group
- To discuss a Student Mental Health Concern
- To discuss a Classroom Disruption
- To discuss a Grade Dispute
- “The Missing Student”
- To be referred to the right resources on campus
- Project or guest speaker
- Crisis or Emergency Situation
How Can Faculty Contact Us?

- Referral Tab on our Website (studentlife.gatech.edu)
- Call the Office: 404-894-2565
- Visit the Office: Smithgall Student Services (Flag) Building
  - Second Floor, Suite 210
  - Monday – Friday 8:00 AM – 5:00 PM
- Via email: john.stein@studentlife.gatech.edu
- All departments and offices remain open to support our students in the Fall 2020 semester with more virtual connection options available.
Faculty Resources

Blue Folder
• Mental health resource guide
• Emailed to all faculty at the beginning of the year
• Provides a list of resources and ‘how to’ scenarios to help you support your students and identify students in need

Faculty How To Guide: Traumatic Events
• Emailed to all faculty at beginning of the year
• Provides a list of resources and ‘how to’ scenarios and tips to help you support your students when a traumatic event occurs
TODAY'S PANEL

Samuel Ellis
Undergraduate President, Student Government

Rohan Sohani
Vice President of Academic Affairs and Transfer Student Liaison

Stephen Eick
Graduate Student Body President

PJ Jarquin
Vice President of the Graduate Student Government Association
11:15-11:30am
*Optional* Library Tour

11:30am-12:30pm
**Lunch**
G116 (Wilby) Crosland Tower
Georgia Tech’s goal is “to produce a positive teaching and learning environment . . . so that all can meet their highest ambitions.”
—Task Force on the Learning Environment
As a college student, what was one of your best course experiences? What made it memorable for you?
“Did I really enroll in this course?”
Thank-a-Teacher

In the following videos:

• What do students identify as contributing to a positive learning environment?

• What actions do faculty take to create a positive learning environment?

• As you watch and listen, what resonates with your own experience as a teacher or student?
ON RESPECT & CONCERN FOR STUDENTS

DR. JENNIFER CURTIS
ASSOCIATE PROFESSOR
SCHOOL OF PHYSICS
1. My students know I am available to support their success because I . . .
2. I show respect for my students and concern for their learning by . . .
3. One way I stimulate interest in my course is by . . .
4. I show my enthusiasm for teaching by . . .
How do I teach Georgia Tech students?
Georgia Tech’s Center for Teaching & Learning is your resource for creating a positive learning environment.
Teaching At Tech: Policies Pertaining to Teaching

Rebecca Pope-Ruark | Carol Subiño Sullivan
Center for Teaching and Learning
Academic Policies

Work with your neighbors to identify what’s wrong in each of your assigned scenarios.

Scan the QR code or type this url into your browser: https://bit.ly/teaching-policies

Use the link to the Policies section of the Teaching at Georgia Tech Guidebook to find the answers.
Accommodations for Students With Disabilities

- Official accommodations letter from Office of Disability Services
- Advance meeting to discuss accommodations
- Options for facilitating testing include the faculty member, the academic department or the Office of Disability Services Testing Center
- Pages 43-45, 54
Academic misconduct
Academic misconduct

- Invite the students for a Faculty Conference
- Contact the Office of Student Integrity
  - Eligibility for faculty conference
  - Options for penalties
- State Academic Integrity policy in syllabus
- Pages 29-31
Final Exams and Final Instructional Days
Final Exams and Final Instructional Days

• No exams on Final Instructional Days

• Final Examination Schedule

• Process for requesting final exam time changes
  • 1 week notice to Chief Academic Officer
  • Unanimous approval by secret ballot

• Pages 41-42
Family Educational Rights and Privacy Act (FERPA) and Data Security
Family Educational Rights and Privacy Act (FERPA) and Data Security

• Do not share grades using student identifying information
• Do not give public access to students’ graded work
• Guard confidentiality of student records
• FERPA data is sensitive data and should not be stored or shared through third party services (e.g. Google Drive)
• Page 33
Diversity and Teaching
Diversity and Teaching

- Diversity, equity, and inclusion are core values at Tech – page 48
- Strategies for supporting LGBTQIA students – page 15
  - Modeling use of pronouns
  - Responding to microaggressions
- LGBTQIA Center provides resources and training including Safe Space, Trans 101, and custom trainings for groups
CIOS Response Rates
CIOS Response Rates

- Incentives for whole class, not individuals

- Send reminders and/or provide in-class time for survey completion.

- Pages 50-51, 65-66
Discrimination, Harassment, and Sexual Violence
Discrimination, Harassment, and Sexual Violence

• Don’t promise confidentiality

• Faculty are Responsible Reporters

• Report to Title IX Coordinator

• Submit a referral to Dean of Students

• Pages 46-47
Concurrent Sessions

• Research at Tech
  Scholars Event Network Theater

• Wise Words: Teaching at Tech
  2222 Price Gilbert Library
Break

Accessible restrooms:
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Gender neutral accessible restrooms:
• Exit SEN Theater and turn left
• Make a right past elevators
• On your right at the end of the hall
Research at Tech

New Faculty Orientation 2021
Welcome and Introductions

Rob Butera
Vice President for Research Development and Operations
Professor, Wallace H. Coulter Department of Biomedical Engineering and School of Electrical and Computer Engineering

Bonnie Ferri
Vice Provost for Graduate Education and Faculty Development
Professor, School of Electrical and Computer Engineering

Jana Stone
Director of Professional Development and Postdoctoral Services, Graduate Education and Faculty Development
Senior Academic Professional
What is a Successful PI?
From IDEAS To RESOURCES to scholarship
From IDEAS To RESOURCES to scholarship
New Faculty Issues

• Pre-award: How to I get a proposal out the door?
• Post-award: How do I spend my grant money? How do I report to sponsors?
• How Do I …
  • Foundations, Limited Submission
  • Cost shares, indirect cost waivers
  • Really big proposals (multi-institution, over $1M/year)
  • Work with industry, industry centers
• Best practices in mentorship and building a lab culture?
Getting a Proposal Out the Door: Four Things to Remember

• Ask who supports grant submission in your unit, what they will do vs what you will do. Roles and responsibilities should be clear.

• Reach out to the Contracting Officer well ahead of the deadline, put all required forms and budget (everything but the intellectual content) in their hands days before. [http://osp.gatech.edu](http://osp.gatech.edu)

• Contact your College’s Associate Dean for Research for any “ask” of GT: Letter of Support, Cost Share, etc.

• Don’t wait until the last minute if there are compliance items required for submission (EHS, IACUC, IRB, etc.) Some sponsors require that GT certifies prior to submission.
Is Your Research Vision Compelling?

Heilmeier’s Catachism (DARPA)

• What are you trying to do? Articulate your objectives using absolutely no jargon.

• How is it done today, and what are the limits of current practice?

• What is new in your approach and why do you think it will be successful?

• Who cares? If you are successful, what difference will it make?

• What are the risks?

• How much will it cost?

• How long will it take?

• What are the mid-term and final “exams” to check for success?
What is your vision –

• What are you trying to do? Articulate your objectives using absolutely no jargon.
• What is new in your approach and why do you think it will be successful?
• Who cares? If you are successful, what difference will it make?
Visioning Activity (10 minutes)

Round 1: practice 1 minute elevator pitch – no feedback from the listeners

Round 2: deliver 1 minute elevator pitch – listeners: focus and ask probing questions

Round 3: deliver refined 1 minute elevator pitch – no feedback from the listeners
Resources for Mentoring Researchers

- Faculty Mentoring Resources (under construction)
- Georgia Tech Expectations of Advisors and Advisees (from course catalog)
- Individual Development Plans (IDPs)
Mentoring Best Practices: Set Mutual Expectations

• How often will you meet during this semester?

• What is the protocol for communication between meetings?

• What are your SMART goals for this semester? (SMART: Specific, Measurable, Attainable, Relevant, Time-bound)

• When will you check in on progress toward goals?

• When and how will you give feedback on your student’s work?

• What are some upcoming opportunities for engagement with your research group or department?

• What additional expectations do you have?

Georgia Tech Catalog:
http://www.catalog.gatech.edu/academics/graduate/expectations/
Mentoring Best Practices: Active Listening

1. Be attentive.
2. Ask open-ended questions.
3. Ask probing questions.
4. Request clarification.
5. Paraphrase.
6. Be attuned to and reflect feelings.
7. Summarize.

7 KEY ACTIVE LISTENING SKILLS
Questions?
Event Evaluation
Reception
3:30-4:30pm

7130 Crosland Tower
Words from the Wiser: Teaching at Tech

Jacqueline Garner, Scheller College of Business, Senior Lecturer
Melinda McDaniel, Computing Instruction, Lecturer
Stephanie Reikes, Math/Tutoring and Academic Support, Lecturer
Kevin Shankwiler, Industrial Design, Senior Lecturer
Himani Sharma, Materials Science and Engineering, Lecturer
Teaching Tips

Jacqueline Garner ("JG")
Senior Lecturer, Finance
Scheller College of Business
Role at Georgia Tech

• Classes I teach
  • MGT 3062, Financial Management (Intro class)
  • MGT 4073, Financial Modeling
    • OMSA 8813 version
  • MGT 4070, International Finance
    • Exec MBA (IMBA 6250) and MBA (MGT 6070)

• Have also taught Banking class (MGT 3079) and the Trading Class (MGT 4067)
Georgia Tech Students

SMART and Successful!

- Communicate expectations
- They crave organization
- Very involved in their own learning
- BUSY!!!
In syllabus: Release Date and Due Date

***Map to Canvas

Ever forgotten to post an assignment?

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Release Date</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homework #1: Financial Statements</td>
<td>Aug 23</td>
<td>Sep 3</td>
</tr>
<tr>
<td>Homework #2a and #2b: Lump sum and annuities</td>
<td>Aug 29</td>
<td>Sep 10</td>
</tr>
<tr>
<td>Homework #3: Multiple Cash Flows</td>
<td>Sep 12</td>
<td>Sep 23</td>
</tr>
<tr>
<td>Homework #4: Bonds</td>
<td>Sep 19</td>
<td>Oct 1</td>
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Georgia Tech Students

• Support academic well-being
  • Encourage!!!

• Find different ways to explain topics
  • Timeline vs. football field

<table>
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<tr>
<th>0</th>
<th>1…30</th>
<th>31</th>
<th>32</th>
<th>33</th>
<th>34</th>
<th>35</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$100</td>
<td></td>
<td>Future Value?</td>
</tr>
</tbody>
</table>
What I Learned from teaching in Pandemic

• Video Quizzes (as topic introduction)
  • Create in Canvas, auto-graded
  • Short (5 minutes; a few questions)

• Active learning is key
  • Practice!

• Lecture less!
Inclusivity

• Learn student names
  • Create name tents (I bring to class each day and pass out) ASK PREFERRED NAME!
  • Use students in examples

• “Joy Hour”
  • If you have snacks, make sure you ask for dietary needs (kosher, vegetarian, gluten-free, etc.)

• Use diverse examples
Good Luck!!!

Go Jackets!

Contact: jgarner47@gatech.edu
Stephanie Reikes
Lecturer
Math/Tutoring & Academic Support
Stephanie Reikes, Lecturer

- I dual report to the School of Mathematics and Tutoring & Academic Support (TAS) - more on TAS later. I have been at GT, 3.5 years, and I teach all the pre-calculus curriculum. In addition, I oversee the Math Lab and office hour scheduling for Math in the Clough building. Lastly, I direct the new Learning Assistant Program – more on that later.

- The students here at GT are very high achieving! In my experience, that often comes with missing deadlines. Think about how strict or flexible you want to be!

- I have done different things to promote well-being within the course – flexible deadlines, starting class with music/TikTok, or office “happy” hours.

- During the pandemic, I have grown my resources of videos and think outside the box with active learning.
Tutoring & Academic Support

• 1-to-1 Tutoring: free, appointment-based tutoring program offered to all Georgia Tech undergraduate students.

• Drop-In Tutoring: offered for immediate help from course TAs and our tutors – no appointment necessary! (Also referred to as: Commons Tutoring or Help Desks. You may also hear the phrase Math Lab.)

• PLUS (Peer Led Undergraduate Study) Sessions: group study sessions that facilitate learning in a relaxed, collaborative environment outside the classroom.

• Learning Assistant Program: Learning Assistants facilitate student learning and small group discussion inside the classroom.

• https://tutoring.gatech.edu/

• Contact: sreikes7@gatech.edu