New Faculty Academy Orientation

August 15, 2023

Hosted by the Office of the Vice Provost for Faculty and the Office of Faculty Professional Development
Office of Faculty Professional Development

Dr. Rebecca Pope-Ruark, Director
Tips for the Day

Restrooms past food and to the right

Terrace for fresh air past food to back of building

Coffee – Blue Donkey, first floor of Price Gilbert Library

Folder has materials for the day, which will all be available online this week

Jocelyn Lopez – registration desk
Dean of Libraries

Dr. Leslie Sharp
Vice Provost for Faculty

Dr. Michelle Rinehart
Provost

Dr. Steve McLaughlin
Associate Vice Provost for Faculty

Dr. Dawn Baunach
Values and Mission

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

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
Progress and Service for All
• Amplify Impact
• Champion Innovation
• Connect Globally
• Expand Access
• Cultivate Well-Being
• Lead by Example
Georgia Tech At-A-Glance

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

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

Innovation & Entrepreneurship
Innovation eco-system: students, start-ups, businesses, researchers, economic impact
### Employees, August 2023

- **Total Employees (not including students)**: 11,081
- **Academic Faculty**: 2,319
- **Research Faculty**: 2,528
- **Staff**: 5,029

### Students, 2021-2022

- **Undergraduate Students**: 18,779
  - **Total**: 18,779
  - **Georgia**: 62%
  - **Women**: 40%
- **Graduate Students**: 26,089
  - **Total**: 26,089
  - **Online**: 17,913
  - **International**: 46%
  - **Women**: 28%

*Includes about 2,852 graduate research and teaching assistants, the rest are undergraduate student assistants.*
Organization – President

President Ángel Cabrera

Executive Leadership Team
• Academics, Research, Administration & Finance, Strategic Initiatives

President’s Cabinet
• Athletics; Communications; Development; Diversity, Equity, and Inclusion; Education and Learning; Ethics and Compliance; GTRI; Human Resources; Information Technology; Institute Relations; Student Engagement and Well-Being
Organization – Executive Vice Presidents

Provost - Steven McLaughlin
Six Colleges, Library, Professional Education
Faculty Affairs, Graduate Studies, Center for Teaching and Learning, Undergraduate Education, International Initiatives, Enrollment Services, Center for 21st Century Universities

Research - Chaouki Abdallah
Georgia Tech Research Institute, Georgia Tech Research Corporation, Office of Sponsored Programs, Enterprise Innovation Institute, Interdisciplinary Research Institutes (11) and Centers (12), Office of Industry Collaboration

Administration and Finance – Shantay Bolton
Campus Services; Office of Information Technology; Human Resources; Real Estate Development; Sustainability, Facilities, and Safety; Institute Planning and Resource Management
The **Board of Regents**, together with the Chancellor, oversee the **University System of Georgia**. The USG has 26 institutions in total, including 4 research universities, 4 comprehensive universities, 9 state universities, and 9 state colleges.

The **research universities** offer a range of academic programs at the baccalaureate, masters, and doctoral levels and have a commitment to wide-ranging research, scholarship, and creative endeavors that are consistent with the highest standards of academic excellence.

The four research universities are **Augusta University, Georgia Institute of Technology, Georgia State University, and University of Georgia**.

Source: [https://www.usg.edu/student_affairs/prospective_students/usg_colleges_and_universities](https://www.usg.edu/student_affairs/prospective_students/usg_colleges_and_universities)
Welcome to Atlanta

The greater Atlanta region is comprised of 10 counties and has a population of 4.7 million. The City of Atlanta has a population of half a million and is characterized by over 200 recognized neighborhoods. The mayor of Atlanta, Andre Dickens, is a Tech alum.

Atlanta has many museums – including the High Museum of Art and the National Center for Civil and Human Rights – and great parks, such as Piedmont Park which was designed by Olmsted. A key player in the Civil Rights Movements of the 1950s and 1960s, Atlanta is also home to the Martin Luther King Jr. National Historic Park. The John Lewis mural (left) can be found on Auburn Avenue, just 2 miles from campus. Tech's new Student Center is named for John Lewis. Atlanta's 33 miles long Beltline was designed by a Tech alum.
10 Things in Common

• Write down five facts about yourself personally
• Write down five facts about yourself professionally
10 Things in Common

• Write down five facts about yourself personally
• Write down five facts about yourself professionally
• Find at least one person who you have something in common with for each of your items - write down names, email addresses
10 Things in Common

• Write down five facts about yourself personally
• Write down five facts about yourself professionally
• Find at least one person who you have something in common with for each of your items - write down names, email addresses

What surprised you about meeting your colleagues?
What might you reach out to someone you met about?
15-Minute Break
Faculty Experience

Breakouts:
Two 20-minute sessions

- Table 1 Faculty of Color/DEI
- Table 2 Women+ Faculty
- Table 3 Office of Sponsored Programs
- Table 4 Entrepreneurship & Commercialization
- Table 5 Teaching Tour of GT
- Table 6 Community Outreach
Choose Your Session

Research at Tech – The Research Enterprise (Crosland 7170)
Dr. Rob Butera, Professor and Chief Research Operations Officer
Dr. Krista Walton, Professor and Associate Dean for Research, College of Engineering

Fostering Growth in Teaching (Crosland 4160)
Dr. Amanda Nolen, Faculty Teaching and Learning Specialist, Center for Teaching and Learning
Dr. Vincent Spezzo, Assistant Director of Teaching and Learning Online, Center for Teaching and Learning
Associate Vice Provost for Faculty

Dr. Rob Butera
Professor of BME/ECE, Chief Research Operations Officer

Dr. Krista Walton
Professor of ChBE, Associate Dean for Research, College of Engineering
Research!

Robert Butera, Chief Research Operating Officer
rbutera@gatech.edu

Krista Walton, Associate Dean for Research and Innovation, College of Engineering
krista.walton@coe.gatech.edu
Agenda

- Overview of research at Georgia Tech
- Colleges, Schools, and IRIs
- A brief organizational chart
- How to submit a grant
- PI responsibilities
- When proposals get big, complicated, or both
- What you need to know on one page, now
Georgia Tech At A Glance (Spr 2023)

- 17000+ undergraduates
- 18000 online MS students
- 4000+ in-person MS Students
- 3500+ PhD students
- ~940 tenure track faculty
- Campuses in Metz, France and Shenzhen, China

Georgia Tech Research Institute (~3000 employees, 20 locations)
- 10 Interdisciplinary Research Institutes
Research Profile (FY23) – very diverse!

Sponsored Awards 1.454B
GTRI: 941M
Academic: 513M

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<tr>
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+44.5%

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<td>University subs (fed)</td>
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<tr>
<td>Industry (fed prime)</td>
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<td>Commerce</td>
<td>34.7</td>
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<td>Energy</td>
<td>25.6</td>
<td>5</td>
</tr>
<tr>
<td>Navy</td>
<td>21.1</td>
<td>4</td>
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<tr>
<td>NASA</td>
<td>16.1</td>
<td>3</td>
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<tr>
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<tr>
<td>Transportation</td>
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Academic Organization – Colleges and Schools

- Departments (everywhere) else are “schools” at GT
- Schools are arranged into colleges, led by Dean
- Deans report to the Provost
- Schools hire tenure-track faculty, provide lab space, provide staffing for daily faculty support
- The school is your home and (almost) always provides your day-to-day support. (exception: EBB)
IRI: Interdisciplinary Research Institutes

- Bring together faculty across campus according to broad thematic research themes
- Do not hire tenure-track faculty, but may provide lab space to them
- Some manage campus-wide core facilities
- Some hire research faculty
- Led by faculty appointed as Executive Directors, viewed as thought-leaders by leadership when thinking strategically about different research domains (along with colleges and schools)
IRI Themes

Bioengineering and Bioscience
Data Engineering and Science
Electronics and Nanotechnology
Energy
Manufacturing
Materials
People and Technology
Renewable Bioproducts
Robotics
Sustainable Systems

For links to these organizations, go to https://bit.ly/GT-VPIR or scan the QR code
Office of Sponsored Programs
Gvt and Not-for-Profit Contracting Teams for Academic Units

• OSP has 4 of these teams
• Each has a Manager and 5+ Contracting Officers/Specialists
• They are assigned by college, provides consistency in relationships and workflow

• Engineering (Scott Niles)
• Sciences and Ivan Allen (Vanessa Daniels)
• Computing, Design, Business, all other non-GTRI units (Lakita Brooks)
• DoD direct contracts and industry flow-through of federal awards (Ashley Smith)

https://osp.gatech.edu
Complicated Stuff

- Consult your Associate Dean for Research
- Research Operations (Gail Spatt) for exceptions and decisions: cost share, institutional commitments, limited submission, indirect cost reductions or waivers, tuition waivers, etc.
- Research Development (Rebecca Terns) – this team support large complex proposal efforts, typically $10M or larger
The Grant Proposal Process

Hard Deadline (e.g. Nov 18 by 5pm EST)

(wait 3-12 months)
“Your Job” vs “Their Job”

You

- RFP requirements
  - Deadline
  - Budget and personnel limits
  - Required sections of proposal
  - Compliance concerns

CO will check RFP requirements

CO may have advice

Agency requirements

- Things required of all proposals
- Agency checklists

You

- Unit Support
- ADR if needed
- EVPR units if needed

CO

Agency checklists

CO may have advice

You
Advice for those new to submitting

- The Contracting Officer (CO) and your school/college need to sign off on completeness, compliance, and commitments before it can be submitted. This cannot happen if submitted at 455pm with a 500pm deadline. In advance, get to know your Contracting Officer for the submission.

- Discuss “who does what” with the staff in your unit.

- **Complete the non-technical aspects early.** What PIs typically find boring are the very items the contracting officers need to review closely. They would like to receive these earlier in the process.

- Consult with any GT/other commitments weeks-months ahead of time (eg. cost share, facilities, large IT)

- **You cannot sign anything on behalf of Georgia Tech, only an individual with “signature authority” can do that.** Although you are the PI, GT is the “grant recipient” and only GT can make institutional assurances to the sponsor.

- The PI needs to authorize initiation of subawards when a project is funded. This does not happen automagically.
PI Responsibilities

• As determined by federal law and regulations
• Oversight of personnel, commitment of effort, review and allowability of expenses. If you don’t know how these work, your school staff do – get to know them!
• Useful -> https://grants.gatech.edu/pi-project-management-reference-manual
• Unique situations worth mentioning (legal personal responsibility)
  • Export
  • J-1 visa sponsorship
Information for future GT PIs

Unit Level

• Learn who in your academic unit supports proposal and budget preparation
• Learn who your OSP “Government and Not-For-Profit Contracting” Team is (www.osp.gatech.edu)
• Give your contracting officer in OSP advanced noticed of submission, get to know them
• E-routing is the system GT uses to route proposal approvals internally
• Cayuse 424 is typically the system used to prepare the proposal and to submit to federal sponsors

Institute Level

• The Associate Dean for Research in your college is the first point of contact for anything involving cost share or institute support
• The office of the AVP-Research Operations and Infrastructure manages seed grants and down-seleciton of limited submission competitions. They are also a point of contact for letters of support and F&A discussions (ask OSP first)
• The Office of Research Development assists faculty with very very large proposals (10M-100M)
Getting to Know Georgia Tech’s Faculty

Dr. Dan Amsterdam
Associate Professor, History & Sociology

Dr. Joe Bozeman
Assistant Professor, Civil & Environmental Engineering

Dr. Ben Galfond
Academic Professional, Chemical & Biomolecular Engineering

Dr. Gongjie Li
Assistant Professor, Physics

Dr. Danielle Willkens
Associate Professor, Architecture
Lunch
We will reconvene at 1:30.
Senior Vice Provost for Education and Learning

Dr. Larry Jacobs
Transformative Teaching and Learning at GT

Dr. Laura Carruth
Director, Center for Teaching and Learning

Dr. David Lawrence
Associate Director, Center for Teaching and Learning

Dr. Kate Williams
Assistant Director for TA Development and Future Faculty Initiatives
Session Goals

- What is Transformative Teaching and Learning and why is Tech invested in this initiative?
- How can new faculty engage with TTL now and in the future?
We will provide *all students* with transformative learning experiences to grow as creative, ethical, globally aware, technologically sophisticated leaders who can define and solve problems to improve the human condition.

GT Institute Strategic Plan
Amplify Impact
Putting the TTL Vision in Place

- SACSCOC Quality Enhancement Plan (QEP)
- Transformative Classroom Experiences
- Experiential Learning
- High Impact Practices
- Community Connections
- Experiential Learning
How would we recognize students who have had a transformative learning experience?

Affective | Behavioral | Cognitive
Fink’s Significant Learning

Significant learning.

learning that actually changes how a student lives their personal, social, civic, or professional life.
How would we recognize students who have had a transformative learning experience?

Affective | Behavior | Cognitive

What conditions create transformative learning?
High Impact Practices (HIPs) create Significant Learning

1. Gathers previously disconnected (co)curricular programs into strategic learning initiatives
2. Supported by 20+ year of education research, led by AAC&U
3. "Learning by doing" has always been at the core of GT's identity
4. Reflection is key to experiential learning – and all other forms of learning!
5. 8 Key Elements of HIPs can be leveraged by any educator

Experiential learning leads to more:
• Student confidence
• Student engagement
• Student retention
• Deep and integrated learning

Especially for first generation and racially minoritized populations

Experiential & Engaged Learning
Led by Dr. Christopher Reaves, Experiential and Engaged Learning oversees the delivery, data-driven assessment, and continuous improvement of undergraduate high-impact learning initiatives in partnership with campus partners and academic units.
Interactions with diverse people and ideas
Substantive interactions with faculty and peers
15+ years of research on HIPs has identified 8 Key Elements:

- High expectations
- Frequent, timely feedback
- Structured reflection & integration of learning
- Connect learning to real-world applications
- Publicly demonstrate competence
- Significant time on task
- Substantive interactions with faculty and peers
- Interactions with diverse people and ideas
- Publicly demonstrate competence

Frequent, timely feedback
Publicly demonstrate knowledge
Connect learning to real-world applications
Significant time on task
Structured reflection and integration of learning
High expectations, with structured support
High Impact Practices

Which of these HIPs elements can you integrate into your teaching at Georgia Tech?

- Substantive interactions with faculty and peers
- Interactions with diverse people and ideas
- Frequent, timely feedback
- Publicly demonstrate competence
- Connect learning to real-world applications
- Significant time on task
- Structured reflection & integration of learning
- High expectations
CTL can help you stay HIP with TTL

- Transformative Teaching and Learning workshops and faculty grants
- Teaching with the UN Sustainable Development Goals
- Class of 1969 Teaching Fellows for Junior Faculty
- Reflective Teaching Badge to document transformative teaching
- Online and print resources such as the Learning Environment Toolkit and the Academic Well-Being Project
- And more!
Getting to Know Georgia Tech’s Students

Aanjan Sikal
Undergraduate Student

Chisom Onyia
Undergraduate Student

Haden Boone
Graduate Student

Spenser Wipperturth
Graduate Student

Dr. John Stein
Associate Vice President for Student Life
and Brandt-Fritz Dean of Students Chair
15-Minute Break
**Student Experience**

Breakouts:
Two 20-minute sessions

- Table 1 Student Well-Being
- Table 2 Creating a Learning Environment for Student Success
- Table 3 Student DEI & LGBTQIA Resources
- Table 5 Undergraduate Research and VIP
- Table 6 Working with Graduate Students and Postdocs
- Table 7 Student Affairs & Students
Faculty Governance at Georgia Tech

Karie Davis-Nozemack
Associate Dean for Academic Programs (interim), Scheller College of Business, and Faculty Executive Board Chair

Dr. J. Rhett Mayor
Associate Professor, Mechanical Engineering, and Secretary of the Faculty
Faculty Governance

The Faculty is granted the right and responsibility of its own governance; the governance of Students; the creation of such committees as may be required; the prescribing of regulations regarding admission, suspension, expulsion, discipline, scholarship, classes, courses of study, and requirements for graduation; and the creation of such other regulations as may be necessary or proper for the maintenance of high educational standards.”

GT Faculty Handbook, §2 – Faculty Governance
Standing Committees of the Faculty

- Faculty Benefits Committee
- Faculty Honors Committee
- Faculty Status and Grievance Committee
- Statutes Committee
- Faculty Services Committee
- Welfare and Security Committee

Standing Committees of the Academic Faculty

- Institute Undergraduate Curriculum Committee
- Institute Graduate Curriculum Committee
- Student Regulations Committee
- Student Academic and Financial Affairs Committee
- Student Activities Committee
- Student Grievance and Appeal Committee
- Student Honor Committee
- Student Computer Ownership Committee
- Academic Integrity Committee
https://facultygovernance.gatech.edu
Georgia Tech Alumni Association

Dene Sheheane
President, Georgia Tech Alumni Association

[Video]
RESOURCES

Office of Faculty Professional Development

One-on-One Coaching

Vice Provost for Faculty Website
New Faculty Orientation

Enjoy the reception!