Women Tapped for New Campus Leadership Program

ANNETTE FILLIAT
INSTITUTE DIVERSITY

In 2012, one of the major findings from Georgia Tech’s Climate Assessment Survey was an expressed desire for targeted professional development opportunities for staff women. This desire was echoed in the president’s discussion groups last fall on inclusiveness and gender equity.

With support from the Office of the President, Institute Diversity has launched Leading Women @ Tech to engage senior and emerging women leaders at the Institute. The goal is to create empowerment opportunities for women leaders and build a community of women who will advance a culture of inclusive excellence at Georgia Tech. Currently, only 28 percent of staff positions above director-level at Georgia Tech are held by women.

“We are dedicated to creating the next community of leaders who will guide Tech in the 21st century. The representation of diverse women among all levels of leadership is central to our ongoing success,” said Julie Ancis, associate vice president of Institute Diversity. “The vision of inclusive excellence at Georgia Tech. Currently, only 28 percent of staff positions above director-level at Georgia Tech are held by women.

“The Office of Leadership Education and Development in the Division of Student Life is recruiting faculty and staff to serve as Leadership Fellows.

Fellows serve as coaches for Georgia Tech students and also have the chance to strengthen their own leadership skills.

“My sessions with students are extremely rewarding in that, every time we meet, I am able to share in their accomplishments as leaders,” said Michelle Cohen Segal, health educator in Health Promotion and a Leadership Fellow. “Witnessing students’ personal growth and enhanced self-awareness is a unique opportunity. Leadership is typically seen as positional, this program has shown me that I can be a leader regardless of my position in an organization.”

Coaches are matched with students who are also eager to develop their leadership abilities. Coaches should be able to commit about four to five hours per week to the program, and ongoing training is provided.

The application deadline is Friday, March 18. To learn more or apply, visit www.leadership.gatech.edu.

Bicycle Master Plan Finalized

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

Four years ago, Georgia Tech was lauded by the League of American Cyclists as a silver level Bicycle Friendly University — the only school on the East Coast to make the list. Since then, the Institute hasn’t just been coasting. Many infrastructure improvements have been made, including new bike lanes, additional racks, and even free, quick repair stations.

Now, a long-term next step has been completed with the finalization of Tech’s first Bicycle Master Plan. The plan will serve as a reference and guide to inform all campus projects going forward.

“The plan provides guidance, but it’s not prescriptive,” said Jason Gregory, senior educational facilities planner in Capital Planning and Space Management.

The Bicycle Master Plan began as an idea from Tech’s Bicycle Infrastructure Improvement Committee (BIIC), a group that includes students, faculty, and staff who work to make Tech a more bike-friendly place. When students brought the idea to Capital Planning and Space Management, they were happy to partner in the process.

“We knew it was an issue, and it’s a significant part of our infrastructure,” Gregory said. “We’re always looking to improve transportation.”

Over the course of a year and a half, feedback was gathered from students, faculty, and staff — both cyclists and non-cyclists — about their experience with bicycles on campus and how it could be improved.

Tech worked with Alta Planning and Design to draft the plan. Alta also worked with the City of Atlanta on its recent Cycle Atlanta Phase I plan and is now working on Phase II. Tech has been involved with city bicycle planning from the start; the Cycle Atlanta plan began with a smartphone app developed by Georgia Tech researchers.

The plan takes into account Tech’s current infrastructure and population, as well as its anticipated growth through 2035. It states a goal of having 30 percent of commuters come to campus by bicycle. Right now, that number is at 8 percent. The plan outlines both needs for accommodating that number — additional bike racks, to start — and ways to encourage new commuters to take up biking. Other goals include increasing safety and bike registration with the Georgia Tech Police Department.

Five key actions were determined during the planning process: make biking more visible on campus, improve access to campus, develop and support bike culture, establish dedicated funding, and identify and clarify partner roles.

Proof in the Planning

Though the Bicycle Master Plan is meant to be a long-term guide, parts of it are already becoming reality. Projects in the plan are not set out to be completed in a certain order or at specific times. Instead, they can be addressed holistically, as needed, and as other projects are taking place.

Construction is underway on West Campus at Sixth Street and Ferst Drive to improve traffic flow along Sixth Street and incorporate a dedicated bike path. Traffic will likely increase in this area in the
New Security Feature Protects Sensitive Employee Information

RAECHL Pocklington
INSTITUTE COMMUNICATIONS

Beginning Friday, March 18, Georgia Tech employees will be asked to verify their identity online by entering the last five digits of their Social Security number when accessing all features of the employee self-service area of TechWorks. These features include payroll, tax, and compensation and benefits information.

This “Verify Identity” component has been made possible through the collaborative efforts of Georgia Tech Human Resources and the Office of Information Technology (OIT), as part of Tech’s commitment to securing online data.

“This additional verification process for Tech employees is a short-term one to help ensure it’s really you who wants to view your information,” said Herb Baines, OIT’s chief information security officer and deputy chief information officer. “Georgia Tech takes its data security very seriously, and we hope this extra layer of protection provides employees with the assurance they need that their personal information is safe.”

While extra precautions are being taken now to secure personal information accessed through TechWorks, Georgia Tech’s cyber security strategy will ultimately include adding a long-term two-factor authentication to the login process. Two-factor authentication is already being implemented in some campus departments and will be deployed throughout the entire campus community starting in 2016. The service is currently available as an opt-in selection for all Georgia Tech students, faculty, and staff.

For more information contact hhrask@ohr.gatech.edu. For more information on implementing two-factor authentication in your department, contact help@oit.gatech.edu.

WOMEN, from page 1

Inclusive campus environment, as outlined in our Strategic Plan. Amy Henry, executive director of the Office of International Education and one of the invited participants, commented, “Many women feel isolated at Georgia Tech, and they are seeking more career advancement and collaboration opportunities. I look forward to learning, sharing, giving, supporting, and growing in this program.”

Co-lead by Ancis and Pearl Alexander, executive director of Institute Diversity’s Staff Diversity, Inclusion, and Engagement unit, Leading Women @ Tech is designed to strengthen leadership ability, enhance personal and professional growth, and support participants’ overall career development. The program’s kickoff event took place on March 8; program activities for the year will include skill building in the areas of emotional intelligence, self-effacy, mentoring and networking, mindfulness practices, negotiation and financial management, and intentional leadership. “Organizations worldwide are taking steps to develop, deploy, and measure effective leadership strategies as a competitive advantage,” Alexander said. “Fostering and leveraging the talents of our women leaders at Tech enable them to thrive in their current roles. This prepares them to achieve advancement in ways that are fulfilling throughout various stages of their careers.”

For more information on Leading Women @ Tech, visit www.diversity.gatech.edu/leadingwomenattech.

The First Cohort

Based on nominations from executive leaders, Institute Diversity invited 16 participants into the first cohort of Leading Women @ Tech: Lindsay Bryant (Student Center), Birgit Bumb (Office of Development), Sherry Davidson and Kimberly Mull (Office of the Provost), Marta Garcia (Office of Development), Carol Gibson (Controller’s Office), Amy Henry (Office of International Education), Mary Hallsey Hunt (Strategic Energy Institute), Farah Kasabian (Office of Development), Liz Maryanska (Scheller College of Business), Julie McCoy (Georgia Tech Research Institute), Kimberly Mull (Library), Aisha Oliver-Staley (Legal Affairs and Risk Management), Vanessa Payne (Library), Charvette Webb (OHR), and Nazia Zakar (Environmental Health and Safety).

Four Faculty Appointed to Named Positions

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

The University System of Georgia’s Board of Regents convened in Atlanta Wednesday for its March meeting. Among the various items addressed, several were of interest to Georgia Tech.

The Board approved the establishment of the following new faculty chairs and appointments:

• Santosh Vempala, distinguished professor in the College of Computing, was appointed to the newly established Frederick G. Storey Chair.

• Wenke Lee, professor in the College of Computing, was appointed to the newly established John P. Imlay Jr. Chair.

• Ellen Zegura, professor in the College of Computing, was appointed to the newly established Stephen Fleming Chair.

• Gregory Abowd, distinguished professor and Regents Professor in the College of Computing, was appointed to the J.Z. Liang Chair.

• The Dunn Family Institute Chair was established in the School of Physics.

• The Gary C. Butler Chair was established in the H. Milton Stewart School of Industrial and Systems Engineering.

The Board also discussed and approved new system-wide policies on sexual misconduct and student conduct. The system-level sexual misconduct policy replaces each USG institution’s local policy. The student conduct policy sets forth consistent processes and procedures to be incorporated into each institution’s existing student conduct policy. Both policies go into effect July 1. Learn more at www.usg.edu.

In other Georgia Tech matters, the Board recognized Tech environmental engineering student Hannah Greenwald as a USG Academic Scholar. The USG honors one student from each institution each year.

Sherry Davidson and Kimberly Mull, two members of the inaugural Leading Women @ Tech group, talk at the kickoff event on March 8.
BIKES, from page 1

future, with the opening of the West Campus Dining Commons slated for 2017.

Plans are underway to incorporate a bicycle path along the southern edge of Tech Parkway. The project is anticipated to begin in April and continue through 2016, and will also include sidewalks and other improvements.

In the northeast area of campus, Fifth Street will see improvements from Techwood Drive to Cherry Street (near Russ Chandler Stadium). The topography and intersections along this stretch of road have created tension points for cyclists and drivers in the past.

The project will include restringing and adding bike boxes to more clearly define interactions for cyclists, drivers, and pedestrians. This corridor is critical to Tech’s bike infrastructure. A 2015 Parking and Transportation Services Commuter Survey shows that 43 percent of bike commuters access campus via Fifth Street from Tech Square.

Master planning is not new to Georgia Tech. The Institute has numerous plans that are used to guide all of its ongoing projects. In addition to the overall Campus Master Plan, Tech has a Stormwater Master Plan, Landscape Master Plan, Housing Master Plan, Parking and Transportation Master Plan, ADA Assessment Plans, and Sector Plans.

All of these plans serve as a framework for new construction and infrastructure projects, providing a broad view to complement the detailed work of individual project plans, says Gregory.

“Sometimes you have to back up and look at everything,” he said.

From Four Wheels to Two

One group working to get more people on two-wheeled transportation is Starter Bikes, a student organization and campus co-op that lets members of the Tech community purchase and repair bikes at an affordable price.

“We want to reach those people who are on the fence, and those who may have never thought about biking,” said Alec Lindman, a graduate student in physics who is involved with Starter Bikes, as well as co-chair of BICC and Bike GT, the central group of organizers for bike-related initiatives on campus.

This year, Bike GT is updating its resources and creating new ones to make cycling more accessible. The group is revamping www.bike.gatech.edu, a digital starting point for all things bike-related, as well as working on a printed pocket guide that will outline cycling laws, guidelines, and campus resources.

Many of those who use a bike as their main mode of transportation are eager to share the convenience and benefits with others.

“It gets you outside and in touch with your community,” said Mike Tennenbaum, also a graduate student in physics and part of Bike GT. “In the city, it actually gives you more mobility than being in a car.”

Plans are also in the works for a campus bike share program, which would be open to students, faculty, and staff. PTS also periodically hosts classes that are free for the campus community; a bike safety class will take place in April.

Someday, Starter Bikes may have a home in the center of campus — that’s one idea proposed in the Bicycle Master Plan. For now, Starter Bikes is located at the bottom of the Campus Recreation Center parking deck and is open Fridays from 4 to 6 p.m.

Tech Welcomes New Real Estate Development Executive Director

RACHEL POCKLINGTON
INSTITUTE COMMUNICATIONS

Georgia Tech recently welcomed a new executive director of Real Estate Development. Tony Zivlach joined the Institute Planning and Resource Management team from Cushman and Wakefield, where he has recently worked with Georgia Tech on the High Performance Computing Center project.

The executive director of Real Estate Development leads the acquisition, sale, leasing, development, and planning of the Institute’s real property assets. This person also leads the management, construction, and financing of non-academic real estate. Zivlach will have a leading role in executing real estate transactions, establishing operating standards for Tech Square and Technology Enterprise Park, and supporting redevelopment in neighborhoods around Tech’s campus.

Zivlach has more than 30 years of experience in both for-profit and nonprofit institutions. He has worked with Georgia Tech since 1998, when he participated in the feasibility and development of Tech Square. Zivlach replaces John Majeroni, who will continue to work with Georgia Tech on a part-time basis.

EVENTS

March 17

Georgia Tech’s Aladins Young and the University of Kent’s Richard Whitman discuss The UK’s Decision Whether to Leave the European Union, from 3 to 4:30 p.m. in Room 115, Instructional Center.

www.c.gatech.edu/eu

March 29

Paul Alonso, assistant professor in the School of Modern Languages at Georgia Tech, moderates a discussion on Media, Satire, and Dissent in the Americas, from 10 to 11:30 a.m. in the Piedmont Room, Student Center.

www.medlangs.gatech.edu

MISCELLANEOUS

March 16

Georgia Tech students will present their innovation ideas in the 2016 Inventions Prize, where teams will have the chance to win a $20,000 grand prize. The competition begins at 7:30 p.m. in the Ferst Center for the Arts and is aired live on Georgia Public Broadcasting. Tickets are free and can be requested online, www.invent GeorgiaTech.edu

March 17

The Staff Council hosts Spring Town Halls at 6 a.m. in the O’Kiefe Building, 11 a.m. in Room 152, Clough Commons; and 3:15 p.m. in the Seminar Room, Ecosystems Building.

www.staffcouncil.gatech.edu

March 18

Baseball hosts Virginia Tech at Russ Chandler Stadium at 7 p.m.

www.ramblinwreck.com

March 19-26

Members of the Georgia Tech community will participate in various events of the Atlanta Science Festival. For a complete listing of Tech-related events, visit www.c.gatech.edu/af

March 21-25

Classes will not meet during Spring Break.

March 29

The School of Literature, Media, and Communication hosts a marathon reading of Milton’s Paradise Lost. All are invited to listen or participate in reading aloud from 9 a.m. to 9 p.m. in Room 102, Stephen C. Hall Building. Coffee, snacks, pizza, and forbidden fruit provided.

For a more comprehensive listing of events, or to add your own, visit calendar.gatech.edu.
Michael Smith calls himself a ‘triple dipper’ because he has three degrees from Georgia Tech.

First, Smith earned a bachelor’s degree in computer science. After working in the software industry in support of manufacturing for a couple of years, he found himself very successful but in a rut. So, he enrolled in Tech’s full-time Master of Science in Management program to get a broader base in business.

As his second graduation approached, he interviewed with consulting firms, but he was not interested in returning to the world of 80 percent travel. He wanted more control over his time, so he entered Georgia Tech’s Ph.D. program.

After receiving a Ph.D. in Management from Tech, he taught at the University of North Carolina-Charlotte and at High Point University for several years before returning to his alma mater to become a lecturer at the Scheller College of Business. That was three years ago.

“No one over the age of 50 is doing what they thought they would be doing when they were 20,” he said.

Classroom Strategies
Smith now teaches several classes, including Spreadsheet Modeling 4803, which is taken primarily by juniors and seniors majoring in business. The class was developed in response to the needs of both students and employers.

“The students wanted this class because they anticipated potential employers were asking them questions about Excel. I’ve met with many employers, and they say that business students overall don’t have sufficient spreadsheet skills when they graduate. Employers expect them to know more,” Smith said.

The course was offered last fall, is being taught this spring, and will be available again this summer.

Planning what goes into a class comes down to thinking about what students should be able to do after completing the class, according to Smith.

“One of the things I’m constantly asking people in industry is, ‘What would be a differentiator? What knowledge and skills would set Tech students apart from all the other students who have studied the same subject?’” he said. Smith takes notes and keeps them in a stack to review when he is preparing for the next semester.

He also asks many of his students how to make the class better for the next group.

“At the end of the semester, I ask for three things that could be done differently that would help them learn more or learn better,” he said. “Then I ask them for three topics that we didn’t cover — topics that their work experience or life experience would suggest we need to cover.”

Smith makes it clear that his questions are not about what they liked or disliked about the class but are about ways to increase their learning.

Between semesters, Smith reviews the students’ responses, groups the responses into thematic categories, enters them into a spreadsheet (of course), ranks them, and uses this prioritized list of suggestions to consider what to incorporate into the next class.

“It takes teaching a course a couple of times before you shake out all of the problems,” said Smith, recipient of the 2015 CETL/RP Junior Faculty Teaching Excellence Award. “Things that you think will be easy [for students to understand] turn out to be hard. Things you think will be hard, they pick up right away. You don’t know these things until you actually get in there,” he said.

Really Reaching the Students
The real trick is to find something the students already know, and link it to what you’re trying to teach them,” Smith said.

“If you find that they have an interest in a particular industry, sport, area of the world, or certain work experience, then you can salt your material with references to those topics, knowing that it probably will catch their eye.”

Smith also pays attention to the students’ body language to try to detect if they are understanding the class material.

“What I’ve often told people who are new in the profession is if you don’t make a big deal out of it when things go wrong, the students won’t make a big deal out of it. If you try something and it doesn’t work? Boom. Plan B — just like you had planned it that way all along,” he joked. “Just go into it with great confidence, and it’s probably going to turn out all right.”

Smith also advises new faculty to not be too hard on themselves.

“Forgive yourself,” he said. “You will try things, and you will fail. You just have to forgive yourself for that. Forgive yourself for not being as good as the best teacher you ever had. Forgive yourself for not knowing everything. Just keep trying to improve.”

Advice for New Faculty
“The real trick is to find something the students already know, and link it to what you’re trying to teach them.”

“Now they have laptops and cellphones,” he said. “It’s a lot harder to tell whether they’re engaged today, but you can still get good clues from their body language. How often do their faces turn to you?”

Smith said he can just tell when his students are “done for the day” sometimes.

“We may technically have five more minutes [of class time] left, but they checked out 10 minutes ago. So, I say, ‘Let’s just halt this, and I’ll see you on Wednesday,’” he said. He joked that, occasionally, letting them go five minutes early makes up for the times he keeps the class longer than scheduled.

Three-Time Alumnus Returns as Faculty Member

Michael Smith teaches in the Scheller College of Business.

IN THE CLASSROOM
with Michael Smith

VICTOR ROGERS
INSTITUTE COMMUNICATIONS

Michael A. Smith
• College: Scheller College of Business
• Time at Tech: Three years teaching (not counting his years as a student)
• Academic Expertise: Information technology management

Michael Smith works on a spreadsheet model for basketball 4803 in the Scheller College of Business.

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