Welcome to New Faculty Orientation

Office of the Vice Provost for Graduate Education and Faculty Development
Welcome and Introductions

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

Brandy Simula
Professional Development Specialist

Jana Stone
Director, Professional Development and Postdoctoral Services

David Bamburowski
Director, Academic & Research Faculty Affairs
Agenda

1-1:15   Welcome & Logistics
1:15-1:45 Introduction to Tech
1:45-2:30 Students at Tech
2:30-2:45 Break
2:45-3:45 Teaching at Tech
3:45-4:30 Concurrent Sessions
            Research at Tech
            Wise Words: Teaching at Tech
4:30-4:55 Breakout Sessions
4:55-5:00 Concluding Remarks
Welcome to New Faculty Orientation

Office of the Vice Provost for Graduate Education and Faculty Development
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: UNDERWAY

Georgia Tech is in the final goal setting phase of completing a new strategic plan.

https://strategicplan.gatech.edu
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
Georgia Tech’s Global Footprint

247 destinations / programs / MOUs in 60 countries
Research collaborations all over the world

And Offices in Europe (Brussels), Asia (Shanghai), and Latin America (Bogota)
Harnessing the power of our alumni abroad to create new opportunities for Georgia Tech
Undergraduate High-Impact Educational Practices
Graduate Studies

PROFESSIONAL DEVELOPMENT CERTIFICATES: TEACHING, COMMUNICATIONS, LEADERSHIP

THREE MINUTE THESIS

CAREER PATHWAYS: INTERNSHIPS, CRIDC, AND CAREER FAIR

GRAD GROUPS – FIRST YEAR EXPERIENCE
Impact of Georgia Tech Professional Education

Students:

• Credit: 13 online master’s programs – 14,000 in Online Masters Science Programs in Computer Science, Analytics, Cybersecurity
• Noncredit: courses, certificates, MOOCS

Annual Numbers:

• 2,700+ organizations
• 55,000+ total enrollment; 33,000+ unique individuals
• MOOCs: 2,500,000+ in 4 years

More than half of Georgia Tech’s graduate students are now online and part-time.
Snapshot

Employees

16,843  Total Employees
1,622  Academic Faculty
2,502  Research Faculty
4,294  Staff
8,425*  Students

*includes about 4,200 graduate assistants, the rest are undergraduate students assistants

Students – Fall 2019

Undergraduate Students
16,159  Total
62%  Georgia
39%  Women

Graduate Students
20,331  Total
12,920  Online

63%  US & PR (all campuses)
24%  Women
Want to Know More?

Faculty members have access to Fact Books and LITE here: irp.gatech.edu
Organization

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

President Ángel Cabrera

Executive Vice Presidents
• Provost, Research, Administration & Finance

President’s Cabinet
• Student Life; Undergraduate Education; Graduate Education & Faculty Development; Diversity, Equity, and Inclusion; GTRI; Athletics; Ethics & Compliance; Communications; Development; Strategic Initiatives; Institute Relations
Organization - Executive Vice Presidents

**Provost - Rafael Bras**

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 – Kelly Fox**

Campus Services; Office of Information Technology; Human Resources;
Real Estate Development; Sustainability, Facilities, and Safety; Institute
Planning and Resource Management
There are a variety of resources available to support faculty in their return to in-person teaching, learning, and working.

[health.gatech.edu/coronavirus/faculty]
Fall 2020 Modes of Delivery

Residential spread:
• Course/sections that are residential with social distancing measures in place in the classroom.

Hybrid:
• **Hybrid hands-on:** Courses/sections will offer lectures via remote delivery and bring students to campus for hands-on studio and lab activities with social distancing measures in place.
• **Hybrid touch point:** Courses/sections will offer lectures in an online format and will bring students to the classroom several times in the semester for meaningful in-person experiences.
• **Hybrid split:** Courses/sections will offer lectures both in class and through broadcast recordings using classroom technology but will also bring smaller groups of students to the classroom on a predetermined basis with social distancing measures in place.

**Hybrid Teaching Guide**

Remote:
• Courses/sections that are completely remote and delivered online.
Georgia Tech Covid-19 Testing Team

**Mission**
To provide full re-entry asymptomatic Covid-19 testing to our students (as soon as possible) upon arrival and regular, accessible asymptomatic

**How we will execute our mission**
Success means:

• 100% of the 10,000 on-campus resident students tested as soon as possible between August 7-16 for asymptomatic re-entry testing.

• As many of the 12,300 off-campus resident students as we can get to test between August 10-21 for asymptomatic re-entry testing.
Georgia Tech is committed to creating a diverse learning and work environment for all members of the campus community — which extends to all that you do in the classroom, lab, and beyond. To support this commitment, the Office of Institute Diversity, Equity, and Inclusion offers a variety of programming such as an ADVANCE Program and Diversity and Inclusion Fellows Program.

diversity.gatech.edu
Georgia Tech Code of Ethics

Faculty members are expected to abide by the Institute’s policies and Code of Ethics, as well as any state, federal and, when applicable, international laws, in the performance of job-related duties. Specifically, we will:

- Abstain from inappropriate activities that may affect the conscientious performance of our duties or that result in illicit personal gain.
- Refuse to accept, for ourselves or our families, any favors, gifts, or privileges that might be construed by reasonable persons as influencing the performance of our assigned Institute duties.
- Behave in a manner consistent with our institutional values.
- Make no unauthorized commitments on behalf of the Institute.
- Report violations of the Georgia Tech Code of Ethics through appropriate channels.

[generalcounsel.gatech.edu/ethics-georgia-tech](generalcounsel.gatech.edu/ethics-georgia-tech)

USG Core Values: Integrity, Excellence, Accountability, and Respect

USG Code of Conduct [https://www.usg.edu/policymanual/section8/C224/](https://www.usg.edu/policymanual/section8/C224/)
Division of Student Life: A Friend of the Student A Tradition of Support and Advocacy

John M. Stein
Vice President & Dean of Students
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*
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.
Teaching at Georgia Tech

Dr. Joyce Weinsheimer
Director, Center for Teaching and Learning

Dr. David Lawrence
Associate Director, Center for Teaching and Learning
Georgia Tech's goal is “to produce a positive teaching and learning environment . . . so that all can meet their highest ambitions.”
Student Challenges

- lack of social interaction
- rigid schedules
- expectations unclear
- low motivation
- group work difficult
- hard to access resources
- instructor availability for support
Learning environments that Georgia Tech students value (video)
Activity: What do Georgia Tech students value?
Autonomy

- provide and emphasize choice
- provide meaningful rationales for learning activities
- build flexibility into course design
- display patience
Competence

- provide optimal challenge
- provide structured guidance
- provide timely, positive and constructive feedback
- provide clear goals and expectations
- offer students multiple means of support
Belongingness

• promote group work and discussions
• foster collaboration
• utilize active learning strategies
• learn students’ names
• use examples, case studies, and other learning resources that reflect diverse peoples
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

Carol Subiño Sullivan, Ph.D.
Assistant Director, Faculty Teaching and Learning Initiatives, Center for Teaching and Learning

Rebecca Pope-Ruark, Ph.D.
Faculty Teaching and Learning Specialist
Center for Teaching and Learning

Kyla Ross, Ph.D.
Assistant Vice Provost for Advocacy and Conflict Resolution
Faculty Affairs
Academic Policies

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

Use your Faculty Teaching Guidebook to find the answers (navigate to page 28 to get started).
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
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)
Absences for Medical or Personal Emergencies
Absences for Medical or Personal Emergencies

- Work with the student to make-up or complete an alternative assignment.
- The Office of Student Life will collect documentation about the absence and provide faculty with necessary information.
- Do not ask student to provide you with documentation directly. If they do return or destroy it.
Students With Disabilities and USG Mask Policy
Students With Disabilities and USG Mask Policy

• Official accommodations letter from Office of Disability Services

• University System of Georgia requires all persons to wear masks inside institute buildings.

• Ask the student to leave the session.

• Contact the Office of the Dean of Students if a student without a documented accommodation refuses to wear a mask.
Academic misconduct
Academic misconduct

• Invite the students for a Faculty Conference
• Contact the Office of Student Integrity
• State Academic Misconduct policy in syllabus
Research at Tech

Office of the Vice Provost for Graduate Education and Faculty Development
Welcome and Introductions

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

OSP, Schools
EVPR, College ADR, Industry Engagement
Faculty Development (Vice Provost and Colleges)
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

• 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.
Words from the Wiser: Teaching at Tech

Isabel Altamirano, Engineering and Chemistry Librarian

Shana Kerr, Senior Academic Professional, Biological Sciences

David MacNair, Director of Laboratory Development, Mechanical Engineering

Olufisayo Omojukun, Senior Lecturer, Division of Computing Instruction
Virtual Conversation Tables

4:35-4:45 Table 1
4:45-4:55 Table 2

In each breakout room:

*Senior administrator and/or faculty leadership host*

3-5 new faculty members

Briefly introduce yourselves, ask questions you may have
Upcoming New Faculty Events

**Provost’s New Faculty Q&A** Friday August 14th, 2-3pm

*September*
- What I Wish I Knew My First Year on the Tenure-Track
- What I Wish I Knew My First Year: For Academic Professionals & Lecturers
- Library Resources for Research & Scholarship
- Writing Retreat

*October*
- Planning Your Path to Tenure
- Pathways to Promotion for Academic Professionals & Lecturers
- Navigating Challenging Conversations
- Writing Retreat