Learning, Compliance Program in Place for New Hires

TRESHEA WADE
HUMAN RESOURCES

What does a new Georgia Tech employee need to know? Departmental goals and expectations are a great place to start. Where to find lunch and how to collect wages are also important subjects to cover. But that’s just the beginning of a successful career.

“To thrive in our community, new hires must be prepared to exercise sound ethical judgment, act with civility in the workplace, and take individual responsibility for the Institute’s policies and legal obligations,” said Travis Waugh, instructional technologist for Human Resources. “These are among the core expectations of all Georgia Tech employees, and they are just as vital to the Institute’s long-term success as any professional skill or competency.”

To ensure these needs are met, last fall, Human Resources introduced a New Hire Learning and Compliance program for all onboarding employees.

This new program merges the Institute’s legal training mandates, employment policies, and timely topics impacting higher education into a single, convenient format that new hires can access and complete online. The full program takes approximately six hours to complete and covers:

• Ethical decision-making.
• Workplace conduct.
• Title IX and anti-harassment.
• Cybersecurity.
• Conflicts of interest.
• The Georgia Tech Policy Library — including the process by which new policies are written, reviewed, and implemented.

All new employees are automatically enrolled within their first week and receive an email with instructions on how to complete the program.

When a Change of Heart Reveals a New Career Path

RENY SAN MIGUEL
COLLEGE OF SCIENCES

When she was growing up, Rena Ingram was fascinated by TV detective dramas, especially CSI. Yet she didn’t want to be a cop. For Ingram, it was the science behind the sleuthing — the gathering of evidence, the lab work that helped nail the bad guys — that got her attention.

“I had a keen interest in those types of shows,” she says, “especially when I took chemistry in high school.”

Ingram and chemistry proved to be a successful mixture, one that she thought would include a resume-boosting Ph.D. at Georgia Tech. Once at Tech, however, she faced a mystery of her own. Why was she so unhappy? Is this level of stress normal? If she gave up, what would her family and friends think?

Counselors in the Office of Graduate Studies say what Ingram experienced is common among graduate students. “They may feel they are failing even though they are not,” says Robbie Oates. With the help of Tech services and programs, including counseling from mentors, Ingram refocused her goals. Instead of staying for a Ph.D., she opted to graduate from Tech last May with a Master of Science in Chemistry and embark on a different career path.

Rena Ingram came to Georgia Tech to pursue a Ph.D. but found her calling in a high school classroom.

Ingram is now at Marietta High School, taking part in a collaborative teaching program made possible by a $30,000 Woodrow Wilson Teaching Fellowship. She’s still in graduate school — at Kennesaw State University, where she’s pursuing a Master of Arts in Teaching, Secondary Chemistry. She’s getting a chance to try her own methods of engaging students, such as using sports-themed games to teach them about the periodic table.

Those students have helped her smile again. “It’s been great. Those kids are my babies,” she says with a laugh.

A Change of Scenery — and Heart

Ingram believes the seed she sowed for wanting to be a teacher was planted by her chemistry instructors at her Augusta, Georgia, high school and at Fort Valley State University, where she received her bachelor of science in Chemistry in 2014.

“My teachers made it fun and interesting, and that’s what made me want to pursue chemistry,” she says. After college, however, she set aside any plans of teaching. Instead, she moved to Atlanta and applied to Georgia Tech’s doctoral program, mostly because of Tech’s reputation. Naysayers also provided motivation. “People were saying, ‘Georgia Tech’s too hard. You’re not going to get in,’” she recalls. “But when people hear that someone went to Georgia Tech, they say, ‘Wow, you graduated from Tech?’ The name alone holds so much power.”

Beyond Books

7 Library Resources That Aren’t Books or Journals

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

Though much of the Library’s physical collection is now housed at the Library Service Center off campus, it’s still a central service point for a range of resources available to faculty, staff, and students — and there are some that you may not be aware of.

Many of these resources can be accessed with a Georgia Tech login from the comfort of your desk, whether you are reading for pleasure, catching up on current events, or testing new technology. Here are just a few things you have access to — all of which are free:

Magazines: The Library’s subscription to Flipster lets users read current issues of Wired, Inc., Popular Science, and more.

E-books: Overdrive offers access to e-book checkouts in various formats, including Kindle.

Research Guides: The Library’s knowledgeable staff puts together guides on special topics. Two recent ones that may be of interest are the 2017 solar eclipse and the 2016 U.S. presidential election.

Films on Demand: Supplement your Netflix subscription with documentaries from acclaimed sources including PBS, HBO, Ken Burns, and NOVA.

ProQuest: Read full-text articles from an array of news sources, including many that
Faculty Invited to Create New Study Abroad Programs

MARY ALICE ALLEN
INTERNATIONAL EDUCATION

The Office of International Education (OIE) is issuing a call for applications from academic faculty members to cultivate the next generation of study abroad faculty leaders and program directors who serve undergraduate and graduate students.

OIE is looking for faculty members to create faculty-led study abroad programs that will be academically relevant and of interest to Georgia Tech students. OIE’s mission is to foster and provide international opportunities to all Georgia Tech students. To that end, OIE hopes to identify key areas for potential growth by fostering support for a cohort of faculty members who will develop new programs or replace senior faculty as they advance to new projects or retire.

Rather than compete with existing study abroad programs, this program seeks to create new opportunities for groups currently underserved, such as:

- African-American, Hispanic, and other underrepresented student populations.
- Graduate students (outside of the Scheller College of Business).
- Scheller College of Business undergraduate students.
- Student-athletes.
- Programs in developing countries and emerging economic markets.
- Locations not currently served by existing faculty-led study abroad programs.

Graduate students pose in Hungary during a practicum designed specifically for those pursuing a master’s in business administration.

Members of the program cohort will receive funding to be used toward conference participation and program planning. Faculty participants will also receive mentorship from a current faculty-led study abroad program director. Those selected for the program cohort will need approval from their academic unit, should anticipate dedicating five to 10 hours of work per month, and commit to submitting a faculty-led study abroad program proposal for the 2018-19 academic year.

Applications for the program are now open and will be accepted through Wednesday, Feb. 28. To review criteria and submit an application, visit c.gatech.edu/oiefac. Learn more about international education at oie.gatech.edu.

Through March 12
Fill to Thrive is a six-week series focused on skills related to nutrition, physical activity, mindfulness, and stress management. healthinitiatives.gatech.edu/thrive

HEART, from page 1

much weight.”

When she started at Tech, she believed that five years of work toward a Ph.D. would allow her to apply for a good crime-solving job with the Georgia Bureau of Investigation. Soon her doubts started. She knew that teaching was an option after getting a Ph.D., but was it something she should pursue immediately?

Her advisor, School of Chemistry and Biochemistry Professor and Chair M.G. Finn, knew something was wrong.

“He sat me in his office one day and said, ‘You’re not happy here,’” Ingram recalls. “I thought, are you another person telling me I can’t do this? I was not receiving the message that you had.”

Ingram outside of her classroom at Marietta High School.

“Second thoughts are the product of an active mind,” Finn says. “It’s often difficult to balance the desire to change with the need to persevere, but that’s where mentors can help. Ultimately, of course, it’s the student’s decision.”

Ingram made that difficult decision after her first qualifying examination. The panel members could tell that she didn’t want to be there, Ingram recalls. “They said I presented really well, but the work I put into my project could have been better. Their focus was in telling me that I wasn’t happy.”

“Of course that put a damper on my parade,” she says. “So we talked, they left the room, I cried for a minute, and then I walked into M.G.’s office and said I want to be a teacher.”

Finn was delighted. A career in chemistry, he says, “doesn’t have to be research. We need great high school teachers too.”

Finn believes it’s his job to give students the benefit of his experience and perspective when they are deciding what they want to do. “I try never to talk about finding what students are naturally good at,” Finn says, “because this implies that everyone has something they’re predetermined to do, if only we can discover it. Instead, I try to help students find what they want to work hard at.”

A Ph.D. is not for everyone, just as an academic career is not the only option for someone with a Ph.D. “Students can decide they do not like research, or find that the Ph.D. path is not what they thought it would be,” Ouzts says. “Students may find that the industry job market is much better than the academic job market.”

Ouzts says graduate students can experience a range of emotions when second thoughts about their career paths arise. “Have students that her chemistry teachers had on her. She’ll have plenty of chances to do that; as part of her $30,000 Wilson Foundation Fellowship, Ingram has committed to teaching science classes in underserved Georgia schools for three years.

Any worries about what friends and family might think about her change in Ph.D. plans dissolved with her mother’s encouraging words, Ingram recalls. “She said, ‘You just have to do what makes you happy. I’m proud of you regardless.’”

The same attitude informs Ingram’s advice to graduate students who find themselves reconsidering their career goals: “Follow your heart. Listen to the voice in the back of your head. If something is telling you to go for it, then go for it, even if it’s not the same plan that you had.”

Calendar submissions should be emailed to editor@comm.gatech.edu

Event Submissions:

- Office of Graduate Studies grad.gatech.edu
- The Office of the Vice Provost for Graduate Education and Faculty Development c.gatech.edu/vpgefd
- Center for Career Discovery and Development career.gatech.edu

Photo courtesy of Rena Ingram

Photo by Justin Kammerer
**Annual Performance Reviews Underway**

BETHANY SCHUSTER
HUMAN RESOURCES

Supervisors of staff members have less than one month remaining to complete annual employee evaluations and submit them to their Human Resources business partner or representative.

Employees should consult their supervisors or unit HR staff for unit-specific deadlines. Performance management applies to all full-time and part-time staff.  
(Note: These instructions do not apply to employees of GTRI or EF.)

Following is some guidance for those who have not already completed their evaluations:

**Employees:** Take time to complete a self-assessment and submit it to your manager before you meet. Self-assessments help ensure your priorities are included during your evaluation.

**Managers:** Consider reviewing the One-on-One Performance Coaching Guide and other resources related to having effective conversations found at ohr.gatech.edu

**Deadline:** Feb. 16 is the deadline for supervisors to complete all annual evaluation conversations and provide a signed copy of the evaluation to the department HR contact, representative, or business partner.  
Some departments may use a different deadline — check with your business partner or representative.

**The performance evaluation and goal-setting processes remain a critical focus for Georgia Tech as the Institute provides employees the opportunity to grow both personally and professionally. Learn more about the performance evaluation and goal-setting processes at ohr.gatech.edu/performance**

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**Staffer’s Son Headed to Pyeongchang**

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

Sandra Kinney spent years watching her son Chris compete in track and field events. Now, being a support role is a slightly longer trip — to Pyeongchang, South Korea, in much colder temperatures.

It was just a few weeks ago that Chris found out he’d be representing the U.S. as part of the men’s national bobsled team at the 2018 Winter Olympic Games — yes, bobsled. The 29-year-old’s Olympic aspirations began when he attended the 1996 Atlanta Olympic Games, and he has been a competitive athlete for years, but it wasn’t until his mid-20s that he got in a bobsled.

“He was working in Japan and called to tell me he was going to quit his job and try to be an Olympic bobsledder,” Kinney said. “I thought it was crazy.”

Over the past three years, though, Chris has made it work. He was named the first scholarship bobsled athlete at East Tennessee State University, which is home to an Olympic training site for USA Bobsled & Skeleton. He’s pursuing an MBA in international business.

Along the way, they both have made friends around the world. Kinney will travel to Pyeongchang with her sister and a German friend she met at a World Nationals event. The friend has been like a second mom to Chris during long stints in Europe.

“It’s a neat community,” said Kinney, senior director in Institutional Research and Planning. “Even other countries are all so supportive of one another.”

Chris has found support among the broader athletic community as well. He’s even trained on campus with Tech student-athletes when he’s in town. Kinney also finds that when Chris is in town, she often hosts other bobsledders from around the world. The group can be challenging to feed, as they consume somewhere between 12,000 to 15,000 calories a day to maintain their weight while training.

South Korea will be the sixth country where Kinney has seen her son compete in bobsledding. The Olympic committee provides families of athletes with a guidebook to help them know what they’ll experience at the games. Kinney doesn’t expect to see much of Chris during the 10-day trip, but is excited for the moment when he competes.

“So many athletes give so much to get there and don’t make it,” she said. In addition to bobsled, she’ll also see speedskating and figure skating events.

Chris is on one of three four-man sleds that will race for the U.S. team Saturday, Feb. 24 — the last event before the closing ceremony. He’s also an alternate for the two-man bobsled on Monday, Feb. 19.

For those who want to spot Chris during the Pyeongchang games, his mom advises to look for his legs.

“He always wears tall socks — one with stars, and one with stripes.”

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**ARTS AND CULTURE**

Feb. 8, 9, 10
DramaTech Theatre presents Constellations at 8 p.m. at DramaTech Theatre (back corner of Ferst Center for the Arts). dramatech.org

Feb. 7
President G.R. “Butch” Peterson and Provost and Executive Vice President for Academic Affairs Rafael L. Bras host Conversation with Campus Search Process and Profile of the Next Executive Vice President for Research, at 11 a.m. in Room 112, Clough Commons.

c.gatech.edu/expr

Feb. 8
The Scheller College of Business hosts an info session for its Executive and Evening MBA programs from 6:30 to 8 p.m. in Room 200, Scheller College of Business.

scheller.gatech.edu/mba

Feb. 9
Missouri State University hosts the top-ranked OVC-NCAA D-1 Men’s Basketball. Georgia Tech hosts the campus’ first meeting with a Power-5 or Top-25 opponent.

ramblinwreck.com

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**MISCELLANEOUS**

Feb. 6
The Graduate Student Government hosts an info session for its Center for the Arts and Ferst Center for the Arts.

sga.gatech.edu/g/cridc-2018

Feb. 8
The Ramblings of a 50-Year-Old Soccer Fan: The Top 50 Moments in Atlanta United History.

ramblinwreck.com

Feb. 9
The Robotarium hosts an open house from 2 to 3 p.m., Room 281, Van Leer Building.

www.robotarium.gatech.edu

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**For a more comprehensive listing of events, or to add your own, visit calendar.gatech.edu.**
2 Major Construction Projects Get Started This Semester

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

During the next two years, the Northwest sector of campus is going to see a dramatic transformation.

This month, work will begin on the Campus Safety Building, the new home for the Georgia Tech Police Department that will take shape at the corner of Hemphill Avenue and 10th Street. Work is also set to begin on The Kendeda Building for Innovative Sustainable Design. In the coming weeks, site work will begin for the project that is set to rise from a surface parking lot at the corner of State Street and Ferst Drive.

The campus community can expect some near-term construction impacts. Both the Campus Safety Building and Kendeda projects will be active within the next two weeks. Fencing will be erected at the Kendeda site, beginning Feb. 6. Site fencing will include sections of surface lots within the project boundary.

On Dalney Drive, through traffic to Ferst Drive will be closed where it passes through the Kendeda project site. Major work on the Dalney project is not expected to begin until May. Facilities Management will share more detailed site plans and logistics in the coming weeks. For other updates and information, visit facilities.gatech.edu

Approximations of the sites for the Campus Safety Building and The Kendeda Building for Innovative Sustainable Design, Construction at both projects will begin this month. Later this year, the Dalney deck and building site will be activated just south of the Centennial Research Building.

Tech Offers Office Space to Entrepreneurs from Puerto Rico

PEIRALTE PAUL
ENTERPRISE INNOVATION INSTITUTE

Georgia Tech is offering more than 2,000 square feet of office space for a four-month period to entrepreneurs and innovators from the island of Puerto Rico, who are still reeling from the devastating effects of Hurricane Maria. The leases begin this month.

The Institute will host up to 10 companies — roughly two people each — in Class A office space during that four-month period. The space offering is made possible via the Georgia Advanced Technology Ventures Inc., a nonprofit organization and Tech affiliate.

The initiative follows a November 2017 visit to Puerto Rico by a delegation of the Echar Pa Lante (Move Forward), a multi-sector alliance based in Puerto Rico and comprised of business and government leaders, and educators.

David Bridges, director of Georgia Tech’s Economic Development Lab (EDL), the program that hosted the delegation, said the offering follows years of work with partners on the island to develop Puerto Rico’s startup ecosystem.

“One of the most critical needs for entrepreneurs on the island is space and reliable access to energy and telecommunications,” Bridges said. “By temporarily relocating here, they can continue operations while the situation improves in Puerto Rico. Working in Tech Square, they will have the opportunity to interact with our ecosystem and network, which could lead to potential new business opportunities.”

EDL, a program of Georgia Tech’s economic development arm, the Enterprise Innovation Institute (EI), assists governments, communities, foundations, entrepreneurs, and small businesses in fostering value creation by applying innovative ideas, technology, and policy to initiatives focused on fostering economic growth.

The temporary space offering follows more than five years of work EDL has done in partnership with universities, private organizations, nonprofits, and the Puerto Rican government in building the innovation and entrepreneurial ecosystem of the island.

This story has been edited for length. Read more about how Georgia Tech is working with entrepreneurs in Puerto Rico at c.gatech.edu/puertorico

MISCELLANEOUS

Specialized Simus Elite Woman’s Bike - medium frame, black. Purchased late 2017, in excellent condition.

For sale: 2010 Lincoln MKZ. Silver w/ leather interior. 39k miles, excellent condition inside and out. Extra wheels. Lots of upgrades. $9,500. Call 706-878-4730.


For rent: Furnished, private bedroom in East Midtown adjacent to Piedmont Park. Available through June 1. $850/mo. Includes utilities and internet. Walking distance to MARTA, Tech Square, restaurants, entertainment, shopping. Contact 312-218-7686.

For rent: Furnished private bedroom and bath w/ access to all living spaces in Buckhead. $875/mo. Includes utilities, cable, Wi-Fi, parking. No smoking, pets, or children. Walking distance to food markets, restaurants, entertainment, shopping, public transit, churches. Request 12-month lease, referrals upon request. Contact 404-514-7682, neba.dan@gmail.com.

Researchers in the School of Interactive Computing and Institute for People and Technology seek parents of children ages 1 to 5 for a study using an e-book to track development. Learn more at cgatech.edu/bookstudy.

Free yellow jacket near removal. Neat to be used for research in the School of Biology. Call 404-385-6311 or e-mail michael.goodisman@biology.gatech.edu.

Ads run for at least three issues in the order in which they are received. Submit your 35-word or less ad to editor@comm.gatech.edu