Sheep Keep Campus Kudzu under Control

RACHAEL POCKLINGTON
INSTITUTE COMMUNICATIONS

Some things are best left to nature, and controlling invasive vegetation is no exception.

Using an environmentally friendly approach to rid an area on campus of kudzu, Georgia Tech is hosting several four-legged, woolly friends over the next two weeks to assist in removing — or eating — the rapidly growing weed.

"Deploying sheep to help manage vegetation is a very sustainable and effective solution for keeping kudzu under control," said Anne Boykin-Smith of Capital Planning and Space Management (CPSM). "The sheep love to eat kudzu. But, unlike goats, sheep are more selective and don’t eat the bark or buds on nearby plants and trees." Kudzu is also a good source of protein for sheep.

Last summer, a collaborative effort began between CPSM and Facilities Management’s Design and Space Management and Facilities have enlisted sheep to help control kudzu growth on campus.

New Faculty Find Way through Mentoring

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

For new faculty, the university environment is not necessarily new but can be an overwhelming entity of operations during the first years. At Tech, many find their place among their peers on campus through mentoring.

To some, mentoring is a formalized one-on-one relationship with a senior advisor; to others, it’s casual conversations, relationships that form over time, or short bursts of well-timed advice.

Susan Thomas, assistant professor in the George W. Woodruff School of Mechanical Engineering, appreciates all types. Since arriving at Tech in 2012, she has found mentorship to be beneficial in all aspects of her work and in helping her find a sort of on-campus family.

"In formal settings, you don’t feel bad asking questions because that’s what the person is there for," she said. "But I also like the informal settings because the mentor-mentee relationship doesn’t expire."

Though the Woodruff School does not assign mentors, Thomas has sought out those in her department with similar philosophies when she needs advice. Colleagues have helped provide guidance for cultivating research resources, recruiting and working with graduate students, and strengthening her teaching.

PEOPLE WANT TO HELP

When Anne Pollock took her first faculty position at Tech nearly seven years ago, she asked a senior faculty member she admired to be her mentor — but he declined. Rather than let this be the end of her pursuit of mentorship, she took it as a learning experience.

"You can’t take things too personally when you ask for help," she said. "She has since pursued informal mentoring relationships with a number of colleagues, each of whom is helpful in different ways, depending on experience or expertise."

Despite declining a formal mentoring relationship, the senior faculty member later provided Pollock with valuable tips on teaching preparation, proving one of her tenets of mentorship: People want to share their insights.

Pollock has also benefited from being the one mentoring. She advises postdoctoral fellows and has offered advice to others who are starting out on their academic trajectories.

"It’s intellectually stimulating and keeps you thinking strategically about your own work," she said. "If I’m talking to postdocs about their next publication or how they are developing their careers, it makes me think what I would do differently."

Faculty Women’s Club Offers Scholarships to Employees’ Students

Each year, the Georgia Tech Faculty Women’s Club awards five scholarships of up to $1,500 each to undergraduate Tech students who have a parent or guardian employed by Georgia Tech. Students must have completed at least one semester at Tech and have a 2.75 GPA. Applications are available at gtwc.gatech.edu

Tech Ranked Smartest Public College in America

Business Insider ranked Georgia Tech No. 1 on its list of smartest public colleges in America. The news service ranked the top 100 public schools based on standardized test scores and affordability.

c.gatech.edu/smartestcolleges

National Science Foundation Honors Veteran Student

LAURA DIAMOND
INSTITUTE COMMUNICATIONS

Joshua Jarrell understands how the military prepares and motivates students for graduate school and research.

Jarrell, a third-year Ph.D. candidate in applied physiology, is sergeant-first class and senior medic in the Alabama National Guard, with 16 years of service and two combat deployments.

Audit Reveals Misconduct in Research Lab

INSTITUTE COMMUNICATIONS

Georgia Tech has taken corrective action following the conclusion of an internal investigation into allegations of questionable purchasing practices and undisclosed conflicts of interest for several employees in one of its research labs.

Investigators have totaled approximately $475,000 in unallowable purchases and salary costs on contracts in the Georgia Tech Research Institute’s (GTRI) Advanced Concepts Laboratory (ACL) between 2009 and 2013. Subsequent personnel actions include the termination of four lab members as a result of the investigation.
Retirees Honored at Annual Dinner

The Institute honored those 101 members of the Tech community who retired or will retire during 2014 at the annual Retirement Dinner on Tuesday, Nov. 4, at the Historic Academy of Medicine. The event included a cocktail hour, dinner, and awards presentation with personalized remarks for each retiree. Retirees also received a personalized commemorative glass Buzz. Collectively, this year’s retirees represented 2,200 years of service to the Institute.

VETERAN, from page 1

tours to Iraq
He shared his experiences during the Saluting Veterans in STEM symposium, an annual National Science Foundation (NSF) event, held Nov. 3 in Atlanta, Georgia. Jarrell delivered a keynote speech during the event, which featured 11 military veterans in the NSF Graduate Fellowship Program.

Jarrell said he was humbled and honored to speak on behalf of veterans. He talked about how the military instilled in him the value of teamwork, discipline, and courage — skills that are helping him thrive at Georgia Tech.

“As student veterans, we are already non-traditional students who didn’t take the typical path to college,” Jarrell, 33, said. “But our experiences mean we are not as intimidated by obstacles and the unknown.”

As part of the event, Jarrell and the other fellows shared their research and motivations for pursuing graduate school. He studies direct skeletal attachment of limb prostheses under Boris Prilutsky, an associate professor in the School of Applied Physiology.

President G.P. “Bud” Peterson will issue a message to our transparency and thoroughness.”

“in keeping with the goals of Georgia Tech’s Strategic Plan, our intent is to continuously streamline and improve business practices,” Cross said. “The lessons learned from the improvements underway at GTRI will serve as a template for the entire Institute. Cross went on to add: “Any breach of the public trust impacts everyone affiliated with Georgia Tech. As a community, we know the vast majority of faculty and staff represent the Institute admirably, in an ethical and transparent manner. Any behavior designed to take advantage of that trust is unacceptable and reprehensible.”
Campus News

National LGBTQIA Groups Host STEM-Focused Event

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

Students and professionals from across the country gathered at Georgia Tech Nov. 7 – 9 for an event focused on LGBTQIA issues in the science, technology, engineering, and mathematics (STEM) fields.

Out in STEM (oSTEM) and the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLOSTEP) partnered this year for the first time to combine NOGLOSTEP’s Out to Innovate 2014 and oSTEM’s 4th National Conference, co-hosting the joint meeting here at Tech.

Around 500 attendees from 48 states spent the weekend discussing topics of a general nature, such as how to obtain federal research funding, as well as those specific to being queer-identified in academic and corporate settings.

One panel, featuring several people affiliated with Tech, explored the intersection of leadership, orientation, identity, and expression in STEM. Facilitated by Bradley Wilkinson, a Tech alumna, the panel included Julie Ancis, associate vice president for Institute Diversity; Jennifer Hasler, professor in Electrical and Computer Engineering; Manu Platt, assistant professor in the Wallace H. Coulter Department of Biomedical Engineering; and alumni Felix Hu and Alex Wan.

“Young people are seeking mentorship and advice, and this gives them a chance to hear from STEM professionals and out leaders,” Ancis said. The conference, 18 months in the making, was an effort led by the Office of Institute Diversity, with support from the Division of Student Affairs.

“This conference represents a critical dimension of our diversity and inclusion agenda at Tech, and it is something we are very committed to,” said Archie Ervin, vice president of Institute Diversity, who provided welcoming remarks during the weekend.

For Emily Li, a fourth-year mechanical engineering major and president of the oSTEM chapter at Georgia Tech, it’s indicative of a positive trajectory for both Tech and the region.

“Tech is such a beacon for the South, and it’s awesome to see people want to invest here,” she said.

Attendees also participated in poster sessions, retraining interviews, and campus tours.

“The kinds of events bring much-needed conversations about diversity and inclusion into academic and professional STEM spaces,” said Aby Parsons, director of Tech’s LGBTQIA Resource Center. Parsons came to Tech in April to oversee the new center. “These efforts can only help our LGBTQIA students feel more confident navigating both campus and the job market.”

For those looking to get involved with LGBTQA issues on campus, the LGBTQIA Resource Center will host a series of Safe Space trainings in the spring for students, faculty, and staff interested in learning how to be an ally in the LGBTQIA community.

Learn more at lgbtqia.gatech.edu.

Computing Wins Dec-A-Door Competition with Artistic Talent

Faculty and staff displayed their creativity during the Student Center’s annual Homecoming Dec-A-Door Contest. Some groups went above and beyond to decorate whole hallways or office spaces.

First place went to the College of Computing for turning its Technology Services hall into a “Lost in the AtlanTECH” scene (above). Second place went to the Office of Graduate Studies for its Beat UVA display (right).

SHEEP, from page 1

Shrub useful in stopping soil erosion, has become a nuisance in the South due to its invasive nature. It can grow up to a foot per day and quickly take over trees. In the age-old struggle with kudzu, traditional herbicides are often used, but chemical treatments produce toxic runoff and are not always effective. Plus, traditional treatments leave behind dead organic material, which can turn into a fire hazard in times of drought. “Using sheep is a good closed-loop way to take care of kudzu without using fossil fuel energy,” said Marc Weissburg, professor in the School of Biology and co-director of the Center for Biologically Inspired Design. “It shows we take our institutional commitment to sustainability seriously when we are actually making sustainable choices.”

It generally takes sheep no more than two weeks to defoliate a one-acre area. Like most removal systems, it will take repeated treatments, possibly three, to fully deplete the stored root reserves and kill the persistent kudzu plants. The sheep are scheduled to return to campus in the spring for a second grazing period.

“For now, if you see sheep grazing, please let them be,” Boykin-Smith said. “They have important work to do.”

Sheep graze on the kudzu on North Campus near the construction site of the Engineered Biosystems Building.

EVENTS

TRAINING

Nov. 18
The Office of Human Resources hosts a Be Well session on “What makes you crazy at work?” Participants will learn to engage colleagues and clients with ease and clarity, avoiding communication that leads to a “crazy-making” interaction. From noon to 1 p.m., Room 319, Student Center. Register at c.gatech.edu/BeWell2014

Nov. 19
The Event Coordinators’ Network hosts its 6th annual workshop on “Designing for Excellence,” from 9 a.m. to 4:30 p.m. at the Carter Center. Registration is $150.

MISCELLANEOUS

Nov. 14
The Salsa Club hosts a night of dancing with lessons in zouk and salsa. Refreshments provided. Lessons begin at 8 p.m. in the Student Center Ballroom. facebook.com/gtsalsa

Nov. 15
The Yellow Jackets take on the Clemson University Tigers in football at Bobby Dodd Stadium. Game time will be announced the week of Nov. 10. ramblinwreck.com

Nov. 17-21
The Office of International Education hosts a series of events for International Education Week. eie.gatech.edu

Nov. 18
Stamps Health Services offers flu shots for $25 for faculty and staff at the Silver Clinic, Stamps Health Services, from 9 a.m. to 3 p.m. www.health.gatech.edu

Nov. 18
The School of City and Regional Planning hosts a free screening of “Urbanized,” a documentary about urban planning that features professor Ellen Dunham-Jones, at 7:30 p.m. in the Reinsch-Pierce Auditorium. planning.gatech.edu

Nov. 20
The Petit Institute hosts a Festival of Research Ideas in Cancer Biology and Technology. Posters will be about exploring novel ideas about cancer and its detection and treatment. From 5 to 7 p.m., Petit Institute Atium. petitinsitute.gatech.edu

Nov. 22
The American Medical Student Association at Georgia Tech hosts its 3rd annual Holiday Hustle 5K at 4 a.m. at the BisTech Quad. Registration is $15. gtmansa.org/5k.html

For a more comprehensive listing of events updated daily, visit calendar.gatech.edu
about my own, too.”

The fellows she advises don’t work in her same academic space, but she can still provide feedback on their endeavors. Similarly, formal mentor relationships don’t necessarily need to be with someone in the same area of expertise. Common ground can be found in a number of areas, and mentors should not be trying to make their mentees follow the same paths they chose. “There are many routes to excellence, and mentorship is more useful if we consider the individual’s trajectory,” Pollock said.

Outside of junior-senior faculty relationships, Pollock believes relationships with staff are especially important as well because of the support staff members’ institutional and operational knowledge.

Though Pollock hasn’t had a formal mentor, she has gotten useful feedback in an informal sense. She believes there is value in having a combination of both informal and formal arrangements. Informal settings can be better for individual projects or tasks. Formal settings can be less personal, and, therefore, provide the opportunity for more objective feedback and the “brass tacks” that are sometimes needed for progress.

“For formal relationships, it helps mentors to have some structure of what it is they’re supposed to be doing or discussing,” she said. “It shouldn’t be just grousing or just an advantage,” he said. “In all these endeavors, it’s of more than an advantage, they can still provide the opportunity for new insights.”

Slaughter joined Scheller in 2007 and held the Alan M. Costley Chair and was more than an advisor, she said. “In all these discussions, this of great importance that new faculty succeed in finding their own place in their new unit, and they should have a say in what happens during the mentoring process.”

In the Woodruff School, Thomas participated in one type of structured mentoring that was specific to teaching. The Woodruff Teaching Fellows Program is a 13-week program designed to help faculty members be better teachers. There, Thomas was able to get direct feedback in a formal setting, ask questions, interact with other faculty, and identify her strengths.

“It takes it to a whole new level when you actually have to put practice into action,” said Wayne Whiteh tern, director of student services and academic professional in the Woodruff School who organizes the program, which began in 2012. “The idea is to build a learning community and develop a culture of teaching and learning excellence in the school.”

In both formal and informal mentoring, Thomas said mentees seem to come to the table with the same sentiment: They want to get better.

“My first and foremost mentor in this field was my father,” Pollock said. “He was there for the difficult decisions in my life and career and helped me make the right decisions.”

### ABOUT THE AUTHOR

LISA HERRMANN

**COLLEGE OF ARCHITECTURE**

Douglas C. Allen, beloved professor and visionary landscape architect, passed away on Oct. 26 from brain cancer.

Allen was born at Emory University Hospital in Atlanta, grew up in West End, and graduated from Brown High School in Atlanta. He earned a bachelor’s degree in landscape architecture from the University of Georgia and a master’s degree in landscape architecture from Harvard University.

In his early career, he worked for Designer’s Collaborative in Athens, Georgia, and then in Atlanta for William H. Laubmann and Associates. While there, he worked on the Chattahoochee Corridor Study for the atlanta Regional Commission. In 1973, he encouraged to work on the Chattahoochee River with the Georgia Department of Natural Resources. This work led to the designation of the Chattahoochee as a National Recreational Area. From 1974 to 1976, he attended graduate school at Harvard University, earning a Master of Landscape Architecture.

In 1977, he began his career at Tech in the College of Architecture. He eventually shifted from teaching to administration, serving five years as associate dean for academic affairs, a year as interim dean, and another three years as senior associate dean. After retiring in 2011, he returned to the classroom where he did what he loved best, teaching, on a part-time basis.

Allen is survived by his wife of 42 years, Kathy Hill Allen; his daughter Jordan Allen DeLoach; son-in-law Alex DeLoach, and grandchildren Nora and Mary DeLoach.

Read more about Allen’s life and work at [c.gatech.edu/dougallen](http://c.gatech.edu/dougallen)