Donated Sick Leave Program Now Has Membership Component

Each year during Open Enrollment, faculty and staff have the opportunity to participate in Georgia Tech’s Donated Sick Leave program. Starting this year, participation will require membership in the form of a one-time donation of at least eight hours and a qualifying personal retainer.

This program, which Tech has offered since 2009, allows eligible employees (who do not have enough sick leave of their own) to receive a donation of hours in certain critical illness or long-term leave situations.

This year, those who enroll in the Donated Sick Leave program will be required to have at least 40 hours of accrued sick leave beginning at the time of their donation.

Human Resources will continue to manage the pool of donated time. If the pool drops to fewer than 120 hours, all members will be notified of the depleted pool status, and each member will automatically be charged eight hours of sick time to replenish the pool.

These changes are designed to help meet the needs of qualified requests, which can now include conditions or time to replenish the pool.

Changes Will Not Take Effect in Spring Semester

Human Resources will continue to manage the pool of donated time.

Task Force Recommends Changes for Academic Scheduling

INSTITUTE COMMUNICATIONS

The Task Force on Classroom and Academic Scheduling recently released its final report and five recommendations that will assist students in planning their academic careers, better use campus resources, and increase coordination of the classroom-scheduling function among academic and administrative units.

Commissioned by senior Institute leadership in October 2015, the task force was co-chaired by Joe Hughes, professor, School of Electrical and Computer Engineering, and Steven Girardot, associate vice provost for Undergraduate Education. It also included faculty from all six colleges, students, and adminstrators who are involved in class scheduling. It was charged to conduct a comprehensive review of Georgia Tech’s classroom- and academic-scheduling processes and protocols.

But, But ... Allow Me to Interrupt

INSTITUTE COMMUNICATIONS

The 2016 presidential campaign – particularly the primary and presidential debates – undoubtedly will be remembered as one of the most unusual periods in recent political history, with the candidates talking about everything from national security and the economy, to email servers and income taxes, to topics that seem better suited for a bar than a debate stage. One of the hallmarks of this debate season has been how often the candidates simply interrupted each other.

Interruptions in the Workplace

What happens during a discussion at work, when there isn’t a moderator to manage the conversation?

“Debates usually have a turn-taking system and a moderator that is meant to manage the turn-taking,” said Brian Larson, assistant professor, School of Literature, Media, and Communication. This turn-taking allows the audience to see what drives the candidates.

“The purpose of the [debate] is to expose the ideas and personalities of the candidates to the audience,” he said.

Interruptions, particularly during a debate, usually indicate disagreement with the person speaking.

“They are often an effort by the interrupter to cast doubt on what the speaker is saying,” Larson said. “We call that a ‘face-threatening act,’ one designed to exert the interrupter’s power over the speaker or to weaken the speaker’s position or credibility with the audience.”

Biking Gets Better

HUMAN RESOURCES

Riders can anticipate a better bike experience for the Fall 2016 semester due to two recent projects on campus.

The bike pool, organized by Student Environmental Association and Georgia Tech’s Donated Sick Leave program, has accumulated over 900 hours of donated sick leave, which is used to replenish the pool. This year, those who enroll in the Donated Sick Leave program will be required to have at least 40 hours of accrued sick leave beginning at the time of their donation.

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“Every tissue has a role to play in the immune system. Some are specialized to fight just one disease, while others are more versatile and can fight multiple diseases.”

Photo by Josh Brown

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Elections Open Oct. 26

Staff members are invited to vote for new representatives by Wednesday, Nov. 9. Candidate bios and elections will be online at staffcouncil.gatech.edu.

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Read more about recent improvements and cycling tips at c.gatech.edu/bikeupdates.
FACULTY SENATE

At its Oct. 18 meeting, the Faculty Senate spent reviewed work from the past year and conducted business related to new action items.

President G. P. “Bud” Peterson called the meeting to order and made brief comments about recent business at the Board of Regents (BOR). Rafael Bras, provost and executive vice president for Academic Affairs, followed with additional notes from BOR proceedings (see page 4) and mentioned the recent death of a student.

John Stein, vice president of Student Life and dean of students, said that the student was involved in many areas of the campus community and had a number of friends and peers who may be affected by his passing. Stein asked that if instructors have students who are struggling with the work and request an extension on an assignment that the instructor consider granting that request if possible.

Changes to the Faculty Handbook, presented by Joe Hughes, chair of the Statutes Committee, centered around the hiring and promotion of non-tenure track faculty. Discussion took place around concerns regarding academic professionals, particularly on the topic of letters of recommendation when those at other institutions may not understand the role these positions play at Georgia Tech. Changes were approved, but further discussion will take place to ensure academic professionals are properly prepared for the new guidelines.

Committee representatives provided annual reports from the past year. Of note was an increase in nominations reviewed by the Faculty Honors committee, which reviewed 41 nominations last year — an increase from 26 the previous year.

Nathan Moon, committee chair, was pleased with the increase, but continued to press for more.

“There’s a great deal of excellence on campus, and we want to recognize it, especially in areas where we usually have underrepresentation in awards,” he said. “We want our nominations to accurately reflect the diversity of the campus community.” The group is also working with Staff Council groups to coordinate honors across campus and is reviewing award guidelines to be sure the descriptions are accurate and encourage nominations.

The Institute Undergraduate Curriculum Committee (IUCC) met 20 times over the past year, reviewing and approving school and name changes, new degree possibilities, and new degree options. It approved 52 new courses, denied one request for a new course, and deactivated 138 courses — a win for the course catalog, said Committee Chair Rhett Mayor.

“We try to avoid having a lot of courses that aren’t offered very often,” Mayor said.

The Institute Graduate Curriculum Committee (IGCC) had the same net negative for courses this year, adding 43 new courses but deactivating 113. The IUCC also reviewed and deactivated three study abroad programs due to low enrollment.

Vicente Breedveld, IGCC chair, discussed the Master of Science in Analytics Program’s proposal to offer an online version of the degree, akin to a smaller-scale Online Master of Science in Computer Science. Applications to the Analytics program have far outpaced the enrollment capacity of 45 students. The online offering would have the same degree requirements as on campus, but with a lower tuition rate and limited student support services (such as career counseling, seminars, or support for conferences). The online degree would only offer two tracks, Analytical Tools and Computational Data Analytics, omitting the Business Track that is available in the residential degree program. The program prospectus must be approved by the BOR, including the lower tuition, before it comes to fruition.

The IGCC also reviewed prospectuses for a new Ph.D. in Machine Learning and a new Master of Science in Real Estate Development. It also worked with the Office of Graduate Studies to increase Tech’s minimum required TOEFL score from 79 to 90, bringing it in line with peers and many requirements of individual schools and colleges.

Breedveld noted the increase in some of the IGCC’s activity, as the Institute’s graduate population is its largest ever, with more than 11,000 students. Much of that growth is in the Online Master of Science in Computer Science Program, which has an enrollment of more than 3,000 students.

For full presentations and meeting minutes, visit facultygovernance.gatech.edu

SICK LEAVE, from page 1

circumstances that meet the Family and Medical Leave Act’s (FMLA) definition of a serious health condition, now including the birth of a child. In years prior, only critical illnesses were considered qualified health conditions.

Membership in the pool is open to full-time and part-time employees who have met their six-month probationary period. Hours are prorated for part-time employees. Donated Sick Leave cannot be used in conjunction with long- or short-term Disability, but it can be used to meet the elimination period.

“People regularly hear about the policies and regulations we enforce, but they rarely hear about cancer patients or gunshot victims we have helped,” said Athena Jones, Leave Management Specialist. “The pool is facilitated by HR, but it’s the kindness of faculty and staff that makes it possible — and that’s what makes the pool meaningful.”

Leave donations cannot be withdrawn, but members are allowed to withdraw or resume membership each year during Open Enrollment. Employees nearing retirement and on the Optional Retirement Plan are encouraged to consider participation, as their sick hours dissolve at the point of retirement and cannot be cashed in.

Registration for the pool will be available during 2017 Open Enrollment, which runs from Oct. 31 through Nov. 11, at techworks.gatech.edu. For questions about qualified requests, donating hours, or involvement in the pool, contact benefits@ohr.gatech.edu.

With these changes, Georgia Tech’s Donated Sick Leave program aligns with that of the University System of Georgia (USG). More details about the USG policy and additional changes can be found at c.gatech.edu/usg/sickleave.

2017 Open Enrollment Timeline

- **Oct. 24:** Info Session, 2 p.m., Student Center Theater.
- **Oct. 26:** Info Session, 11:30 a.m., Student Center Theater.
- **Oct. 27:** Info Session, 10 a.m., Gordy Room, Wardlaw Center.
- **Oct. 31:** Open Enrollment begins.
- **Oct. 31:** Phone Help Line opens (404-894-4847).
- **Nov. 2:** Benefits Fair, 10 a.m. to 2 p.m., Student Center Ballroom.
- **Nov. 11:** Open Enrollment ends.
Act of Giving Makes All the Difference

KRISTEN BAILEY
INSTITUTE COMMUNICATIONS

So far this year, more than 500 employees have given to Georgia Tech’s Charitable Campaign, but the window is soon closing on this opportunity to give as a campus community.

This year’s participants have donated or pledged more than $168,000. The Institute goal, though, is for 1,500 employees to participate and to raise $375,000. Employees have until Tuesday, Nov. 15, to make a contribution or pledge.

Leanne West, chair of this year’s campaign, encourages employees to focus more on the act of giving than the amount. “Even $1 can provide four meals to people through the Atlanta Community Food Bank, or purchase two books for First Book to give to a child who does not have access to any,” she said. “You might not think it’s much, but that meal or book can mean everything to the person who receives it. You will make a difference.”

Employees can choose from more than 1,000 local and national charities to direct their contribution to a cause that is meaningful and personal to them.

“When Georgia Tech, Atlanta, and the state work together, we all reinforce each other,” said Bill Todd, professor of the practice in the Scheller College of Business, who provided an update on the campaign at the Oct. 18 Faculty Senate meeting. “When we reinforce each other, we’re all better for it.”

Donating through TechWorks (techworks.gatech.edu) is preferred, as it is confidential and secure, and provides options for payroll deduction, credit/debit card, and WebCheck. For additional information or a paper pledge form, visit charitable.gatech.edu or contact the campaign team at charitable@gatech.edu.

About the Campaign

The annual campaign collects donations for nonprofits and charitable organizations that serve communities all over the state and beyond. All state entities, including University System of Georgia (USG) schools, participate in the annual fundraiser.

Last year, more than 1,100 Tech employees pledged more than $351,000 to 390 charitable organizations. For the past nine years, Georgia Tech has been the recipient of the Governor’s Cup, which is awarded annually to the state institution with the highest average contribution per employee. Tech has won the cup a total of 14 times.

Donations are accepted via payroll deduction on an ongoing basis, or as a one-time donation. For those who choose to give through payroll deduction, the contributions will begin in January 2017. Employees can give to a general fund or choose specific organizations to which they would like to direct their donations.

Serve-Learn-Sustain Events Shed Light on Environmental Justice

CORY HOPKINS
UNDERGRADUATE EDUCATION

The Center for Serve-Learn-Sustain has embarked on a yearlong journey to introduce the movement of environmental justice to Tech’s campus and community partners.

Environmental justice is one of Serve-Learn-Sustain’s core themes for the year. The idea came from colleagues in the College of Sciences.

The environmental justice movement is concerned with making sure no community takes on an unfair share of environmental burdens and that environmental benefits are shared equitably, regardless of race, class, gender, or orientation. A series of events and engagement opportunities this year will help the community learn more about this idea. “The goal of the series is to generate serious conversation, examination, and action around justice as it relates to the environment and sustainability,” said Jenny Hirsch, director of the Center for Serve-Learn-Sustain.

Upcoming opportunities:

River Rendezvous: Water Sampling at Proctor Creek with West Atlanta Watershed Alliance and Chattahoochee River Keeper Saturday in November; TBD

Engineering and Public Service Panel Discussion
Tuesday, Nov. 1, 11 a.m. – 12:30 p.m.
Peachtree Room, Student Center

Taboo Talk: Dismantling Racism in a Society That Doesn’t Believe In It Thursday, Nov. 3, 11 a.m. – noon
Room 117, Smithgall Student Services (Flag) Building

Global Community Engagement and Service: A Service Project with Global Growers and Trip to Light on Environmental Justice

Your DeKalb Farmers Market Saturday, Nov. 12, 9 a.m. – 4 p.m. (transportation provided)

Environmental Justice and Business/Community Engagement: Challenges and Opportunities in the Extractives Industries with Michael Oxman, Managing Director, Ray C. Anderson Center for Sustainable Business
Monday, Nov. 14, 12:15 – 1:30 p.m.
Technology Square Research Building

What Does Environmental Justice Have to Do With Me? A Student’s Guide to the Responsibilities of Engineers with Bob Kirkman, School of Public Policy, and Chloe Arson, School of Civil and Environmental Engineering
Tuesday, Nov. 15, 11 a.m. – noon
Room 469, Clough Commons

Those who attend three events this semester will receive two tickets to the Center for Civil and Human Rights in Downtown Atlanta. To learn more about the environmental justice series and to keep up with additional opportunities, visit serve-learn-sustain.gatech.edu/environmental-justice-series.

Serve-Learn-Sustain Fellows

Serve-Learn-Sustain is now accepting applications for its second SLS Fellows Program, to take place during Spring 2017. Fellows will examine pressing community issues concerning sustainable and equitable approaches to smart cities, touching on issues such as algorithms and governance, security and privacy, participatory sensing, social and technical infrastructures, and civic engagement.

All faculty, staff, graduate students, and postdoctoral fellows are invited to apply. The deadline to apply is Monday, Nov. 7, at 5 p.m.

To learn more and apply, visit c.gatech.edu/slsfellows.

Celebrate This Year’s Retirees

The entire Georgia Tech community is invited to celebrate Georgia Tech’s 2016 retirees at the annual Retirement Dinner on Thursday, Nov. 10, from 6 to 9 p.m. in the Bill Moore Student Success Center. The cost to attend is $25 per person and may be paid through journal entry or personal check. For more information and to RSVP, visit specialevents.gatech.edu/retirement-dinner.

Events

Nov. 3
The Center for International Business Education and Research; the Center for European and Transatlantic Studies; and the Center for International Strategy, Technology, and Policy host Consul General Louis de Corsi, who will discuss France’s strategy for combating the threat of terrorism within its own borders and how it is cooperating with nations around the world to halt this global threat. The discussion takes place from 11 a.m. to noon in Room 102, Scheller College of Business.

Nov. 8
Dene Shiehane, Robert Knoft, Chris Barke, and Casey Auldman will present on Tech’s Connections to the University System of Georgia and Beyond as part of the ADVANCE Program’s Demystifying Georgia Tech series. The talk takes place from 11 a.m. to noon in Room 315, Student Center. Learn more about the series at c.gatech.edu/demystify

Health & Wellness

Oct. 28
Campus Recreation hosts the free Halloween Holla, which begins at 7:30 a.m. at the Campus Recreation Center. Participants are encouraged to wear Halloween costumes. The first 200 participants will receive a T-shirt. Sign up at c.gatech.edu/halloweenholla

Oct. 29
Campus Recreation leads a Faculty/Staff Wellness Walk at Arabia Mountain National Heritage Area from 7:30 to 11:30 a.m. The guided walk is $10. Learn more and register to attend at c.gatech.edu/oc29Arabia

Miscellaneous

Oct. 26
The Residence Employee Resource Group celebrates the end of its Happiness campaign from 11:30 a.m. to 1 p.m. in Room 321, Student Center. Learn more and RSVP at c.gatech.edu/happinesswrap

Nov. 6
Daylight Savings Time ends. Clocks should be set back one hour.

Nov. 16
The Residence Employee Resource Group hosts Fostering Empathy and Self-Compassion, where attendees will explore how these topics can help one more fully understand, appreciate, and accept people with whom they interact. Learn more and RSVP at c.gatech.edu/empathy

For a more comprehensive listing of events, or to add your own, visit calendar.gatech.edu.
to determine a path forward that balances the needs of Georgia Tech students and faculty with existing campus resources — namely instructional space. The task force built on the work of the Academic Calendar Task Force, which completed its report and recommendations in Spring 2015.

“The Task Force on Classroom and Academic Scheduling was the next logical step following the phased changes to the academic calendar over the past year,” said Rafael Bras, provost and executive vice president for Academic Affairs. “Education and learning experiences are changing fast. Our student population is larger and also changing quickly. The future will only bring more challenges and demands on our facilities as we seek to provide the best education to all our students. Our academic scheduling needs to be flexible and include a balanced space that is family-friendly and support work-life balance.

“The feedback process was vital and involved dozens of members of our Georgia Tech community,” said Hughes. “We heard about current pain points for students navigating the path to graduation and the importance of schedules that support the varying needs of our faculty, staff, and students outside of the classroom. Building on the work of previous task forces and on new data, our recommendations and a set of guiding principles have been designed to get at the core of those issues and lead to sustainable processes that will accommodate the Institute’s growing enrollment and other future demands.”

The complete task force recommendations are:

- Adopt a new daily classroom-scheduling template and associated policies that define allowable times for scheduling of individual courses, incorporating 15-minute breaks between classes.
- Develop policies and procedures that include the establishment of “anchor classes” and best practices for scheduling and registration in Banner.

- Establish a permanent joint subcommittee of the Institute Graduate Curriculum Committee (IGCC) and the Institute Undergraduate Curriculum Committee (IUCC) to act on matters related to class and instructional scheduling.
- Merge the academic class-scheduling functions performed by the Registrar’s office and class-scheduling functions performed by Capital Planning and Space Management, and centralize both functions in the Registrar’s office.
- After a technology audit, make recommendations for strategic investments in technology that support class scheduling, registration, and related analytics.
- Adoption of the task force’s recommendations allows Georgia Tech to be an effective steward of taxpayer resources and best use our campus space,” said Steve Wrigley, executive vice president for Academic Affairs. “The realignment of the scheduling function and new policies will streamline administrative functions and improve overall institutional effectiveness.

Although students and faculty are directly affected by scheduling decisions, the processes are not widely known or understood. “There is no ‘perfect’ schedule that matches everyone’s preferences,” said Hughes. “However, by focusing on common needs and working cooperatively, we believe that the current situation can be significantly improved for the Institute community.”

Recommender dates are slated to be phased in starting during the next academic term, but will not impact registration and scheduling for Spring 2017. Campuswide town halls, along with focused faculty/staff information sessions, are planned during the coming weeks.

Vehicles

**BOR Names New Chancellor, Approves Robotics Project**

**SCHEDULING, from page 1**

**Town Hall Presentations**

**Tuesday, Oct. 25**

3 p.m., Student Center Theater

Thursday, Nov. 3

11 a.m., Room 123 (Auditorium), East Architecture Building

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**MISSISSIPPI**

**Furnishings and appliances for sale. Thomsaville sofa, hunter green pleat, 81 x 34. $50. Refrigerator – large capacity 5-door french door w/ filtered water dispenser and ice maker, 5 years old, $500. Contact scott.perkins@oit.gatech.edu.**

**VEHICLES**

** REAL ESTATE/ ROOMMATES**

**1BR/1BA condo for rent. Amenities: pool, gym, secure gated parking, 24-hour concierge, on-site laundry. Walking distance to Tech and MARTA. $1,450 per month all utilities included. Nov. 5. Call or text 404-822-6056.**

Roommate wanted to share house in East Point close to MARTA rail stop, 860/month all included. Available Oct. 14 through April 30, 2017. Contact tchalaak@gmail.com.

**3BR/3BA house for rent. Perfect for a Tech family. Walk to work, restaurants, and shops. Beautifully renovated den, office space, backyard with play structure. 1/2 mile of Atlantic Station, Georgia Tech. $3,400. Contact Soojin at 404-271-5145, homeapartment@gmail.com.**

**CLASSIFIEDS**

**VEHICLES**

Honda ST1300, 53K miles, GPS, driving lights, top box, handelbar with power, high speed, and aftermarket padding in the seat. Has a few dings but it has been good. Contact scott.perkins@oit.gatech.edu.

Original Georgia Tech yellow 1976 L-48 Corvette Stingray, Fewer than 23,000 verified miles, $13,000, negotiable. Car has been garage-kept for the past 40 years. AZ, power steering, power brakes, AM/FM radio, rear defrost, T-Top covers. Selling as-is, no warranty. Contact daniel.schrage@eas.gatech.edu or 404-395-4465.

**MISSISSIPPI**

**Furnishings and appliances for sale. Thomsaville sofa, hunter green pleat, 81 x 34. $50. Refrigerator – large capacity 5-door french door w/ filtered water dispenser and ice maker, 5 years old, $500. Contact scott.perkins@oit.gatech.edu.**

**ITEMS FOR SALE**

Items for sale: Thirty-color coated leather look counter-height bar stools, good condition. $79 each or $230 for set. One L-shaped computer desk w/ pull-out keyboard tray, excellent condition. $60. One manson cloth computer swivel chair with arms, excellent condition, $35. Contact 678-481-8170.

Two twin box springs and king bed frame for sale. All three are only one year old, from a pet-free, smoke-free home. All purchased from Mattress Firm. $100. Contact danielle@spencerwebber.gatech.edu.