

A&F Town Hall

April 23, 2024

A&F Areas of Strategic Focus in 2024

1. Administrative Excellence

An administration's excellence can be measured by the quality of its work and the quality of its services. In essence, excellence means exceeding routine expectations.

2. Empowering Collaboration

The concept of collaboration refers to sharing ideas and effective communication among colleagues to accomplish a common objective. In other words, it's effective teamwork. The culture of collaboration within A&F will help us maximize our individual impact and the power that collective intelligence brings to problem solving.

3. Innovative Infrastructure

Public investments in physical assets should be guided by clear and long-term plans, considering the needs of all users, including vulnerable and marginalized populations. Innovative infrastructure at Georgia Tech will be managed in a sustainable, cost-effective, and equitable manner to ensure effective, accountable, and transparent use of academic, research, residential, administrative and community purposes.

A&F Leadership Team



Dr. Shantay N. Bolton
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Chief Business Officer



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Interim Chief Information Officer



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Interim Vice President for
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Jarmon DeSadier
Interim Vice President
Office of Equal Opportunity,
Compliance, and
Conflict Management



Jeff Leinbach
Interim Executive Director
Administrative Services Center



Robert Connolly
Chief of Georgia Tech
Police Department

Finance and Planning

Accomplishments

1. **Financial Training:** Adding and updating courses that reinforce compliance and incorporate new functionality.
2. **Issuance of Bonds:** Financing new capital projects, and two additional bonds to refinance previous projects, resulting in over \$7M in interest savings.
3. **Implementation of Robotic Process Automation (RPA):** Streamlining processes, enabling staff to focus on other aspects of increasing transaction volumes as Georgia Tech continues to grow.

In Progress

1. **Budget Model:** Redesigning, along with adding tools in Fusion and an Adaptive Planning implementation, to help support the evolving model.
2. **SACSCOC Re-accreditation:** Supporting through financial reporting, data assimilation, and financial compliance.
3. **RPA:** Expanding to encompass more processes and F&P functions and monitoring/updating existing RPA-enabled processes.

On the Horizon

1. **Service:** Maintaining and improving our levels of service as our budget, spending, and transaction volumes all increase.
2. **Unified ERP:** Leveraging a USG-wide financial system that will be integrated with HR and eventually Student systems.
3. **RPA and AI:** Continuing to expand RPA for F&P processes, and incorporating Artificial Intelligence (AI) to help aid with continuous improvement and compliance.

Georgia Tech Human Resources

Accomplishments

- 1. Digitized Performance Management:** Launched a ServiceNow module to help lessen the administrative burdens of the performance management process for staff and transition from the current manual, paper, and DocuSign submissions to a more agile, digital platform.
- 2. New Employee Experience Department:** Positively affect all touch points along an employee's journey - from recruitment through retirement. Leveraging social media platforms, strategic marketing, communication initiatives, and robust employee engagement and well-being programs to make Georgia Institute of Technology the desired place to work, remain, and return.
- 3. Modernized Compensation Philosophy:** Adjusted the compensation philosophy and policies at Georgia Tech to empower more decision-making about compensation and hiring at the unit level.

In Progress

- 1. Staff Job Families and Career Pathing:** Creating strategies to ensure staff can grow in their careers at the Institute. Conducted a thorough review of job structures and job architecture, resulting in key recommendations that include establishing job families, a career system, standardization of job titles, updating titles and descriptions, and planned maintenance of this structure.
- 2. Learning and Development Strategy:** Integration of Workplace Learning and Professional Development (WLPD), Organizational Development (OD), Administrative Service Center (ASC) Training Team, and Diversity and Inclusion Education and Training Team into a unified department to create a powerful and collaborative learning and development environment.
- 3. Expanding Employee Resource Groups (ERG):** Adding groups for veterans, people with disabilities and Asian American Pacific Islanders (AAPI). ERGs seek to provide supportive networks for fostering inclusion, advocacy, and professional growth among faculty and staff within the Georgia Tech community.

On the Horizon

- 1. Middle Manager Framework:** This initiative will design and develop a distinctive new catalog of courses and learning tracks aimed at enhancing capacity, knowledge, and skills for those who have direct reports.
- 2. Employee Career Development Center (ECDC):** The vision for the ECDC is to deliver comprehensive, innovative, and inclusive career development programs and services to all Georgia Tech Staff.
- 3. Employee Value Proposition (EVP):** Developing a robust EVP is a pivotal element for recruiting and retention initiatives. EVPs represent everything of value that employers offer to employees such as benefits, pay, training, career development, etc.- in exchange for employees' positive performance and productivity. An effective EVP should align with the desires of current and potential employees while differentiating Georgia Tech from its competitors.

Office of Information Technology

Accomplishments

- 1. Digital Transformation via Employee Performance Management:** Streamlining processes, enhancing compliance, and boosting transparency.
- 2. Process Transformation and Automation:** Enhanced efficiency and productivity by automating repetitive tasks with "bots."
- 3. AI Makerspace Initiative:** Empowering undergraduates with high-performance computing and AI education in partnership with NVIDIA.

In Progress

- 1. Implementation of USG Online Resource Ownership and Use Policy:** Ensuring compliant approval processes, and content guidelines for all institution online resources.
- 2. Revamped Hiring Process:** Streamlining I-9 verification to ensure Institute compliance.
- 3. Responsible AI Adoption across Institute:** Leveraging AI for campus-wide operational excellence.

On the Horizon

- 1. Unified ERP System Implementation:** Streamlining operations and enhancing staff, faculty, and student experiences in partnership with the USG.
- 2. Infrastructure Modernization:** Rearchitecting and optimization of campus network architecture.
- 3. Comprehensive Student Success Platform:** Leveraging data analytics for engagement, retention, and academic success.

Infrastructure and Sustainability

Accomplishments

- 1. Climate Action Plan:** Completed Georgia Tech's first comprehensive plan for reducing the Institute's emissions.
- 2. RPA, Analytics, and AI:** Leveraged technology to automate processes and visualize results.
- 3. Transportation Study:** Completed a RFQ to support the electrification of the campus bus fleet and charging infrastructure.
- 4. Chilled Water Infrastructure:** Replaced critical valves and piping to increase system reliability.

In Progress

- 1. Bus Electrification Grant:** In process of completing a Federal grant to accelerate bus fleet electrification.
- 2. E-Builder PMS:** Implementing an enterprise level project management software system to create transparency and detailed financial reports.
- 3. Archibus Space:** Implementing an enterprise level space management system, including interactive tools for additional analytics.

On the Horizon

- 1. Capital Planning:** Developing a 10-year prioritized capital plan that reflects academic and research needs, aligned with available resources.
- 2. Space Model:** Developing a space model that leverages analytics and develops policies to better utilize space.
- 3. Stakeholder Engagement:** Develop new tools and processes that align I&S efforts with stakeholders to better meet campus needs in the areas of construction project impact and operations.

Office of Real Estate Development

Accomplishments

1. **Science Square District:** Delivering the first phase of the district and the expansion of BioSpark Labs to create critical mass for the first true commercial life sciences hub in Atlanta.
2. **Arts Square:** Rezoning, development feasibility, and site preparation for the former Randall Brothers site to be redeveloped as “Arts Square.”
3. **Westside Communities:** Improving connectivity to the communities – socially, financially, and physically.

In Progress

1. Pursuing several key **strategic acquisitions**.
2. Increasing the visibility, success and profile of Georgia Tech as a premiere **R1 research institution** with enabling research related real estate.
3. Continued pursuit of **private public partnerships** aligned with the mission of the Institute, preserving debt capacity and amplifying economic impact.

On the Horizon

1. Fully funded **Westside Community Connector Bridge** that emulates the economic and community impact of the 5th Street Bridge at Tech Square.
2. Creation of a vibrant community at **Arts Square** to seize the opportunity to develop creative talent, stimulate innovation and advance technology for the arts.
3. **Cultivate the organization, personnel, and infrastructure** to sustain our successful track record and reputation in real estate development.

Office of Equal Opportunity, Compliance, and Conflict Management

Accomplishments

Launched in February 2024. The office absorbed Equity & Compliance programs and includes oversight of campus ADA compliance as well as continued oversight of the handling of sexual misconduct matters.

Sources:

- [Federal Register: Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)
- [U.S. Equal Employment Opportunity Commission: Enforcement and Litigation Statistics](#)

In Progress

1. **Developing mission, vision, and strategic objectives** for the newly formed office. Mission will focus on oversight and implementation of policies, programs, and initiatives related to equal opportunity, compliance with applicable laws and regulations, and effective conflict management within the Institute.
2. **Assessing opportunities for improvement** as it relates to Tech's overall EEO compliance.
3. **Overseeing Campus Clery Compliance.**

On the Horizon

1. **New Title IX Regulations** – New TIX regulations were released on April 19. Updating Campus policies and procedures related to Sexual Misconduct.
2. **Recruitment and hiring of Ombudsman** and expansion of Conflict Management Efforts across campus.
3. **Expansion of overall scope** of EOCCM to include oversight of compliance with applicable civil rights laws which include laws such as ADA, Title VI, Title VII, & Title IX.

Administrative Services Center

Accomplishments

- 1. Academic Year Hiring:** Streamlined student termination and rehiring processes within the academic year. Enhanced support for HR practitioners with improved guidance and tools for verifying student employment dates.
- 2. Digitized Education Assistance Application (TAP/STRAP):** Digitized applications and approvals for TAP/STRAP in ServiceNow.
- 3. AV support for special events (e.g., BOR meetings):** Supported February Emergency BOR meeting hosted in the CRC. April meeting was hosted at Gordon State College.

In Progress

- 1. I-9 Compliance:** Leading efforts to streamline processes, increase awareness, and ensure legal compliance in collaboration with campus partners.
- 2. Client Relations Manager (CRM) Model Implementation:** Expanding scope of coordination and partner relationships to increase CRM impact.
- 3. ASC Scorecards:** Finalizing initial published scorecard detailing metrics used to track operational health and support decision-making.

On the Horizon

- 1. GTRI Recruiting Optimization:** Expand and maximize use of PageUp to streamline recruitment process. Establish proactive sourcing strategies to achieve hiring objectives.
- 2. Onboarding/Hiring Optimization:** Continue improvement efforts to streamline end-to-end hiring and onboarding processes to enhance operational efficiency and improve the overall employee experience.
- 3. Affiliate management:** Enable systems access provisioning without requiring hire action for non-employees.

Georgia Tech Police Department

Accomplishments

1. **CALEA Accreditation:** Obtained CALEA accreditation in 2013, maintaining it since, and is the first accredited educational institutional communications center in Georgia.
2. **Strengthened External Partnerships:** Formed robust partnerships with private businesses like Coca-Cola and Warner Brothers, as well as external law enforcement agencies including Atlanta PD, FBI, and GBI.
3. **ACC Conference:** Hosted inaugural ACC Emergency Managers' and Chiefs' Conference in Dec 2023.

In Progress

1. **Enhancing Digital Intelligence Unit (DIU):** Strengthening DIU technology and capabilities to stay ahead of emerging threats and challenges.
2. **Revitalizing Emergency Response:** Upgrading our Communications Center phone system to improve emergency response capabilities.
3. **EMS Support:** Coordinating with campus services dedicated to EMS.

On the Horizon

1. **Expanding the GTPD:** Enlarging our capabilities to accommodate our growing campus and surrounding community.
2. **Streamlining Operations:** Implementing AI and robotics for staff to enhance productivity and efficiency.
3. **Sustainability:** Striving for a full electric vehicle fleet to minimize GTPD's environmental footprint

A&F Staff Culture Advisory Council

Advancing In Your Career

Wednesday, May 1, from 1 to 2 p.m.

Virtual

Laura Garcia, director of career education at Georgia Tech's Career Center, will share guidance for improving your resume, insight on upskilling to become more competitive in the marketplace, and strategies for a more effective job search.



A&F Amplified

Tuesday, May 7, from 8 a.m. to 4 p.m.

In Person: Bill Moore Student Success Center

Join us for an inspiring day of knowledge sharing, connection, and celebration at A&F Amplified. Teams throughout the A&F community will showcase their impactful work in support of creating a healthy workplace culture. Special guests include Dr. Shantay Bolton and Dr. Beth Cabrera. Breakfast and lunch will be provided.

