

A&F Town Hall

April 22, 2025

Georgia Tech Police Department

Accomplishments

1. **CALEA Accreditation:** GTPD obtained CALEA accreditation in 2013, maintaining it since, and is the first accredited educational institutional communications center in Georgia.
2. **Revitalizing Emergency Response:** Upgraded our communications center phone system to improve emergency response capabilities.
3. **EMS Support:** Secured EMS support at Georgia Tech to enhance 911 operations in collaboration with EMSaT, Campus Services, Stamps, and Grady EMS.

In Progress

1. **Readiness Assessment:** Assessing GTPD's level of readiness and strengthening recruitment to attract experienced public safety professionals in a competitive job market.
2. **Leadership Development:** Strengthening GTPD leadership through targeted training initiatives.
3. **4th Street Security Hub:** Developing a state-of-the-art security hub to enhance GTPD public safety operations.

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.

Office of Equal Opportunity, Compliance, and Conflict Management

Accomplishments

1. **Expanded scope** to include strategic oversight and coordination of institutional compliance with key federal laws and updates —such as the ADA, Title VI, Clery Compliance, Title VII, and Title IX and EEO—in response to evolving federal priority and heightened regulatory expectations in the areas of equity, access, and nondiscrimination.
2. **Recruitment and hiring** of several key roles including Ombudsperson and Sr. Clery Compliance Coordinator to aid in GT's commitment to conflict resolution as well as campus safety.
3. Formalized **Georgia Tech's Clery Compliance Committee** to strengthen institutional oversight, guide policy alignment, and support cross-functional compliance with Clery requirements.

In Progress

1. **Campus Clery Compliance:** Establishing a structured, Institute-wide process for identifying, notifying, and training Campus Security Authorities (CSAs), including tailored training content and coordinated communication efforts to enhance Clery Act compliance.
2. **Title II Web Accessibility:** Actively managing a cross-functional initiative to advance toward compliance with the U.S. Department of Justice's Title II Web Accessibility requirements by April 2026, focusing on prioritized, sustainable efforts to improve accessibility across public-facing digital content.
3. **Policy Creation, Development, and Updates:** Animals on Campus Policy; Clery Policy; Grievance Policy; Nondiscrimination & Anti-Harassment Policy; Sexual Misconduct Policy; Accommodations Policy; IT Accessibility Policy.

On the Horizon

1. Recruitment and hiring of permanent **Sr. Director of Equal Opportunity and Compliance** as well as continued expansion of compliance and conflict management efforts across campus.
2. Planning to initiate Georgia Tech's first comprehensive **hazing policy development process**, aligning it with federal and state laws and outlining clear reporting, adjudication, and prevention procedures.
3. **Partnership with the Center for Inclusive Design & Innovation (CIDI)** to raise campus-wide awareness of available accessibility resources. Updates were provided for the "Leading with Tech" initiative, and the revised Grievance Policy is now posted for campus comment.

Administrative Services Center

Accomplishments

1. **I-9 Workflow Process Improvement:** Streamlined the workflow so new employees cannot start work until they have completed Section 2 of Form I-9. March 2025 data from Equifax shows a 35% increase in compliance compared to March 2024.
2. **Audio Visual (AV) Upgrades/New Installations:** Completed AV upgrades and installations in various classroom and student-facing spaces over the past six months, transforming learning environments and elevating the academic experience. Completed 21 instructional projects across 236 room touches and 39 non-instructional projects with 72 room touches.
3. **Interviewing @Tech:** Launched training and comprehensive resources to support managers in hiring staff, ensuring compliance with Institute goals and updated USG policies. This initiative includes standardized interviewing procedures, training for hiring managers and search committee members, and a dedicated webpage with comprehensive resources.

In Progress

1. **Simplify @ Tech:** Hiring Process Improvements: Conduct a thorough evaluation of the end-to-end hiring process to enhance efficiency and the candidate experience. This initiative will involve collaboration with SMEs and campus stakeholders to identify areas for improvement, streamline procedures, and ensure alignment with best practices and institutional goals.
2. **Data Analytics and Dashboard:** Develop and implement real-time hire, compliance, and productivity dashboards for improved decision-making, compliance monitoring, and increased transparency.
3. **Onboarding/Offboarding Improvements:** Streamline the onboarding process and review the offboarding partnership to create a seamless transition for employees joining or leaving the Institute to enhance satisfaction and reduce turnover.

On the Horizon

1. **Records Digitization:** Convert personnel records into digital formats to enhance accessibility, security, and operational efficiency. This transformation will streamline data management, ensure robust protection of sensitive information, and facilitate quick and easy access to records, improving overall administration effectiveness.
2. **Compliance Improvements:** Implement comprehensive quality assurance measures for proactive monitoring to identify gaps and training opportunities. This initiative will ensure continuous improvement and alignment with best practices to enhance overall performance and compliance.
3. **Client Relations Manager (CRM) Model Framework:** Enhance coordination and partner relationships to amplify CRM impact and ensure it underscores the significance of relationships with hiring practitioners and coordinators.

Georgia Tech Human Resources

Accomplishments

1. Launched **Communities of Connection**. These affinity groups allow people with common interests and hobbies to connect, build belonging and support their well-being.
2. **Expanded Staff Award** program ensuring greater award amounts for staff who are recognized for extraordinary and exemplary work.
3. Restructured campus **learning and development teams** into a unified powerhouse of learning.

In Progress

1. Implemented the first wave of **Job Families** framework. This system will provide a clear map of professional growth opportunities, by defining career levels within a job family, based on required qualifications and complexity of work, empowering people to advocate for their career goals and make informed career development decisions.
2. Refreshed our strategic plan to highlight the three pillars of support provided to Tech's workforce: **Learn, Earn, and Grow**.

On the Horizon

1. Renewed **Employee Performance** department that will prioritize on more proactive support of our workforce and their growth and development.
2. Support campus community by providing clear guidance for the shift to **on-campus work norms**. Collaborate to update policy, process and foster well-being, engagement.
3. Launch robust suite of learning and development resources including the **Employee Career Development Center (ECDC)**.

Office of Information Technology

Accomplishments

1. **Accelerated Access and Responsible Adoption of AI Tools:** Enterprise rollout of conversational and generative AI tools for students, faculty, and staff, with a reach of approximately 10,000 assisted hours saved over the past year. Developed and implemented institutional guidance to promote responsible use of AI in teaching, research, and administrative operations, ensuring alignment with Georgia Tech's academic and compliance standards.
2. **Process Automation Improvements:** Delivered 10 high-impact automations across various A&F business units, redirecting upwards of \$500,000 worth employee hours from manual tasks to more focused efforts on strategic initiatives.
3. **Strengthened Security Posture through Two-Factor Enhancements:** Significantly reduced phishing attempts through the implementation of verified Duo Push and subsequent sunset of telephony authentication. Decreased the number of Duo phone call method users from 10,758 to 30 special case users over a two-month time frame.

In Progress

1. **Comprehensive Student Success Platform:** Leveraging data analytics for engagement, retention, and academic success.
2. **Infrastructure Modernization:** Optimization of campus network architecture through eduroam certificate-based authentication and network access control efforts.
3. **Web Modernization:** Partnership with Institute Communications to improve digital footprint through centralized management of web infrastructure and content strategy.
4. **Cloud Storage Optimization:** Updates to its utilization model for cloud storage solutions and email services help optimize storage resources support secure, efficient data retention across the Institute.

On the Horizon

1. **Unified ERP System**
Implementation: Streamlining operations and enhancing staff, faculty, and student experiences in partnership with the USG.
2. **AI for All:** Democratization of AI tools and services based on the unique needs of Georgia Tech students, faculty and staff.
3. **CMMC (Cybersecurity Maturity Model Certification) Initiative:** The future direction of CMMC is poised to significantly enhance our cybersecurity posture, streamline compliance processes, and protect critical information. By adopting CMMC 2.0, we are not only meeting federal requirements but also setting a standard for cybersecurity excellence.

Infrastructure and Sustainability

Accomplishments

1. **Climate Action Plan:** Published Georgia Tech's first comprehensive plan for reducing the Institute's emissions.
2. **Archibus Space System:** Live tracking 17million GSF including occupant and PI assignments.
3. **Sustainable Procurement Guide:** Published comprehensive sustainable purchasing guidelines.
4. **Transportation Study:** Completed a RFQ for the electrification of the bus fleet and charging infrastructure.
5. **Utility Master Plan:** Final draft in review supporting the Comprehensive Campus Plan and the Climate Action Plan.

In Progress

1. **AI Chatbot:** Deploying an interactive chatbot to provide I&S information and work order tracking.
2. **Parking Gate System:** Modernizing access to gated parking with hands free access, improved validation system, and real time occupancy monitoring.
3. **Capital Planning:** Developing a 10-year prioritized capital plan that reflects academic and research needs, aligned with available resources.
4. **Stakeholder Engagement:** Implementing improved processes that align I&S with stakeholders to better meet campus needs regarding construction and infrastructure project impacts and operations.
5. **Space Model:** Published space standards and developed a process for requests to exceptions.

On the Horizon

1. **Transportation Analysis:** Campus engagement opportunities related to mobility options.
2. **Apprenticeship Program:** Expand apprenticeship program to address operational areas of need.

Office of Real Estate Development

Accomplishments

1. **Science Square District:** Approval of Science Square Labs lease for wet-lab space for College of Engineering and College of Sciences to be completed in May 2026.
2. **Acquisition of Ferst Drive:** enabled realignment and new cycle track.
3. Completion of **Phase I of the Advanced Manufacturing Pilot Facility (AMPF)** project for the College of Biological Science relocation at 575 14th Street.
4. **BioSpark Labs:** added 4 new tenants to our co-working lab facility in Science Square.
5. **Encore:** Georgia Tech's business growth and scaling hub, secured Fanbase, a prominent, growing long term tenant focused on the social media space.
6. Provided funding for **Georgia Start Up Foundation**, a VC fund focused on Create-X an incubator for student start-ups.

In Progress

1. **Pursuing several key strategic acquisitions** including a portion of 5th St, land parcels on the 10th St corridor and key sites on the Westside of campus.
2. **Cobb County Research Facility:** ongoing multi-million-dollar capital projects supporting GTRI's applied research.
3. **Short-term activation of 665 Marietta Street (Creative Quarter)** as an events, art studios and festival venue.
4. Acquisition and renovation of **Centennial Research Building** to support the specialized, secure research of GTRI.
5. **AMPF:** working on phase II for the College of Engineering scheduled to finish in November 2025.

On the Horizon

1. **Long term redevelopment of 665 Marietta Street** into a vibrant community to develop creative talent, stimulate innovation and advance technology for the arts.
2. **Tech Square:** Opening of Tech Square Phase 3, asset repositioning of the Biltmore, events programming and placemaking on the 5th St Corridor to advance Tech Square as a world class innovation hub.
3. Expanding Georgia Tech's presence in **Washington DC for the GTDC program.**

Finance and Planning

Accomplishments

1. **USG Recognition:** Selected to present for the CBO Flywheel Program and a successful FY24 year-end close out and positive audit outcome.
2. **Issued \$102M in Bonds for New Residence Hall:** The new Curran Street Residence Hall (open August 2026) will be the first residence hall built since 1996.
3. **Implementation of Robotic Process Automation (RPA):** Streamlined processes, enabling staff to focus on other aspects of increasing transaction volumes as Georgia Tech continues to grow.
4. **Budget Model:** Redesigned, along with adding tools in Fusion and an Adaptive Planning implementation, to help support the evolving model.

In Progress

1. **Project with MS Analytics Practicum:** IRP is partnering with ISYE and Scheller College of Business to recreate a tool to track labor supply and demand.
2. **Robotic Process Automation (RPA):** Expanding to encompass more processes and F&P functions and monitoring/updating existing RPA-enabled processes.
3. **Workday Adaptive Planning:** Budget Office is working with USG on their implementation of Workday Adaptive Planning.
4. **SACSCOC Re-accreditation:** Supporting through financial reporting, data assimilation, and financial compliance.

On the Horizon

1. **Service:** Maintaining and improving our levels of service as our Institute budget, spending, and transaction volumes all increase.
2. **Data Days:** IRP is co-organizing Data Days with OIT (November 2025).
3. **Unified ERP:** Leveraging a USG-wide financial system that will be integrated with HR.
4. **RPA and AI:** Continuing to expand RPA for F&P processes and incorporating Artificial Intelligence (AI) to help aid with continuous improvement and compliance.

A&F Listening Sessions

- Friday, April 25
 - Noon to 1 p.m.
 - Carnegie Building,
President's Conference Room
- Wednesday, April 30
 - Noon to 1 p.m.
 - Lyman Hall, room 307
- Wednesday, May 14
 - Noon to 1 p.m.
 - Lyman Hall, room 307



Town Hall Survey

