

ADVANCE College of Engineering Faculty Retreat

Amicalola Falls Lodge

August 6-8, 2025

In the fifth-annual ADVANCE College of Engineering Retreat, 31 members of the Georgia Tech community gathered at Amicalola Lodge to discuss priorities for the College in the coming year. As in previous years, the retreat themes were communication, collaboration, culture, and community. The participants in the retreat (listed and pictured on page 2) included 20 faculty members in CoE as well as CoE staff members and institute leaders.

The College of Engineering should

- Convene cross-CoE discussions, workshops, and working groups to generate prototypes or best practices for AI in teaching
- Work to define and implement action items identified in the COACHE Faculty Satisfaction Survey
- Organize workshops and disseminate best practices on processes including RPT and annual reviews
- Assemble and communicate to faculty the professional development opportunities available for staff, to facilitate one-on-one conversations between faculty and support staff on development
- Assemble and recommend mechanisms to support faculty and staff in their collaboration, such as one-on-one meetings, inclusion in team meetings, clarification of roles and needs, and options for supplemental pay

The units in the College of Engineering should

- Implement orientation/onboarding for all new faculty including research faculty and for new staff members
- Create FAQ documents for orientation and reorientation, to standardize and communicate how processes are actually performed (e.g. booking travel). Disseminate to faculty and staff, as well as to students when appropriate.
- Involve faculty in the hiring of staff members

Faculty members in the College of Engineering should

- Clarify with their direct supervisor which staff members support their activities
- Meet one-on-one in person with each staff partner to discuss how to collaborate and how to support their professional development goals
- Intentionally integrate support staff into their teaching and research team function

Participants

| Name | | | Name | | |
|-------------|-----------|---------|-------------|--------------------|---------|
| Kelly | Cross | BME | Xiaoming | Huo | ISyE |
| Constance | Crozier | ISyE | Mitsuko | Ito | ECE |
| Skye | Duckett | A&F | Suhas | Jain | ME |
| LaJauna | Ellis | COE | Jose | Magalhaes | AE |
| Jeff | Epstein | ECE | Kim L. | Paige | BME |
| Todd | Fernandez | BME | Pardis | Pishdad | COD |
| Juanita | Freeman | ChBE | Raghu | Pucha | COE |
| Alpa | Gautam | BME | Lakshmi | Raju | ECE |
| Rosario | Gerhardt | MSE | Mary Lynn | Realff | MSE |
| Martha | Grover | ChBE | Michelle | Rinehart | Provost |
| Joy | Harris | ECE | Rosemarie | Santa González | ISyE |
| Laura | Haynes | ECE | Mark | Styczynski | ChBE |
| Diley | Hernandez | Provost | Mathieu | Tanneau | ISyE |
| Luoluo | Hong | SEWB | May Dongmei | Wang | BME |
| William | Hunt | ECE | Shannon | Yee | ME |
| | | | Karie | Davis- Nozemack | Provost |

